



Leaving State Employment



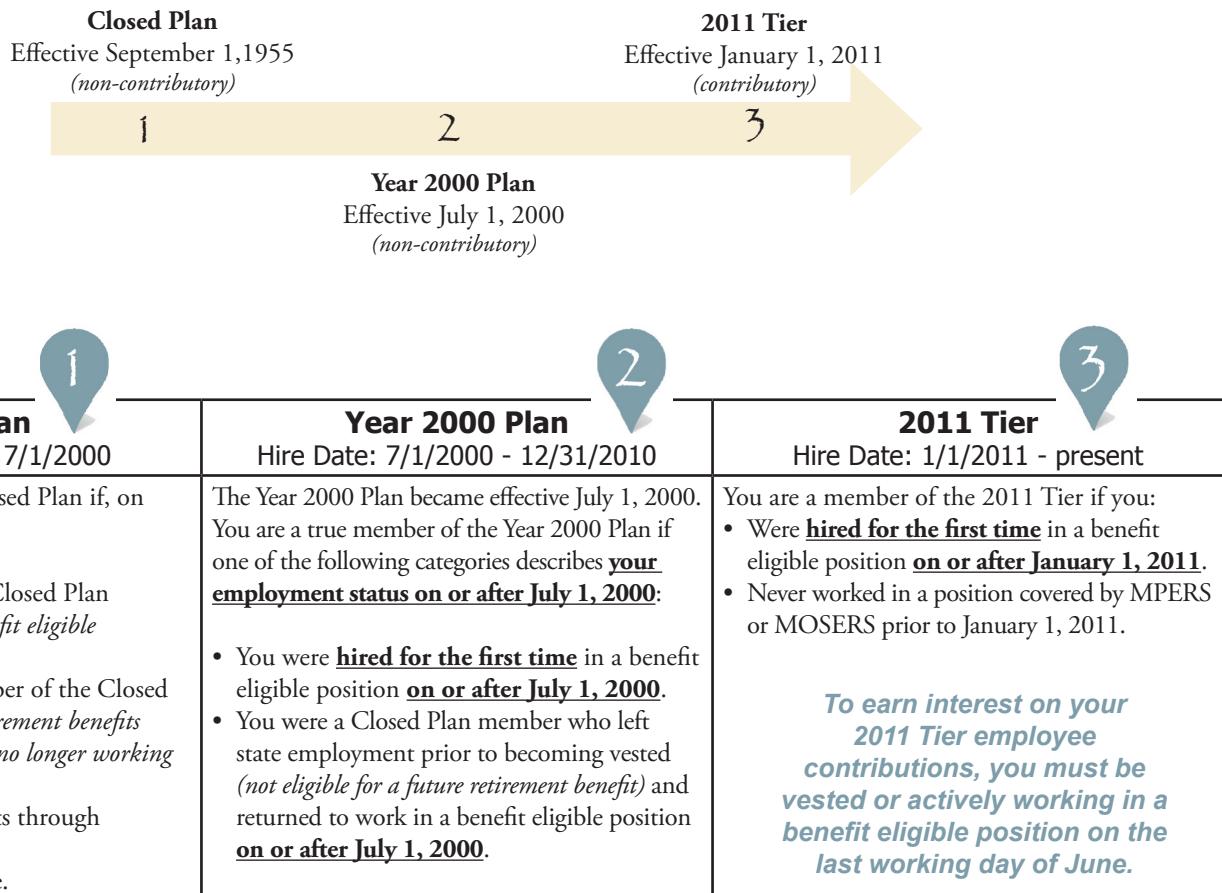
This brochure is intended for vested members who work in a "benefit eligible" position, and leave state employment prior to becoming eligible for retirement.

**MoDOT and Patrol Employees'
Retirement System**

Know Which Retirement Plan You Are In

Members of MPERS participate in one of the following **three retirement plans**. To understand when you will be eligible to start receiving retirement benefits and how your benefit will be calculated, you must know which plan you participate in.

Don't know which plan you're in? Below is a general description of membership in each plan. Plan information is also available: 1) on your annual benefit statement, 2) by logging in to the Secure Member Access portion of MPERS' website, or 3) by contacting a MPERS benefit specialist or your human resource representative.



Closed Plan members may elect the Year 2000 Plan at retirement.

