PFRS ENROLLMENT BY MEMBERSHIP TIER
PENSIONABLE SALARY LIMITS

TIER 1 (Enrolled on or before May 21, 2010)	TIER 2 (Enrolled after May 21, 2010, and on or before June 28, 2011)	TIER 3 (Enrolled after June 28, 2011)
The PFRS contribution rate for Tier 1 members is applied to the full pensionable salary up to the federal pensionable maximum.*	The PFRS contribution rate for Tier 2 members is applied to the pensionable salary up to a compensation limit based on the annual maximum wage for Social Security deductions $184,500 for 2026. Tier 2 members who earn in excess of the annual compensation limit will be enrolled in the Defined Contribution Retirement Program (DCRP) in addition to the PFRS. A contribution of 5.5 percent of the salary in excess of the limit (plus three percent from the employer) is forwarded to a DCRP account.	The PFRS contribution rate for Tier 3 members is applied to the pensionable salary up to a compensation limit based on the annual maximum wage for Social Security deductions $184,500 for 2026. Tier 3 members who earn in excess of the annual compensation limit will be enrolled in the DCRP in addition to the PFRS. A contribution of 5.5 percent of the salary in excess of the limit (plus three percent from the employer) is forwarded to a DCRP account.

**Since the PFRS is a qualified pension plan under the provisions of the Internal Revenue Code, Section 401(a)(17), the current federal ceiling on pensionable compensation $360,000 for 2026 applies to the base salaries of PFRS members.*

Tier 2 pursuant to P.L. 2010, c. 1; **Tier 3** pursuant to P.L. 2011, c. 78

PFRS RETIREMENT BENEFITS BY MEMBERSHIP TIER

	TIER 1 (Enrolled on or before May 21, 2010)	TIER 2 (Enrolled after May 21, 2010, and on or before June 28, 2011)	TIER 3 (Enrolled after June 28, 2011)
SERVICE RETIREMENT	Service Retirement eligibility requirements fall into two categories: • A member in service and age 55 or older may retire without any required minimum years of service. • A member with at least 20 years of service may retire at any age provided the member was enrolled in the PFRS as of April 19, 2021 (see **Note** for specific details). The Tier 1 calculations for a Service Retirement are: • Less than 20 years of service credit: the Annual Benefit equals two percent of Final Compensation for each year of service. • At least 20 years but less than 25 years of service credit: the Annual Benefit equals 50 percent of Final Compensation. • If age 65 (mandatory retirement age) with 20 or more years of service credit: the Annual Benefit equals 50 percent of Final Compensation, plus three percent of Final Compensation for each year of service over 20, up to 25 years. • At least 30 years of service credit: the Annual Benefit equals two percent per year of average Final Compensation for the first 30 years of service, plus an additional one percent of average Final Compensation for each year of service credit over 30 years.	Service Retirement eligibility requirements fall into two categories: • A member in service and age 55 or older may retire without any required minimum years of service. • A member with at least 20 years of service may retire at any age provided the member was enrolled in the PFRS as of April 19, 2021 (see **Note** for specific details). The Tier 2 calculations for a Service Retirement are: • Less than 20 years of service credit: the Annual Benefit equals two percent of Final Compensation for each year of service. • At least 20 years but less than 25 years of service credit: the Annual Benefit equals 50 percent of your Final Compensation. • At least 30 years of service credit: the Annual Benefit equals two percent per year of average Final Compensation for the first 30 years of service, plus an additional one percent of average Final Compensation for each year of service credit over 30 years.	Service Retirement eligibility requirements fall into two categories: • A member in service and age 55 or older may retire without any required minimum years of service. • A member with at least 20 years of service may retire at any age provided the member was enrolled in the PFRS as of April 19, 2021 (see **Note** for specific details). The Tier 3 calculations for a Service Retirement are: • Less than 20 years of service credit: the Annual Benefit equals two percent of Final Compensation for each year of service. • At least 20 years but less than 25 years of service credit: the Annual Benefit equals 50 percent of your Final Compensation. • At least 30 years of service credit: the Annual Benefit equals two percent per year of average Final Compensation for the first 30 years of service, plus an additional one percent of average Final Compensation for each year of service credit over 30 years.

Tier 1 — Final Compensation means the salary upon which pension contributions were based in the last 12 months of creditable service preceding retirement.

