



**SUMMARY PLAN
DESCRIPTION**

FOR
REGULAR MEMBERS

www.nvpers.org

This document has been prepared for members of the Public Employees' Retirement System of Nevada to provide general information.

It is based on retirement law effective from the 74th session of the Nevada Legislature, 2007. This is not a legal document, nor is it intended to serve as a basis for legal interpretation. Official legal reference may be found in the Nevada Revised Statutes.

INTRODUCTION

This document has been prepared for regular members of the Public Employees' Retirement System (PERS) to provide general information concerning the system.

If you work for a Nevada public employer chances are that you are enrolled in PERS. Membership in PERS is required for all employees who work half time or more according to their employer's full-time work schedule. Membership is not cancelled automatically upon termination of employment. Membership can only be cancelled upon refund, retirement or death of the member.

TYPES OF CONTRIBUTION PLANS

Your base pay, longevity pay, shift differential pay, and call-back pay are subject to retirement contribution. Extra-duty assignments are also subject to contribution provided they are included in your employment contract or job description. Overtime, terminal leave, pay from secondary employment, and any other type of payment not specifically listed as subject to retirement contribution within Chapter 286 of the NRS is not subject to contribution.

Employer Pay Contribution Plan (EPC)

If you are a school teacher or an employee of a large, local government employer, it is likely that you are contributing under EPC. You might also be contributing under EPC if you work for the State of Nevada or another employer whereby you voluntarily chose to participate under EPC. Under this plan, the employer pays the total PERS contribution on your behalf. Such contributions are not deposited to your individual member account and are not available for refund upon termination of employment.

Employee/Employer Contribution Plan

Employees of the State of Nevada and many of the smaller employers have the option to contribute under this plan. You and your employer share equally in the contribution to PERS.

Your **after tax** contribution is refundable upon termination of employment, if you do not elect to receive a monthly retirement benefit.

You can find current contribution rates at www.nvpers.org. If you are unsure of which plan you are contributing under, contact your employer or PERS.

SERVICE

Public employees, except school district employees, earn service credit for years, months and days actually worked. School district employees who are not regular 12-month employees receive service on the basis of a full year if they worked full-time for the full school year. For these same school district members, employment for a part of the school year is credited on a ratio of one and a third days for each day worked.

Purchase of Service

If you have five years of creditable service, you may purchase up to five years of additional service credit. You must pay the full actuarial cost associated with your age and average compensation at the time of purchase. The cost to purchase one year of service averages about one-third of your annual salary. Payment can be made in a lump sum or by installment agreement.

Purchase of service may also be accomplished using certain types of retirement savings accounts such as 401(a), 401(k) qualified pension trusts, 403(b) and 457 retirement savings plans and IRAs.

Refund of Contributions

If you contribute under the employee/ employer contribution plan, you may withdraw your employee contributions if you terminate all employment for which contribution is required or if you are employed in a position ineligible for membership for at least 90 days.

A refund cancels all rights to membership including service credit earned under the EPC plan.

Repayment of Refunded Contributions

If you received a refund of employee contributions and later return to work and reestablish active membership for a period of at least six months, you

may repay the refunded contributions and restore service credit. Repayment, including interest at the actuarially determined rate, may be made in a lump sum or by monthly installments.

BENEFITS

Service Retirement

Vesting

If you are a contributing member of PERS after June 30, 1989, you earn the right to receive a retirement allowance after five years of service.

Eligibility for Monthly Unreduced Retirement Benefit	
<u>Years of Service</u>	<u>Age</u>
5	65
10	60
30	Any age

Benefit Calculation Factors

The monthly benefit you receive will be based on three factors:

- **Service Credit** – years, months and days on which contributions were paid.
- **Average Compensation** – average of highest 36 consecutive months of employment.
- **Selection of Retirement Option and Age of Member and Beneficiary at the Time of Retirement.**

Benefit Formula

The formula used for calculating your retirement benefit is as follows:

Service Credit x 2.5%* x Average Monthly Compensation = Unmodified Allowance
Example: 25 years x 2.5% = 62.5%
62.5% x \$2,800 = \$1,750
*For service credit earned after July 1, 2001, a 2.67% multiplier will be used

Retirement Options

Benefits are paid to you for life and, after your death, to the one person named as beneficiary on the retirement application. It is not mandatory to name a beneficiary. Prospective retirees may elect one of seven retirement options.

Option 1 – The Unmodified Allowance pays you the full monthly allowance you have earned but provides no income protection for your beneficiary after your death.

Option 2 – provides an actuarially reduced allowance for your lifetime. After your death, the same allowance continues for the lifetime of your beneficiary.

Option 3 – provides an actuarially reduced allowance for your lifetime. After your death, 50% of the allowance continues for the lifetime of your beneficiary.

Options 4 and 5 are calculated the same as 2 and 3 but are not payable to a beneficiary before age 60. In Options 6 and 7, a retiree may designate the beneficiary amount.

The reduction from the Unmodified Allowance is determined by an actuarial percentage based on the ages of the member and beneficiary at the time of retirement.

After retirement, the named beneficiary cannot be changed; however, you may under certain conditions choose to revert to the Unmodified Option. If your beneficiary predeceases you, the law provides that your benefit will revert to the Unmodified Option.

Early Retirement Reduction

In the event you earn the years of service necessary to receive a retirement benefit but have not reached the age for an unreduced benefit, you may retire at any age with your benefit reduced by four percent for each full year that you retire early. An example of how this reduction would work is provided below for a 59-year-old retiree with 20 years of service, a \$2,800 per month average compensation, and a beneficiary who is age 59.