Defined Benefit Plan - Simple and Easy



Know If You Are “Vested”

How much service do you have? To be “vested” means that you have acquired the minimum amount of credited service to be eligible for retirement benefits at some point in the future...once you meet the age and service requirements (see page 6). Generally speaking, the retirement laws in effect on the date you leave state employment determine your eligibility for a benefit and the provisions used to calculate your benefit.

Members must have **at least 5 years** of credited service to be vested.

If you leave state employment **prior to becoming vested**, you are not eligible for a future retirement benefit. As a “terminated-not vested” member, your service will be considered “forfeited.” If you later return to work for the state in a benefit eligible position, the forfeited service will be restored after completing one continuous year of membership in MPERS.

Any 2011 Tier member (vested or not) who takes a refund of employee contributions, **forfeits** his/her credited service. 2011 Tier members who take a refund of contributions will have an opportunity to buy back the forfeited service. After working continuously for at least one year in a benefit eligible position, your forfeited service will be restored after you pay back the refunded amount, plus interest. The pay back amount will be more than the refund you received.

Service Required to Become Vested

5 Years

Service Stops Accruing When You Leave

You earn one day of creditable service for each day you work for MoDOT or MSHP in a “benefit eligible” position. Once you leave state employment, you stop accruing service. Since your service is no longer accruing, chances are the date eligible for retirement and the estimated amount of your retirement benefit on previous benefit estimates are now incorrect. Contact a MPERS benefit specialist for a revised benefit estimate using your actual dates of service.

Benefit estimates assume you will continue working in a benefit eligible position, and making your current salary, until you are eligible for retirement. If you leave state employment prior to the retirement date shown on the estimate, your benefit estimate must be recalculated using the appropriate age and service eligibility requirements. Your eligibility for early and normal retirement is determined by applying your actual service on the date you leave state employment, without regard to whether or not you might have continued working until first eligible for normal retirement.

Benefit estimates are just that - estimates! At retirement, all service and salary information must be verified before a benefit can be paid.

Returning to Work for the State of Missouri

Another reason to know if you are vested is so you understand what happens to your service if you later decide to return to work for the state in a benefit eligible position. (*The following assumes you left an MPERS-covered position and will return to work in an MPERS-covered position.*)

Vested members returning to work for the state in a benefit eligible position will immediately start accruing service and it will be added to their prior MPERS service.

Non-vested members must work in a benefit eligible position for one continuous year to have their forfeited service restored.

Any 2011 Tier member who left state employment **and took a refund of employee contributions**, must work at least one continuous year in a benefit eligible position, and repay the refund (plus interest), before their forfeited service can be restored.

What is a...

“Benefit Eligible” Position

A position normally requiring the performance of duties, by a state employee, during not less than 1,040 hours per year (half-time or greater). Your employer determines if the “position” is considered benefit eligible.

This brochure is intended for members who are working in a “benefit eligible” position and leave state employment prior to becoming eligible for retirement. We recommend that you contact a MPERS benefit specialist prior to leaving to see how it might affect your benefits. If there is any difference between the information provided in this brochure and the laws or policies which govern MPERS, the law and policies will prevail.

Frequently Asked Questions

1. What if I leave my current position under MPERS and return to work in a position covered by the Missouri State Employees Retirement System (MOSERS)? Can I transfer my MPERS service to MOSERS?

There is a “reciprocal service” provision that will allow you to transfer your MPERS service to MOSERS at no cost to you...and vice versa.

This type of service can be used to satisfy the vesting requirement and to determine the amount of your retirement benefit. Transferring service between MPERS and MOSERS is not automatic. If you are considering transferring service to MOSERS, you should contact MOSERS to initiate the transfer. Likewise, if you wish to transfer service from MOSERS to MPERS, please contact MPERS to begin the process.

2. What does it mean to “grow” into Rule of 80 (or 90 for 2011 Tier)? Can I “grow” into Rule of 80 (or 90)?

To become eligible for retirement under the Rule of 80, your age plus your service must equal 80 or more. For example, if you are 48 years old, you must have at least 32 years of service to be eligible for normal retirement ($48 + 32 = 80$). While you are employed, your service and age are increasing simultaneously. If you leave state employment, you stop accruing service; however, you continue to get older. To “grow” into Rule of 80 means only your age is increasing to reach eligibility.

