

Retiring with



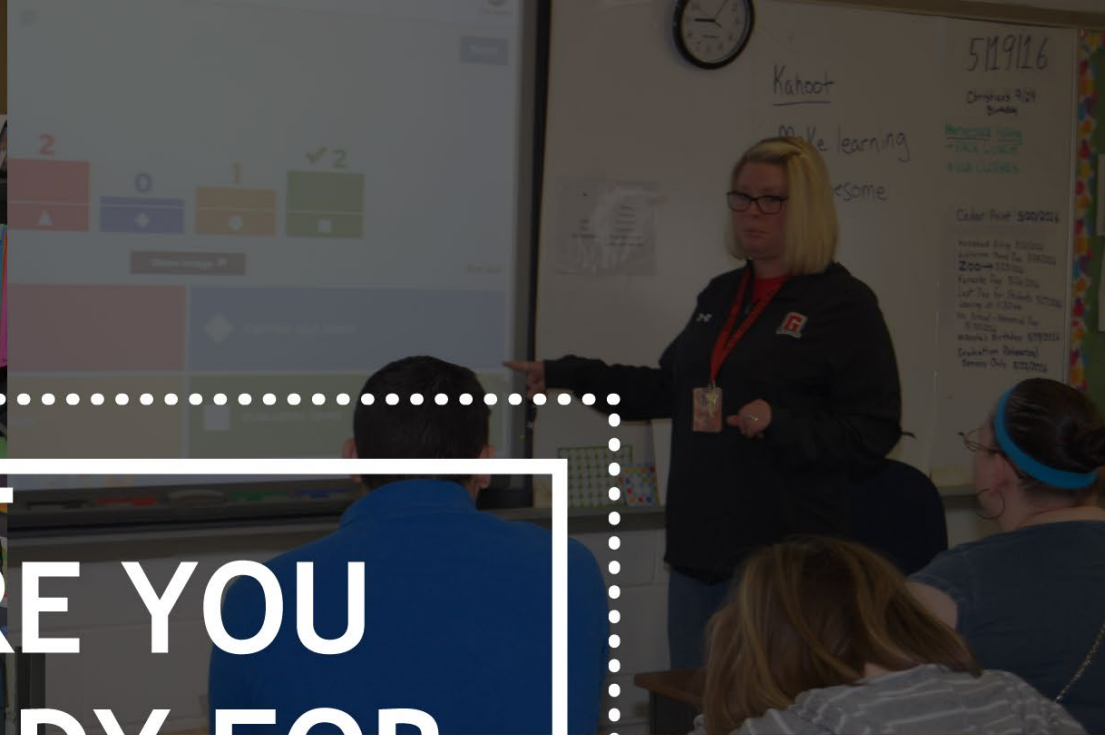
WEBINAR

PREPARING YOU FOR YOUR
UPCOMING RETIREMENT

Program Agenda

- Retirement Basics and Eligibility
- Social Security
- Health Care
- Retirement Planning
- Applying for Retirement





ARE YOU
READY FOR
RETIREMENT?

When Can I Retire?

You must be able to meet one of the age and service requirements to apply for a monthly pension.

Service Credit

- Fiscal year: July 1 – June 30
- 120 days in a fiscal year = 1 year of service credit



Retirement Eligibility

For members with
AT LEAST 25 years
of service credit
by August 1, 2017

OR

those who completed the
buy-up option
by August 1, 2017

25

YEARS OF SERVICE

AGE

55

30

YEARS OF SERVICE

ANY

AGE

Retirement Eligibility

For members with
LESS THAN 25 years of
service credit as of
August 1, 2017

10

YEARS OF SERVICE

AGE

62

25

YEARS OF SERVICE

AGE

60

30

YEARS OF SERVICE

AGE

57

Other Sources of Service Credit

- Military
- Federal
- Out of state
- Refunded service
- Leave of absence
- Student employee
- Non-contributing service
- Other school
- Ohio Public Employees Retirement System (OPERS)
- State Teachers Retirement System of Ohio (STRS)

