2011 Tier

Uniformed members hired for the first time on or after January 1, 2011

MPERS is a defined benefit (DB) retirement plan for employees of the Missouri Department of Transportation and the Missouri State Highway Patrol. As a member of a DB plan, your future retirement benefit is not based on how much you contribute to the plan, it is based on a formula.

Below is an example of the potential value and impact the MPERS retirement benefit has on your future. Together with social security and personal savings, your MPERS benefit will help you have a secure and reliable retirement.

First Hired in Benefit-Eligible Position On or After January 1, 2011
Age 55 + 5 Years of Service Mandatory Retirement at Age 60
Vesting Period 5 years
Cost-of-Living Adjustment Determined by Change in Consumer Price Index 0% - 5%
Base Benefit Multiplier .017
Base Benefit Service x FAP x .017
Temporary Benefit Multiplier .008
Temporary Benefit Service x FAP x .008

Service 25 years
Final Average Pay (FAP) $4,000
Age 55
Base Benefit Multiplier .017
Temporary Benefit Multiplier .008
Average COLA 1.5%
Employee Contributions $48,000
Length of Retirement 30 years

25 x $4,000 x .017 = $1,700 Initial Base Benefit
25 x $4,000 x .008 = $800 Initial Temporary Benefit
$1,700 Base Benefit + $800 Temporary Benefit = $2,500 Total Monthly Benefit

Total Benefit Received Over 30 Years $836,089.84
Total Employee Contributions $48,000

The formula uses total service credit, final average pay (FAP), and a multiplier set by law. Final average pay is the average of your highest 36 consecutive months of pay. Using this formula, MPERS produces a base benefit amount that retirees receive every month for the rest of their lives. In addition to the base benefit, those who qualify for normal retirement and retire directly from active service prior to age 62 will receive a temporary benefit that is similarly calculated with a different multiplier. The temporary benefit is received until a member reaches age 62.

Service credit can include years and months of employment, unused sick leave, and purchased or transferred service. As a retiree, you will receive an annual cost-of-living adjustment (COLA) every year. This adjustment ranges from zero to five percent and is determined by the Consumer Price Index (CPI-U).

As a member of the MPERS 2011 Tier, a four percent employee contribution is required to help fund your future retirement benefit.

If you leave state service prior to becoming vested or prior to reaching normal retirement eligibility, refunds of your contributions can be requested. However, once a refund has been processed, all service credit and future retirement benefits are forfeited.