Tier 2 and Tier 3 — Final Compensation means the average salary upon which pension contributions were based for the last three years of service or any three fiscal years of membership preceding retirement that provides the largest possible benefit.

Note: P.L. 2023, c. 92 (Chapter 92) extends Service Retirement eligibility at 20 years of service, regardless of age, for those enrolled in the PFRS and who were still a member of the PFRS before April 19, 2021, the effective date of P.L. 2021, c. 52 (Chapter 52), and who retire no later than the first day of the 97th month* following the effective date of Chapter 52 (May 1, 2029*).

**Dates amended by PFRSNJ Board resolution dated December 8, 2025.*

SC-0864-0126

PFRS RETIREMENT BENEFITS BY MEMBERSHIP TIER

	TIER 1 (Enrolled on or before May 21, 2010)	TIER 2 (Enrolled after May 21, 2010, and on or before June 28, 2011)	TIER 3 (Enrolled after June 28, 2011)
DEFERRED RETIREMENT	Available to members who have at least 10 years of service credit and are not yet 55 years of age when they terminate employment. The Deferred Retirement is effective on the first of the month after attaining age 55. The Annual Benefit for a Deferred Retirement equals two percent of Final Compensation for each year of service.	Available to members who have at least 10 years of service credit and are not yet 55 years of age when they terminate employment. The Deferred Retirement is effective on the first of the month after attaining age 55. The benefit calculation for a Deferred Retirement equals two percent of Final Compensation for each year of service.	Available to members who have at least 10 years of service credit and are not yet 55 years of age when they terminate employment. The Deferred Retirement is effective on the first of the month after attaining age 55. The benefit calculation for a Deferred Retirement equals two percent of Final Compensation for each year of service.
SPECIAL RETIREMENT	Available to Tier 1 members at any age who have at least 25 years of service credit in the PFRS. The Tier 1 Annual Benefit for a Special Retirement equals 65 percent of Final Compensation plus one percent for each year of creditable service over 25 years but not to exceed 30 years. The maximum allowance is 70 percent of Final Compensation.	Available to Tier 2 members at any age who have at least 25 years of service credit in PFRS. The Tier 2 Annual Benefit for a Special Retirement equals 65 percent of Final Compensation plus one percent for each year of creditable service over 25 years but not to exceed 30 years. The maximum allowance is 70 percent of Final Compensation.	Available to Tier 3 members of any age who have at least 25 years of service credit in the PFRS. The Tier 3 Annual Benefit for a Special Retirement equals 60 percent of Final Compensation plus one percent for each year of creditable service over 25 years but not to exceed 30 years. The maximum allowance is 65 percent of Final Compensation.

Tier 1 — Final Compensation means the salary upon which pension contributions were based in the last 12 months of creditable service preceding retirement.

Tier 2 and Tier 3 — Final Compensation means the average salary upon which pension contributions were based for the last three years of service or any three fiscal years of membership preceding retirement that provides the largest possible benefit.