SERS, OPERS, and STRS

- Your accounts may be combined
- Only one year of service credit can be earned in any 12-month period
- Service credit combined at retirement
- System with the most service credit will pay your pension



LET'S TALK
DOLLARS

Calculating Your Pension

Age + Service Credit + FAS
= **YOUR PENSION**



AGE

on date of retirement



SERVICE CREDIT



FINAL AVERAGE SALARY

average of three highest
years of earnings

Choosing a Plan of Payment

Things to Consider

- Pension for life
- Marital Status
- Health
- Finances
- Beneficiary Needs for Health Care
- \$1,000 Death Benefit

Plan A

Joint Survivor Allowance

One-half your monthly pension to surviving spouse

Example

Member Amount = **\$1,340.00**

Beneficiary Amount = **\$670.00**

Plan B

Single Life Allowance

- Highest amount to you
- Payments end at your death
- Beneficiary only receives any unused contributions

Example

Member Amount = **\$1,455.00**

Plan C

Joint Survivor Allowance

- Set amount or percentage
- Minimum \$100 a month to beneficiary

Example

Member Amount =	\$1,438.00
Beneficiary Amount =	\$100.00

Plan D

Joint Survivor Allowance

- Same amount for beneficiary after your death
- Greatest reduction in your payment

Example

Member Amount =	\$1,243.00
Beneficiary Amount =	\$1,243.00

Plan E

Guaranteed Allowance

Beneficiary receives same payment as you but the payment ends on a specific date

Example: Retirement Date **7/1/2024**

5 Years Certain

Member Amount =	
Beneficiary Amount expires 6/30/2029	\$1,447.00

10 Years Certain

Member Amount =	
Beneficiary Amount expires 6/30/2034	\$1,424.00

15 Years Certain

Member Amount =	
Beneficiary Amount expires 6/30/2039	\$1,388.00

Plan E Example

Five-Year Plan

July 1, 2024

June 30, 2029

Retiree pension for life

Beneficiary covered
upon death of retiree

Beneficiary coverage ends

Plan F

Joint Life, Multiple Beneficiaries

- Name up to four beneficiaries
- Designate percentage or flat dollar amount

Example

Member Amount			\$1,185.00
	Relationship	% of Monthly Payment	Monthly Payment Amount
Beneficiary 1	Spouse	50%	\$670.00
Beneficiary 2	Child	15%	\$189.00
Beneficiary 3	Child	15%	\$178.00

Partial Lump Sum Option Payment (PLOP)

- Available only at time of retirement
- 6 to 36 months
- Cannot reduce pension more than 50%

PLOP Example

Without a PLOP amount: \$1,455.00

Example with a PLOP:

PLOP Months	PLOP Amount	Reduced Pension
6	\$8,728.00	\$1,386.00
36	\$52,367.00	\$1,042.00

Partial Lump Sum Option Payment (PLOP)

- Subject to Social Security Offset and Windfall
- Subject to taxes – consult your tax advisor
- Rollover available

Continuation of Health Care for Spouse

To ensure that your spouse's health care coverage continues after your death, you must choose a Joint Life Plan:

- Plan A
- Plan C
- Plan D
- Plan F

Spousal Consent Required

- Plan B
- Plan C less than 50%
- Plan E
- Plan F
- PLOP
- Beneficiary other than spouse