Closed Plan Members

If you are a member of the Closed Plan, you can “grow” into Rule of 80 eligibility, even if you elect the Year 2000 Plan at retirement. For example, if you are 50 years old and have 25 years of service when you leave state employment, you are 5 years shy of attaining Rule of 80 ($50 + 25 = 75$). You “grow” into Rule of 80 as you get older, which means you will reach Rule of 80 at age 55.

Year 2000 Plan Members and 2011 Tier Members

A true Year 2000 Plan or 2011 Tier member cannot “grow” into the Rule of 80 (or 90) eligibility. To become eligible for normal retirement under the Rule of 80 (or 90), you must be accruing service and age simultaneously as an active employee.

In addition, Year 2000 Plan members can only take advantage of the rule of 80 (or 90) as an active employee. Once you leave state employment, your eligibility for the rule of 80 (or 90) ends.

3. How will my unused sick leave credit be affected by leaving state employment prior to retirement?

If eligible, you could receive one month of credited service for every 168 hours of unused sick leave reported to MPERS by your employer. Unused sick leave credit can increase the amount of your retirement benefit, but not your eligibility for retirement.

Closed Plan Members

To receive credit for your unused sick leave, you must be eligible for early or normal retirement when you leave state employment.

Year 2000 Plan Members

To receive credit for your unused sick leave, you must be vested when you leave state employment.

2011 Tier Members

To receive credit for your unused sick leave, you must retire directly from active employment.

4. What if I should die prior to retirement?

If you are vested and die prior to retirement, your spouse (to whom you are married on your date of death) or dependent children (under age 21) may be eligible for survivor benefits.

The monthly benefit for your surviving spouse will be based on the benefit you have accrued as of your date of death and calculated according to the Joint & 100% Survivor Option. Benefits continue throughout the lifetime of your spouse.

If there is no eligible surviving spouse, a total of 80% of your monthly base benefit, in equal shares, will be paid to your dependent children under age 21. If a child is under 18 years of age, benefits will be paid to the surviving parent as natural guardian of the child (if the parent has custody or assumes custody of the child), or to the legal guardian until the child is 18 years old.

For 2011 Tier Members Only

If you are a vested former member at the time of your death, your survivors will begin receiving their survivor benefits at the time of your normal retirement eligibility date.

Transferring Service Between MPERS and MOSERS

Transferring service between MPERS and MOSERS is not automatic. You must request, in writing, for your service to be transferred.

Correspondence From MPERS

When You Leave State Employment

Within 45 days of leaving state employment, vested members will receive correspondence from MPERS explaining:

- Which retirement plan you participate in.
- When you will be eligible for a retirement benefit. You will also receive a benefit estimate.

2011 Tier Member Only: You will receive correspondence from MPERS with information regarding how you may request a refund of your employee contributions.

Keep Your Contact Information Updated!

It is important to keep MPERS informed of your current email address, mailing address, phone number, and if your name changes.

Early Retirement Notification (if applicable)

Approximately 120 days prior to the date you are first eligible for early (reduced) retirement, MPERS will send you correspondence and benefit estimate. **You are not required to retire early.** You may wait until you are eligible for normal retirement to take action. See page 7 of this brochure for the date your retirement forms are due at MPERS (if you elect to retire early).

Normal Retirement Notification

Approximately 120 days prior to the date you are first eligible for normal retirement, MPERS will send you correspondence and a *Notice of Retirement* form (Step 1 of 2-Step Retirement Process). See page 7 of this brochure for the date your retirement forms are due at MPERS.

myMPERS Secure Member Access - 24/7

Information regarding your MPERS benefits is available online through myMPERS Secure Member Access.

1. Go to www.mpers.org
2. Click on the **myMPERS Login** graphic for **Secure Member Access**
3. Enter your **Username** and **Password** **or**
Click on **Enroll Now** to set up your Username and Password

The screenshot shows the MPERS website homepage. At the top right, there is a green button labeled "myMPERS Login". This button is circled in red. Below the header, there is a banner for "Pre-Retirement Seminars" featuring a beach chair and umbrella. On the left, there is a sidebar with links like "I Want To...", "News and Updates", and "Why Enroll?". The main content area has several small informational boxes.

