|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Plan** | **State Employees**  **Retirement System Tier IV** | **State Employees**  **Retirement System Hybrid Plan** | **Alternate Retirement Program** | **Teachers Retirement System** |
|  |  |  |  |
| **Type of Plan** | Defined Benefit | Defined Benefit with a  “Cash Out” Option | Defined Contribution | Defined Benefit |
|  |  |  |
| **Eligibility** | State employees, full-time and  part-time | Teachers and professional staff  members within CT higher education system and central office staff of Dept. of Higher Education | Teachers and professional staff  members within CT higher education system and central office staff of Dept. of Higher Education | State employees in position  requiring CT teaching certification, or employees teaching in CT higher education system (half time or more)  (may be limited by collective  bargaining agreement) |
|  |
|  |  |
| **Time for Selection By**  **New Employees** | **Election must be made by**  **first day of employment** | **Election must be made by**  **first day of employment** | **Election must be made by**  **first day of employment** | **Election must be made by**  **first day of employment** |
|  |  |
| **Employee Contribution** | 5% of compensation (pre-tax)  1% | 8% of compensation (pre-tax) | 6.5% of compensation (pre-tax) is the | 7.25% of compensation (pre-tax)  Excludes earnings from coaching, summer school, or non-teaching |
| Mandatory 1% of compensation (pre-tax) to a defined contribution plan | Mandatory 1% of compensation pre-tax to a defined contribution plan. | the default option. Can elect to opt-out and stay at 5% of compensation (pre-tax) |
| **Employer Contribution** | Actuarially determined | Actuarially determined | 6.5% of compensation | Actuarially determined |
| 1% of compensation (pre-tax) to a defined contribution plan. | 1% of compensation (pre-tax) to a defined contribution plan. |  |  |
| **Benefit Calculation** | Formula based in part on average  of 5 highest years earnings and years of service. See summary plan description (reference below) | Formula based in part on average of  5 highest years earnings and years of service. See summary plan description (reference below) | Based solely on contributions and  investment performance of account | Formula based on average of 3  highest years earnings multiplied by years of service. See website  (below) for details |
|  |
|  |  |
| **Investment Method** | Professionally managed | Professionally managed | Employee-directed, menu of mutual  or annuity funds | Professionally managed |
|  |  |  |
|  |
| **Investment Risk** | Employer | Employer | Employee | Employer |
|  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Plan** | **State Employees**  **Retirement System Tier IV** | **State Employees**  **Retirement System Hybrid Plan** | **Alternate Retirement Program** | **Teachers Retirement System** |
|  |  |  |  |
| **Earliest Benefit**  **Eligibility** | Age 58 + 10 years vesting service | Age 58 + 10 years vesting service | Age 55 (applies to employees with 5  or more years of participation) | 20 years of service (15 in CT), age  55  25 years of service (20 in CT), any age |
|  |  |
|  |
| **Normal Retirement**  **Age** | Age 63, 25 years vesting service  Age 65, 10 years vesting service | Age 63, 25 years vesting service  Age 65, 10 years vesting service | Age 65 | Age 60 + 20 years of CT service  35 years service (25 in CT), any age |
|  |
|  |  |
| **Disability Retirement** | Yes, at any time for  service-related disability, need 10 years vesting service if not service-related | Yes, at any time for service-related  disability, need 10 years vesting service if not service-related | No, employer-provided disability  insurance policies may continue  13% contributions to plan during disability | Yes, disability allowance available |
|  |
|  |
| **Minimum Vesting**  **Period** | 10 years vesting service | 10 years vesting service | None | 10 years CT service |
|  |  |  |  |
| **Benefit Form** | Lifetime monthly benefit  payment | Lifetime monthly benefit payment  OR  One-time lump sum “cash out” option | Flexible (lump sum, periodic, or  monthly payment) | Monthly benefit payment |
|  |
|  |  |
|  |
| **Cost of Living**  **Adjustments** | Yes | Yes, if elect lifetime monthly  benefit payment | Not applicable | Yes |
|  |  |  |
|  |
| **Can employee make additional**  **contributions?** | No | No | No | Yes, into Voluntary Account  (after tax only) |
|  |  |  |
|  |

**Plan**

**State Employees**

**Retirement System Tier IV**

**State Employees**

**Retirement System Hybrid Plan** [**Alternate**](http://www.osc.ct.gov/index.html) **Retirement Program Teachers Retirement System**

**Pre-retirement death**

Spousal benefit if employee met

Spousal benefit if employee met age A[ccoun](http://www.osc.ct.gov/index.html)t balance payable to spouse

Yes, spousal benefit payable if

**benefit?**

age and service required for immediate retirement or completed 25 years service (at

and service required for immediate retirement or completed 25 years service (at any age); otherwise

or named beneficiary, as applicable

employee met age and service requirements for retirement; otherwise survivorship benefits will

any age); otherwise contributions contributions are refunded are refunded

be paid

**Purchase of service credit**

Allowed (restrictions apply) See summary plan description (reference below)

Allowed (restrictions apply) See summary plan description (reference below)

No[t app](http://www.osc.ct.gov/index.html)licable Allowed (restrictions apply)

**Rollovers from other retirement plans**

Not allowed Not allowed Allowed Not allowed

**Limit on wages used to** $270,000 (2017) $270,000 (2017) $270[,0](http://www.osc.ct.gov/index.html)00 (2017) $270,000 (2017)

**calculate contributions**

**Employee Social Security + Medicare Participation**

Both Both Both Medicare only

**Portability** None None Yes, [if](http://www.osc.ct.gov/index.html) employee separates from [service](http://www.osc.ct.gov/index.html) before 5 years of plan p[articip](http://www.osc.ct.gov/index.html)ation

None

**For more information Not yet available**

Not yet available

[**www.CTd**](http://www.CTd)**cp.com**

(Click on ARP Plan)

Teachers Retirement Board **www.ct.gov/trb**

[**www**](http://www.osc.ct.gov/index.html)**.osc.ct.gov/rbsd/stateretire.htm**