Changing Plan of Payment

Pop-Up

- Death of Beneficiary
- Divorce

Plan A

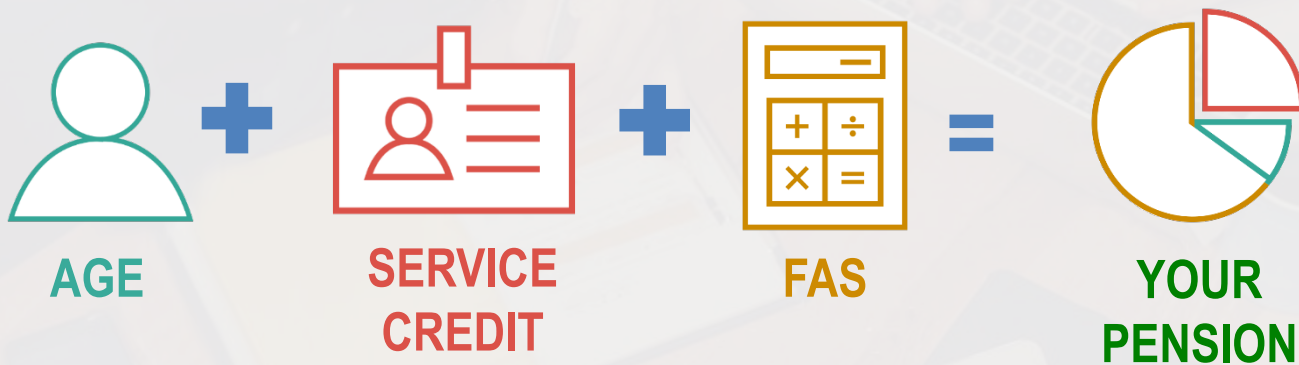
Pop-Down

- Marriage
- Re-marriage

Plan C

Plan D

Recap



- Consider your beneficiary's needs
 - Access to health care
- Don't forget about the PLOP
- Death Benefit

The background of the image is a stack of several blue Social Security cards. The cards are slightly out of focus, but the words "SOCIAL SECURITY" are clearly visible on the top card. A white rectangular frame with a dotted line border is centered over the cards. Inside this frame, the text "WHAT ABOUT SOCIAL SECURITY?" is written in a bold, white, sans-serif font. The text is arranged in three lines: "WHAT ABOUT" on the first line, "SOCIAL" on the second line, and "SECURITY?" on the third line. The overall tone of the image is serious and contemplative.

**WHAT ABOUT
SOCIAL
SECURITY?**

Social Security Provisions

- Government Pension Offset (GPO)
- Windfall Elimination Provision (WEP)

Government Pension Offset

- Applies when receiving Social Security spousal benefit
- Social Security is reduced by two-thirds of the amount of SERS pension
- SERS pension is **NOT** affected

Offset Example



$$\begin{array}{r} \$1,200 \text{ (SERS)} \\ - \$1,000 \text{ (Spousal Benefit)} \\ - \$800 \text{ (2/3 of \$1,200 = \$800)} \\ \hline \$200 \end{array}$$

$$\begin{array}{c} \$1,200 \\ \text{SERS pension} \end{array} + \begin{array}{c} \$200 \\ \text{Social Security} \end{array} = \begin{array}{c} \$1,400 \\ \text{Total Monthly} \end{array}$$

Windfall Elimination Provision

- Applies when receiving own Social Security benefit
- Exemption for those with 30 years of substantial earnings under Social Security
- Maximum reduction is 50% of SERS pension amount
- SERS pension is **NOT** affected

Windfall

- Check Social Security handout for more information
- Create an account with Social Security
- Windfall calculator available

WHEN TO REPORT YOUR SERS PENSION TO SOCIAL SECURITY

Receiving
Social Security
Based on YOUR
Work History

Receiving
Social Security
Based on Your
Spouse's Work History

**You Start
Receiving Your SERS Pension**



**You Receive an Increase
from SERS**



**Social Security Sends You
a Request for Information
about Your Income**



Now:



Up Next:

Health Care

A collage of medical equipment including a stethoscope, a blood pressure monitor, a glucose meter, a glucometer, and an eye chart, all arranged around a central text box.

RETIREE HEALTH CARE COVERAGE

Expect Benefit and Cost Differences



vs.



Employer Health Care

Retiree Health Care

Eligibility and Cost

10

=

**Eligibility for
SERS health care**

**Years of qualified
service credit**

Eligibility and Cost

20

25

30



Eligibility for
employer
health care



Premium Subsidy

2024 Premium Example

SERS Coverage	No Premium Subsidy	Subsidized Premiums		
		20 Years Qualified Service	25 Years Qualified Service	30 Years Qualified Service
Medicare Plan	\$198	\$117	\$84	\$68
Non-Medicare Plan (under age 65)	\$1,524	\$780	\$482	\$333

2024 Premium Example for Spouse

SERS Coverage for a Spouse	No Premium Subsidy	Subsidized Premiums	
		25 Years Qualified Service	30 Years Qualified Service
Medicare Plan	\$198	\$182	\$166
Non-Medicare Plan (under age 65)	\$1,227	\$1,108	\$989

Available Coverage



When Can I Enroll?