Online Capabilities

- View creditable service to date
- View account balance (*2011 Tier members*)
- View correspondence from MPERS
- View your annual benefit statements
- Run benefit estimates
- Gross-to-Net benefit modeling
- Download MPERS forms
- Submit your *Notice of Retirement* to MPERS
- Register for a Pre-Retirement Seminar
- Select how to receive correspondence from MPERS (email or mail)

The screenshot shows the "Secure Member Access" login page. It features a yellow header bar with the MPERS logo and the text "Secure Member Access". Below the header, there is a "Login" form with fields for "Username" and "Password". To the right of the form, there is a section titled "Why Enroll?" with two columns: "As a Member..." and "As a Retiree...". Both columns list various services available. At the bottom of the "Why Enroll?" section, there is a red button labeled "Enroll Now", which is circled in red. The footer of the page includes the MPERS logo, contact information, and a copyright notice.

Summary of Benefit Provisions

Benefit	Closed Plan (9/1/1955 - 6/30/2000)	Year 2000 Plan (7/1/2000 - 12/31/2010)	2011 Tier (1/1/2011 - Present)
Vesting Requirement	5 years	5 years	5 years (if active on or after January 1, 2018)
Normal Retirement Eligibility	<ul style="list-style-type: none"> Age 65 with 5 years of service Age 60 with 15 years of service “Rule of 80” - age 48 with age and service equaling 80 or more 	<ul style="list-style-type: none"> Age 62 with 5 years of service “Rule of 80” - age 48 with age and service equaling 80 or more (active only) 	<ul style="list-style-type: none"> Age 67 with 5 years of service “Rule of 90” - age 55 with age and service equaling 90 or more (active only)
(Uniform Patrol) Normal Retirement Eligibility	<ul style="list-style-type: none"> Age 55 with 5 years of service “Rule of 80” - age 48 with age and service equaling 80 or more Mandatory retirement at age 60 (active only) 	<ul style="list-style-type: none"> “Rule of 80” - age 48 with age and service equaling 80 or more (active only) Mandatory retirement at age 60 (active only) Age 62 with 5 years of service (term-vested) 	<ul style="list-style-type: none"> Age 55 with 5 years of service (active only) Mandatory retirement at age 60 (active only) Age 67 with 5 years of service (term-vested)
Base Benefit Formula	Service x .016 x Final Average Pay	Service x .017 x Final Average Pay	Service x .017 x Final Average Pay
Temporary Benefit Formula (payable until age 62)	Not available	Service x .008 x Final Average Pay <i>(Uniformed Patrol must have 5 years to qualify)</i>	Service x .008 x Final Average Pay
Uniformed Patrol hired before 1/1/1995 Special Benefit	\$90 per month until age 65 <i>(stops any month gainfully employed)</i>	Not available	Not available
Early Retirement Eligibility (reduced benefit)	<ul style="list-style-type: none"> Age 55 with 10 years of service <i>Reduced .006 for each month younger than normal retirement</i> 	<ul style="list-style-type: none"> Age 57 with 5 years of service <i>Reduced .005 for each month younger than normal retirement</i> 	<ul style="list-style-type: none"> Age 62 with 5 years of service (active only) <i>Reduced .005 for each month younger than normal retirement</i>
Benefit Payment Options <i>(Determines if a benefit will be paid to anyone after your death.)</i>	<ul style="list-style-type: none"> Life Income Annuity Unreduced Joint & 50% Survivor Joint & 100% Survivor Life Income w/60 Guaranteed Payments Life Income w/120 Guaranteed Payments 	<ul style="list-style-type: none"> Life Income Annuity Joint & 50% Survivor Joint & 100% Survivor Life Income w/120 Guaranteed Payments Life Income w/180 Guaranteed Payments 	<ul style="list-style-type: none"> Life Income Annuity Joint & 50% Survivor Joint & 100% Survivor Life Income w/120 Guaranteed Payments Life Income w/180 Guaranteed Payments
Cost-of-Living Adjustment (COLA) <i>(maximum annual COLA rate is 5%)</i>	Employed before 8/28/97: • Minimum rate is 4% until total increases equal 65% of initial benefit - then it's 80% of increase in the CPI-U Employed on or after 8/28/97: • 80% of the increase in the CPI-U	<ul style="list-style-type: none"> 80% of the increase in the CPI-U 	<ul style="list-style-type: none"> 80% of the increase in the CPI-U
BackDROP <i>(must work at least 2 years beyond date first eligible for normal retirement)</i>	Available	Available	<ul style="list-style-type: none"> Not available
Unused Sick Leave Credit <i>• Earn 1 month of service for every 168 hours of unused sick leave</i>	<ul style="list-style-type: none"> Must be vested and eligible for early or normal retirement when you leave state employment 	<ul style="list-style-type: none"> Must be vested when you leave state employment 	<ul style="list-style-type: none"> Must be vested and eligible for early or normal retirement when you leave state employment
\$5,000 Death Benefit <i>• No cost to you</i> <i>• Terminated-vested members do not qualify</i> <i>• Potentially taxable to beneficiary(ies)</i>	Available to: <ul style="list-style-type: none"> Members retiring after 9/28/85 Members who began receiving work-related or normal disability benefits after 9/28/85 	Available to: <ul style="list-style-type: none"> Active members and long-term disability recipients retiring after 9/28/85 Members who began receiving work-related disability benefits after 9/28/85 	<ul style="list-style-type: none"> Available to: Active members and long-term disability recipients retiring after 9/28/85 Members who began receiving work-related disability benefits after 9/28/85

