

**PERS AND TPAF SALARY OR HOURS REQUIREMENTS FOR ENROLLMENT BY MEMBERSHIP TIER**

All other PERS or TPAF enrollment requirements must be met in addition to minimum hours or salary

	<b>TIER 1</b> (Enrolled before July 1, 2007)	<b>TIER 2</b> (Eligible for enrollment on or after July 1, 2007, and before November 2, 2008)	<b>TIER 3</b> (Eligible for enrollment on or after November 2, 2008, and on or before May 21, 2010)	<b>TIER 4</b> (Eligible for enrollment after May 21, 2010, and before June 28, 2011)	<b>TIER 5</b> (Eligible for enrollment on or after June 28, 2011)
<b>PERS</b>	<p>Minimum base salary of \$1,500 required for PERS Tier 1 enrollment.</p> <p>IRS Annual Compensation Limit on maximum salary generally apply \$285,000 for 2020.</p>	<p>Minimum base salary of \$1,500 required for PERS Tier 2 enrollment.</p> <p>PERS salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>PERS members are eligible for participation in the Defined Contribution Retirement Program (DCRP) for salary over the maximum wage limit.</p>	<p>Minimum base salary required for PERS Tier 3 enrollment. \$8,400 for 2020.</p> <p>Employees with base salary between \$5,000 and current minimum PERS. Tier 3 salary are eligible for participation in the DCRP.</p> <p>PERS salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>PERS members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>	<p>PERS Tier 4 enrollment requires a minimum of 35 hours per week for State Employees, or 32 hours per week for Local Government or Local Education Employees.</p> <p>No minimum salary requirement.</p> <p>Employees who do not work the minimum required hours but who earn base salary of at least \$5,000 are eligible for participation in the DCRP.</p> <p>PERS salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>PERS members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>	<p>PERS Tier 5 enrollment requires a minimum of 35 hours per week for State Employees, or 32 hours per week for Local Government or Local Education Employees.</p> <p>No minimum salary requirement.</p> <p>Employees who do not work the minimum required hours but who earn base salary of at least \$5,000 are eligible for participation in the DCRP.</p> <p>PERS salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>PERS members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>
<b>TPAF</b>	<p>Minimum base salary of \$500 required for TPAF Tier 1 enrollment.</p> <p>IRS Annual Compensation Limit on maximum salary generally apply \$285,000 for 2020.</p>	<p>Minimum base salary of \$500 required for TPAF Tier 2 enrollment.</p> <p>TPAF salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>TPAF members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>	<p>Minimum base salary required for TPAF Tier 3 enrollment. \$8,400 for 2020.</p> <p>Employees with base salary between \$5,000 and current minimum TPAF Tier 3 salary are eligible for participation in the DCRP.</p> <p>TPAF salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>TPAF members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>	<p>TPAF Tier 4 enrollment requires a minimum of 35 hours per week for State Employees, or 32 hours per week for Local Education Employees.</p> <p>No minimum salary requirement.</p> <p>Employees who do not work the minimum required hours but who earn base salary of at least \$5,000 are eligible for participation in the DCRP.</p> <p>TPAF salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>TPAF members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>	<p>TPAF Tier 5 enrollment requires a minimum of 35 hours per week for State Employees, or 32 hours per week for Local Education Employees.</p> <p>No minimum salary requirement.</p> <p>Employees who do not work the minimum required hours but who earn base salary of at least \$5,000 are eligible for participation in the DCRP.</p> <p>TPAF salary limited to Social Security maximum wage \$137,700 for 2020.</p> <p>TPAF members are eligible for participation in the DCRP for salary over the maximum wage limit.</p>

*\*For "grandfathered" individuals at employers that adopted P.L. 1997, c. 113, the Tier 1 maximum salary is \$425,000 for 2020.*

**Tier 2** pursuant to P.L. 2007, c. 92 and 103. **Tier 3** pursuant to P.L. 2008, c. 89. **Tier 4** pursuant to P.L. 2010, c. 1 and 3. **Tier 5** pursuant to P.L. 2011, c. 78.

**Tier 1 annual compensation history for PERS and TPAF:** 2013 - \$255,000; 2014 - \$260,000; 2015 - \$265,000; 2016 - \$265,000; 2017 - \$270,000; 2018 - \$275,000; 2019 - \$280,000

**Tier 2, 3, 4, and 5 Social Security maximum wages history for PERS and TPAF:** 2013 - \$113,700; 2014 - \$117,000; 2015 and 2016 - \$118,500; 2017 - \$127,200; 2018 - \$128,400; 2019 - \$132,900

**Tier 3 minimum base salary history for PERS and TPAF:** 2011 - \$7,700; 2012 - \$7,800; 2013 - \$8,000; 2014 - \$8,100; 2015 - \$8,200; 2016, 2017, and 2018 - \$8,300; 2019 - \$8,400

