

Summary of CalPERS Retirement Plan Benefit Provisions

City of Tustin
Fiscal Year 2015-16

BENEFIT PROVISION	CALPERS RETIREMENT PLAN					
	MISCELLANEOUS			SAFETY		
	2% @ 55 (Tier 1)	2% @ 60 (Tier 2)	2% @ 62 (Tier 3)	3% @ 50 (Tier 1)	2% @ 50 (Tier 2)	2.7% @ 57 (Tier 3)
Normal Retirement Age	55	60	62	50	50	57
Minimum Retirement Age	50	50	52	50	50	50
Employer Contribution Rate*	13.338%	13.338%	13.338%	28.880%	13.813%	11.153%
Effective Employer Contribution**	10.338%	10.338%	13.338%	25.880%	10.813%	11.153%
Total Normal Cost	14.129%	14.129%	12.500%	27.524%	22.813%	22.653%
50% of Total Normal Cost	7.065%	7.065%	6.250%	13.762%	11.407%	11.327%
Employer Paid Member Contribution	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employee Contribution	10.00%	10.00%	6.25%	12.00%	12.00%	11.50%
% of Total Normal Cost Paid By Employee	70.78%	70.78%	50.00%	43.60%	52.60%	50.77%
Final Compensation Period	1 year	3 years	3 years	1 year	3 years	3 years
Cost of Living Allowance (COLA) Increase	2%	2%	2%	2%	2%	2%
1959 Survivor Benefits	Level 3	Level 3	Level 3	Level 4	Level 4	Level 4
Pre-Retirement Option 2W Death Benefit	No	No	No	Yes	Yes	Yes
Post-Retirement Death Benefit	\$500	\$500	\$500	\$500	\$500	\$500
Military Service Credit as Public Service	Yes	Yes	Yes	Yes	Yes	Yes
Service Credit for Peace Corps / AmeriCorps	No	No	No	Yes	Yes	Yes
Service Credit for Periods of Layoff	No	No	No	Yes	Yes	Yes

Notes

*Safety Tier 1 rate includes unfunded liability payment expressed as a percentage of payroll, as was CalPERS' practice in prior years. In FY 15/16, the employer contribution will be 18.524% (for the employer normal cost) and payment towards the plan's unfunded liability will be paid to CalPERS as a flat dollar amount (\$1,004,979 for the year).

**Employer Contribution Rate, minus 3% employer cost-sharing paid by Tier 1 and Tier 2 employees