Closed Plan members may elect to remain in the Closed Plan or switch to the Year 2000 Plan at retirement. If you elect the Year 2000 Plan, your benefits and eligibility will be according to the Year 2000 Plan provisions.

2-Step Retirement Process

Step 1: Notice of Retirement

To start the retirement process, you must submit a completed *Notice of Retirement* form to MPERS. This form provides MPERS with your intended date of retirement and your spouse's date of birth (if married). MPERS will use this information to generate the appropriate benefit estimate(s) and individualized *Retirement Election Form*.

Step 2: Retirement Election Form

MPERS will send you an individualized *Retirement Election Form* and benefit estimate(s) in the mail. The election form will show all retirement options for which you are eligible. The benefit estimate(s) will provide the information needed to make informed decisions. Generally speaking, elections made at retirement cannot be changed after your first benefit payment is sent. We encourage you to meet with a MPERS benefit specialist prior to making your retirement elections.

Keep Your Contact Information Updated!

It is important to keep MPERS informed of your current email address, mailing address, phone number, and if your name changes.

Date Forms are Due at MPERS

Based on your intended date of retirement, the notification and election form must be received at MPERS by the dates listed on the chart below. **Submitting either form after the deadline could: 1) delay your retirement date, 2) delay your benefit payment, and 3) affect your medical and life insurance coverage.**

Date of Retirement	Step 1: <i>Notice of Retirement Due at MPERS</i>	Step 2: <i>Retirement Election Form Due at MPERS</i>
January 1	September 1 - November 30	December 31
February 1	October 1 - December 31	January 31
March 1	November 1 - January 31	February 28
April 1	December 1 - February 28	March 31
May 1	January 1 - March 31	April 30
June 1	February 1 - April 30	May 31
July 1	March 1 - May 31	June 30
August 1	April 1 - June 30	July 31
September 1	May 1 - July 31	August 31
October 1	June 1 - August 31	September 30
November 1	July 1 - September 30	October 31
December 1	August 1 - October 31	November 30

Important Notice

MPERS sends a report to MoDOT and MSHP each month listing those who have submitted their *Notice of Retirement* or *Retirement Election Form*.

Work-Related Felonies

Members who are convicted of a work-related felony on or after August 28, 2014 will not be eligible to receive a retirement benefit. Finding of guilt for any of the following offenses or a substantially similar offense provided under federal law will result in the ineligibility for retirement benefits:

- Felony of stealing under Section 570.030
- Felony of receiving stolen property under Section 570.080
- Forgery under Section 570.090
- Counterfeiting under Section 570.103
- Bribery of a public servant under Section 576.010
- Acceding to corruption under Section 576.020

However, if you were vested prior to August 28, 2014, you will be eligible for a monthly benefit based on the service accrued prior to August 28, 2014.

Contact Information for Other State-Sponsored Benefits

If you have questions regarding how your other state-sponsored benefits might be affected by leaving state employment prior to retirement, please contact the appropriate benefit provider.

Medical

MoDOT/MSHP Employee Benefits

MoDOT: (877) 863-9406
MSHP: (573) 526-6136
Website: www.modot.mo.gov/newsandinfo/benefits.htm

Dental and Vision

Missouri Consolidated Health Care Plan
Toll Free: (800) 487-0771
Website: www.mchcp.org

Deferred Compensation

ICMA-RC
Toll Free: (800) 392-0925
Website: <http://modeferredcomp.org>

Cafeteria Plan

Central Bank/ASI
Toll Free: (800) 659-3035
Website: www.mocafe.com

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MoDOT & Patrol Employees' Retirement System

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