Tier 2 pursuant to P.L. 2010, c. 1; **Tier 3** pursuant to P.L. 2011, c. 78

SC-0864-0126

PFRS RETIREMENT BENEFITS BY MEMBERSHIP TIER

	TIER 1 (Enrolled on or before May 21, 2010)	TIER 2 (Enrolled after May 21, 2010, and on or before June 28, 2011)	TIER 3 (Enrolled after June 28, 2011)
ORDINARY DISABILITY RETIREMENT	Upon Board approval, the Annual Benefit is equal to 40 percent of your Final Compensation or 1.5 percent of Final Compensation for each year of service credit, whichever is higher.	Upon Board approval, the Annual Benefit is equal to 40 percent of your Final Compensation or 1.5 percent of Final Compensation for each year of service credit, whichever is higher.	Upon Board approval, the Annual Benefit is equal to 40 percent of your Final Compensation or 1.5 percent of Final Compensation for each year of service credit, whichever is higher.
INVOLUNTARY ORDINARY DISABILITY RETIREMENT*	The employer has the right to apply for an Involuntary Ordinary Disability Retirement on an employee's behalf provided that all qualifications for Ordinary Disability Retirement are met. • Upon Board approval of an application by th employer — and with at least four years of PFRS service, but less than 20 years — the Ordinary Disability Retirement is 40 percent of Final Compensation, or 1.5 percent of Final Compensation for each year of PFRS service, whichever is higher. • Upon Board approval of an application by the employer — and with 20 or more years of service — the Ordinary Disability Retirement is 50 percent of Final Compensation, plus an add tional three percent of Final Compensation for every year of PFRS service over 20 up to a maximum of 25 years.	The employer has the right to apply for an Involuntary Ordinary Disability Retirement on an employee's behalf provided that all qualifications for Ordinary Disability Retirement are met. • Upon Board approval of an application by the employer — and with at least four years of PFRS service, but less than 20 years — the Ordinary Disability Retirement is 40 percent of Final Compensation, or 1.5 percent of Final Compensation for each year of PFRS service, whichever is higher. • Upon Board approval of an application by the employer — and with 20 or more years of service — the Ordinary Disability Retirement is 50 percent of Final Compensation, plus an additional three percent of Final Compensation for every year of PFRS service over 20 up to a maximum of 25 years.	The employer has the right to apply for an Involuntary Ordinary Disability Retirement on an employee's behalf provided that all qualifications for Ordinary Disability Retirement are met. • Upon Board approval of an application by the employer — and with at least four years of PFRS service, but less than 20 years — the Ordinary Disability Retirement is 40 percent of Final Compensation, or 1.5 percent of Final Compensation for each year of PFRS service, whichever is higher. • Upon Board approval of an application by the employer — and with 20 or more years of service — the Ordinary Disability Retirement is 50 percent of Final Compensation, plus an additional three percent of Final Compensation for every year of PFRS service over 20 up to a maxmum of 25 years.

**The employer must file a Resolution and/or an Official Letter with all Involuntary Disability Retirement applications. See the PFRS Member Handbook for details.*

Tier 1 — Final Compensation means the salary upon which pension contributions were based in the last 12 months of creditable service preceding retirement.
Tier 2 and Tier 3 — Final Compensation means the average salary upon which pension contributions were based for the last three years of service or any three fiscal years of membership preceding retirement that provides the largest possible benefit.

Tier 2 pursuant to P.L. 2010, c. 1; **Tier 3** pursuant to P.L. 2011, c. 78

PFRS RETIREMENT BENEFITS BY MEMBERSHIP TIER

	TIER 1 (Enrolled on or before May 21, 2010)	TIER 2 (Enrolled after May 21, 2010, and on or before June 28, 2011)	TIER 3 (Enrolled after June 28, 2011)
SPECIAL DISABILITY RETIREMENT	To qualify for a Special Disability Retirement you must: • Be a PFRS member in service at the time the application is filed with the NJDPB (an official leave of absence is considered in service); • Be under 55 years of age; • Have five or more years of New Jersey service credit; and • Receive a heart transplant. The annual benefit calculation is equal to 50 percent of Final Compensation.	To qualify for a Special Disability Retirement you must: • Be a member in service at the time the application is filed with the NJDPB (an official leave of absence is considered in service); • Be under 55 years of age; • Have five or more years of New Jersey service credit; and • Receive a heart transplant. The annual benefit calculation is equal to 50 percent of Final Compensation.	To qualify for a Special Disability Retirement you must: • Be a member in service at the time the application is filed with the NJDPB (an official leave of absence is considered in service); • Be under 55 years of age; • Have five or more years of New Jersey service credit; and • Receive a heart transplant. The annual benefit calculation is equal to 50 percent of Final Compensation.
ACCIDENTAL DISABILITY RETIREMENT	The annual benefit is equal to 2/3 of the Annual Compensation on which pension contributions were being made at the time of retirement or the date of the traumatic event, whichever provides the higher benefit.	The annual benefit is equal to 2/3 of the Annual Compensation on which pension contributions were being made at the time of retirement or the date of the traumatic event, whichever provides the higher benefit.	The annual benefit is equal to 2/3 of the Annual Compensation on which pension contributions were being made at the time of retirement or the date of the traumatic event, whichever provides the higher benefit.

Tier 1 — Final Compensation means the salary upon which pension contributions were based in the last 12 months of creditable service preceding retirement.
Tier 2 and Tier 3 — Final Compensation means the average salary upon which pension contributions were based for the last three years of service or any three fiscal years of membership preceding retirement that provides the largest possible benefit.

Tier 2 pursuant to P.L. 2010, c. 1; **Tier 3** pursuant to P.L. 2011, c. 78