<b>PERS AND TPAF RETIREMENT BENEFITS BY MEMBERSHIP TIER</b>					
	<b>TIER 1</b> (Enrolled before July 1, 2007)	<b>TIER 2</b> (Eligible for enrollment on or after July 1, 2007, and before November 2, 2008)	<b>TIER 3</b> (Eligible for enrollment on or after November 2, 2008, and on or before May 21, 2010)	<b>TIER 4</b> (Eligible for enrollment after May 21, 2010, and before June 28, 2011)	<b>TIER 5</b> (Eligible for enrollment on or after June 28, 2011)
<b>SERVICE RETIREMENT</b>	Minimum age of 60, no minimum service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Minimum age of 60, no minimum service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Minimum age of 62, no minimum service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Minimum age of 62, no minimum service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary.	Minimum age of 65, no minimum service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary.
<b>DEFERRED RETIREMENT</b>	Collectable at age 60, at least 10 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Collectable at age 60, at least 10 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Collectable at age 62, at least 10 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary.	Collectable at age 62, at least 10 years of service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary.	Collectable at age 65, at least 10 years of service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary.
<b>EARLY RETIREMENT</b>	At least 25 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary. No minimum age; however, if under age of 55, the benefit is reduced 3 percent per year (1/4 of 1 percent per month) for each year under age 55.	At least 25 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary. No minimum age; however, if under age of 60, the benefit is reduced 1 percent per year (1/12 of 1 percent per month) for each year under age 60 but over age 55; and 3 percent per year (1/4 of 1 percent per month) for each year under age 55.	At least 25 years of service required. Annual Benefit = Years of Service ÷ 55 X Final Average (3 yrs.) Salary. No minimum age; however, if under age of 62, the benefit is reduced 1 percent per year (1/12 of 1 percent per month) for each year under age 62 but over age 55; and 3 percent per year (1/4 of 1 percent per month) for each year under age 55.	At least 25 years of service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary. No minimum age; however, if under age of 62, the benefit is reduced 1 percent per year (1/12 of 1 percent per month) for each year under age 62 but over age 55; and 3 percent per year (1/4 of 1 percent per month) for each year under age 55.	At least 30 years of service required. Annual Benefit = Years of Service ÷ 60 X Final Average (5 yrs.) Salary. No minimum age; however, if under age of 65, the benefit is reduced 3 percent per year (1/4 of 1 percent per month) for each year under age 65.
<b>VETERAN RETIREMENT</b>	At least 25 years of service at age 55 or older; or at least 20 years of service at age 60 or older. Annual Benefit = 54.5 percent X last year or highest 12 months of salary; or At least 35 years of service at age 55 or older. Annual Benefit = Years of Service ÷ 55 X Highest 12 Months of Salary.	At least 25 years of service at age 55 or older; or at least 20 years of service at age 60 or older. Annual Benefit = 54.5 percent X last year or highest 12 months of salary; or At least 35 years of service at age 55 or older. Annual Benefit = Years of Service ÷ 55 X Highest 12 Months of Salary.	At least 25 years of service at age 55 or older; or at least 20 years of service at age 60 or older. Annual Benefit = 54.5 percent X last year or highest 12 months of salary; or At least 35 years of service at age 55 or older. Annual Benefit = Years of Service ÷ 55 X Highest 12 Months of Salary.	At least 25 years of service at age 55 or older; or at least 20 years of service at age 60 or older. Annual Benefit = 54.5 percent X last year or highest 12 months of salary; or At least 35 years of service at age 55 or older. Annual Benefit = Years of Service ÷ 55 X Highest 12 Months of Salary.	At least 25 years of service at age 55 or older; or at least 20 years of service at age 60 or older. Annual Benefit = 54.5 percent X last year or highest 12 months of salary; or At least 35 years of service at age 55 or older. Annual Benefit = Years of Service ÷ 55 X Highest 12 Months of Salary.

**Tier 2** pursuant to P.L. 2007, c. 92 and 103. **Tier 3** pursuant to P.L. 2008, c. 89. **Tier 4** pursuant to P.L. 2010, c. 1 and 3. **Tier 5** pursuant to P.L. 2011, c. 78.

<b>PERS AND TPAF DISABILITY RETIREMENT BENEFITS BY MEMBERSHIP TIER</b>					
	<b>TIER 1</b> (Enrolled before July 1, 2007)	<b>TIER 2</b> (Eligible for enrollment on or after July 1, 2007, and before November 2, 2008)	<b>TIER 3</b> (Eligible for enrollment on or after November 2, 2008, and on or before May 21, 2010)	<b>TIER 4</b> (Eligible for enrollment after May 21, 2010, and before June 28, 2011)	<b>TIER 5</b> (Eligible for enrollment on or after June 28, 2011)
<b>ORDINARY DISABILITY RETIREMENT</b>	If approved: Annual benefit = 43.6 percent X Final Average (3 yrs.) Salary.	If approved: Annual benefit = 43.6 percent X Final Average (3 yrs.) Salary.	If approved: Annual benefit = 43.6 percent X Final Average (3 yrs.) Salary.	NOT AVAILABLE: PERS Tier 4 members may be eligible for long-term disability insurance coverage.	NOT AVAILABLE: PERS Tier 5 members may be eligible for long-term disability insurance coverage.
<b>ACCIDENTAL DISABILITY RETIREMENT</b>	If approved: Annual Benefit = 72.7 percent X Annual Salary at time of accident.	If approved: Annual Benefit = 72.7 percent X Annual Salary at time of accident.	If approved: Annual Benefit = 72.7 percent X Annual Salary at time of accident.	NOT AVAILABLE: TPAF Tier 4 members may be eligible for long-term disability insurance coverage.	NOT AVAILABLE: TPAF Tier 5 members may be eligible for long-term disability insurance coverage.

**Tier 2** pursuant to P.L. 2007, c. 92 and 103. **Tier 3** pursuant to P.L. 2008, c. 89. **Tier 4** pursuant to P.L. 2010, c. 1 and 3. **Tier 5** pursuant to P.L. 2011, c. 78.