



RETIREMENT PLANS

Two-Tiered System – 401(a), non-ERISA

	Tier I Traditional & Portable Plan Members First Employed Prior to Jan. 1, 2011	Tier II Traditional & Portable Plan Members First Employed On or After Jan. 1, 2011	Tier I & Tier II Self-Managed Plan
Employee Contributions	8% of pensionable earnings	8% of pensionable earnings	8% of pensionable earnings
Minimum Vesting	5 years of service	10 years of service	5 years of service
Retirement Age Requirements	Age 62, with at least 5 years of service Age 55, with at least 8 years of service (age reduction of 0.5% for each month under age 60 at retirement may apply) At any age, with at least 30 years of service	Age 67, with at least 10 years of service Age 62, with reduction for age, with at least 10 years of service (age reduction of 0.5% for each month under age 67 at retirement will apply)	Age 62, with at least 5 years of service Age 55, with at least 8 years of service At any age, with at least 30 years of service Age reduction is not applicable to SMP.
Retirement Benefits	Greater of the benefits computed under SURS General Formula, Minimum Annuity calculation and Money Purchase calculation. (The Money Purchase calculation is not available to members who certified on or after 7/1/2005.)	Greater of the benefits computed under SURS General Formula and Minimum Annuity calculation.	Member bears the investment choice risk. At retirement, vested account balance is used to purchase an annuity contract or to pay a lump-sum benefit.
Pensionable Earnings/ Contribution Limits	IRS limits apply for members hired after 7/1/1996. FY2019 earnings limit is \$275,000. FY2020 earnings limit is \$280,000.	Limited to a maximum earnings of \$113,644.91 for FY2019 and \$114,951.83 for 2020. Increases annually thereafter by the lesser of 3% or ½ of the Consumer Price Index change for the preceding year.	IRS limits apply. FY2019 earnings limit is \$275,000. FY2020 earnings limit is \$280,000. Calendar year 2019 contribution limit is \$56,000.
Final Average Earnings (FAE)	Average earnings during 4 highest consecutive academic years or the average of the last 48 months prior to termination (if applicable).	Average earnings during the 8 highest consecutive academic years of the last 10 or average earnings of the highest 96 consecutive months during the last 120 months of service.	Not applicable
FAE Limits	Limited to 20% year-over-year increases in earnings for years in the FAE period.	Limited to 20% year-over-year increases in earnings for years in the FAE period.	Not applicable
Retirement Benefit AAI (Automatic Annual Increase)	3%, compounded annually.	The lesser of 3% or ½ of the change in the Consumer Price Index. The increase is not compounded and is delayed until the later of Jan. 1 following age 67 or Jan. 1 following first anniversary of retirement.	Not available
Survivor Benefits	An eligible Traditional Plan survivor receives a minimum of 50% of a member's earned retirement annuity. Portable Plan member benefits may be reduced to provide a 50%, 75% or 100% benefit to a spouse or contingent annuitant.	An eligible Traditional Plan survivor receives a minimum of 66⅔% of a member's earned retirement annuity. Portable Plan member benefits may be reduced to provide a 50%, 75% or 100% benefit to a spouse or contingent annuitant.	Survivor benefits are not built into this plan. Optional benefits are available through provider.
Survivor AAI	3%, compounded annually.	Traditional Plan increase is calculated using the lesser of 3% or ½ of the change in the Consumer Price Index. The increase is not compounded. For Portable Plan, 3% compounded annually.	Not available

Important - Police/Firefighters may qualify for special contribution rates, eligibility requirements and retirement calculations. This chart is only a brief overview and should not be considered a substitute for the information in the SURS Member Guides or the provisions of the law set forth in Articles 1, 15 and 20 of the Illinois Pension Code.