**Benefit Calculation Formula
Unreduced Service Retirement Benefit**

Using the example in the benefit formula mentioned earlier, let us assume that you will retire at age 60 with 25 years of service credit and an average monthly compensation of \$2,800. Your beneficiary is age 58.

Average Compensation = \$2,800

Service = 25 years x 2.5%* = 62.5%

	Monthly Amount Retiree Will Receive	Monthly Amount Beneficiary Will Receive After Retiree's Death
Unmodified (Option 1)	\$1,750	\$ -0-
Option 2	\$1,502.55	\$1,502.55**
Option 3	\$1,616.83	\$ 808.41**

The additional options can be calculated upon request.

* For service credit earned after July 1, 2001, a 2.67% multiplier will be used

** The reduced amounts under Options 2 and 3 are based on your age and your beneficiary's age at the time of retirement.

Your PERS benefit and Social Security

Your PERS benefit will not be affected by a Social Security Benefit. However, a Social Security benefit may be affected because you receive a PERS benefit. The Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) are the two Federal Government regulations that may reduce your Social Security benefit. We suggest you contact the Social Security Administration at 800-772-1213 or visit their website at www.ssa.gov for more information.

**Benefit Calculation Formula
Reduced Service Retirement Benefit**

This calculation is based on retiring at age 59 with a beneficiary who is age 59.

Average Compensation = \$2,800
 Service = 20 years x 2.5%* = 50%
 Unmodified Allowance (Option 1) = \$1,400
 Early Retirement Reduction:
 4% (1 year) x \$1,400 = \$56.00
 Reduced Unmodified Allowance = \$1,344

	<u>Monthly Amount Retiree Will Receive</u>	<u>Monthly Amount Beneficiary Will Receive After Retiree's Death</u>
Unmodified (Option 1)	\$1,344.00	\$ -0-
Option 2	\$1,175.19	\$ 1,175.19**
Option 3	\$1,253.95	\$ 626.98**

* For service credit earned after July 1, 2001, a 2.67% multiplier will be used.

** The reduced amounts under Options 2 and 3 are based on your age and your beneficiary's age at the time of retirement.

How to Apply

Between three and six months before your retirement, request an estimate of retirement allowance and an application for retirement. The request should include:

1. *Your anticipated retirement date*
2. *Your name and Social Security number*
3. *Your beneficiary's name, birth date and Social Security number*

It is also wise to consult a PERS counselor prior to your retirement.

Disability Retirement

If you have five or more years of service credit and become totally unable to perform your current or any comparable job because of an injury or mental or physical illness of a permanent nature, you are eligible to apply for disability retirement. **Your application must be filed with PERS prior to your termination of employment.**

How to Apply

The disability application has four parts:

1. *Member's statement of disability and retirement plan selection*
2. *Personnel officer's report*
3. *Supervisor's report*
4. *Physician's statement*

The completed application is submitted to the Retirement Board for consideration at its regular monthly meetings. Disability retirement benefits are calculated in the same manner as service retirement benefits described before, but without reduction for age. To apply for disability benefits, you are urged to contact PERS or the retirement liaison officer where you work.

For special information regarding disability retirement, ask for a copy of the PERS Disability Retirement Document.

Survivor Benefits

Eligibility

If you were to die prior to retirement, your eligible survivors would be entitled to a survivor benefit if:

1. *You had two years of service in the two and one half years immediately preceding your death; or*
2. *You had more than 10 years of accredited service; or*
3. *Your death was caused by an occupational disease or an accident arising out of or in the course of your employment, regardless of service credit.*

Who is Included

Your eligible survivors include:

1. *Your spouse*
2. *Your survivor beneficiary and additional payees*
3. *Your dependent children under age 18*
4. *Your dependent parents, provided there are no other eligible survivors at the time of your death.*

All members of the System should list one person as the Survivor Beneficiary (not a spouse, trust or charitable organization) to receive a lifetime benefit in the event of the member's death or member and spouse's simultaneous death prior to retirement. Additional Payees may be designated to split the payment with the Survivor Beneficiary by percentage. Monthly payments to Additional Payees cease upon the death of the designated Survivor Beneficiary. If a monthly payment is not available and no spouse exists, then the Survivor Beneficiary and Additional Payees may be eligible to split, by percentage designated, a one-time, lump-sum payment of any existing member contributions in the system.

Amount of Survivor Benefits

The following monthly benefits are payable to a surviving spouse, survivor beneficiaries and/or dependent children if your death occurs prior to retirement:

<u>Service Credit</u>	<u>Spouse/ Survivor</u>	<u>Each Child*</u>
2+	\$450	\$400
10+	Option 3	\$400
(If member was under age for full eligibility)		
10+	Option 2	\$400
(If member was fully eligible to retire)		
15+	Option 2	\$400

* Until age 18 or to age 23 if a full time, unmarried student.
Incapacitated adult children may be eligible.

(Other restrictions may apply)

PERS' Counseling Services

In Carson City: Weekdays at the PERS building located at 693 W. Nye Lane, from 8:00 a.m. to 5:00 p.m. If possible, please call ahead for an appointment.

In Las Vegas: Weekdays at one of our offices: 5820 S. Eastern Ave., Suite 220, or 7455 W. Washington Ave., Suite 150, from 8:00 a.m. to 5:00 p.m. Due to a high demand for counselors in these offices, it is advisable to schedule an appointment.

In rural Nevada: Counselors are available during the Spring and Fall. Please watch for our notices on the dates, times and locations.

For further information, contact your agency's retirement liaison officer or the PERS office.

**Public Employees' Retirement System
of Nevada**

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1-866-473-7768*

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