- At retirement
- Within 90 days of becoming eligible for Medicare
- Within 31 days of involuntary loss of other health care coverage

You Should Know

You cannot waive SERS' health care coverage to participate in your spouse's coverage at another Ohio public retirement system.

Eligible coverage includes when a payment, stipend, or reimbursement is provided.

Selecting Coverage Before Medicare

SERS' Marketplace Wraparound HRA

- We supplement the cost of services by a Marketplace Plan
- You pay the Marketplace Plan premium directly to the plan
- No SERS premium deduction from your monthly payment

Aetna Choice and AultCare

- Traditional group health insurance through Aetna Choice POS II and AultCare PPO
- Premiums can be as much as \$1,524 per month

SERS' Marketplace Wraparound HRA

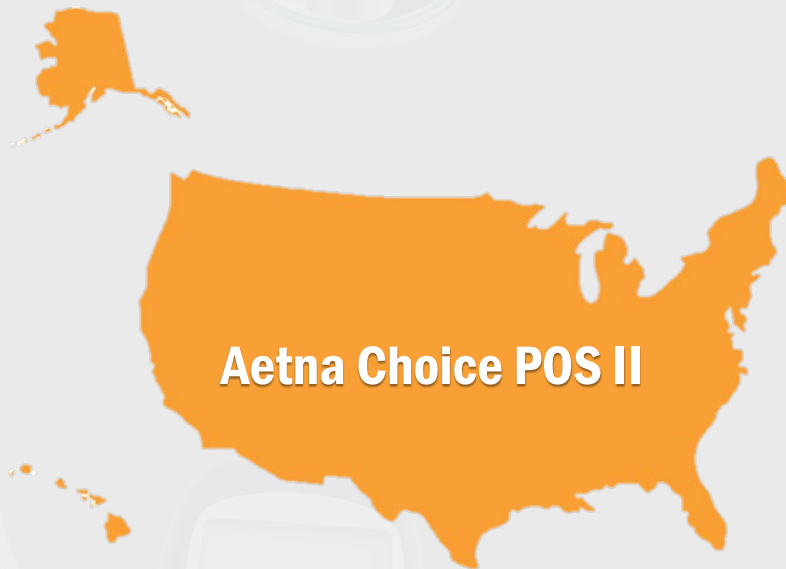
Only available to those who are:

- Not eligible for Medicare
- Not enrolled in Medicaid

How it works:

- You select a Health Insurance Marketplace plan with the assistance of a UMR counselor
- SERS “wraps” your Marketplace plan with added benefits at no additional cost

SERS' Traditional Non-Medicare Plans



Aetna Choice POS II

Nationwide plan



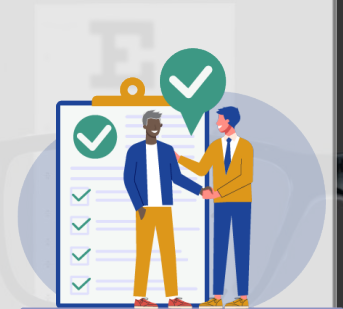
AultCare

Regional plan

Consultation Requirement

Non-Medicare enrollees must complete Marketplace counseling with UMR, SERS' plan administrator

- UMR will identify Marketplace plans available to you
- Your application will be processed once you complete UMR counseling



Medicare Eligibility and Enrollment

- Age 65 or older
- Under age 65 with certain disabilities or End-stage Renal Disease



Medicare Benefits

Original Medicare



- Hospital
- Skilled nursing care
- Premium-free for most



- Doctor visits
- Outpatient services
- Everyone pays a premium

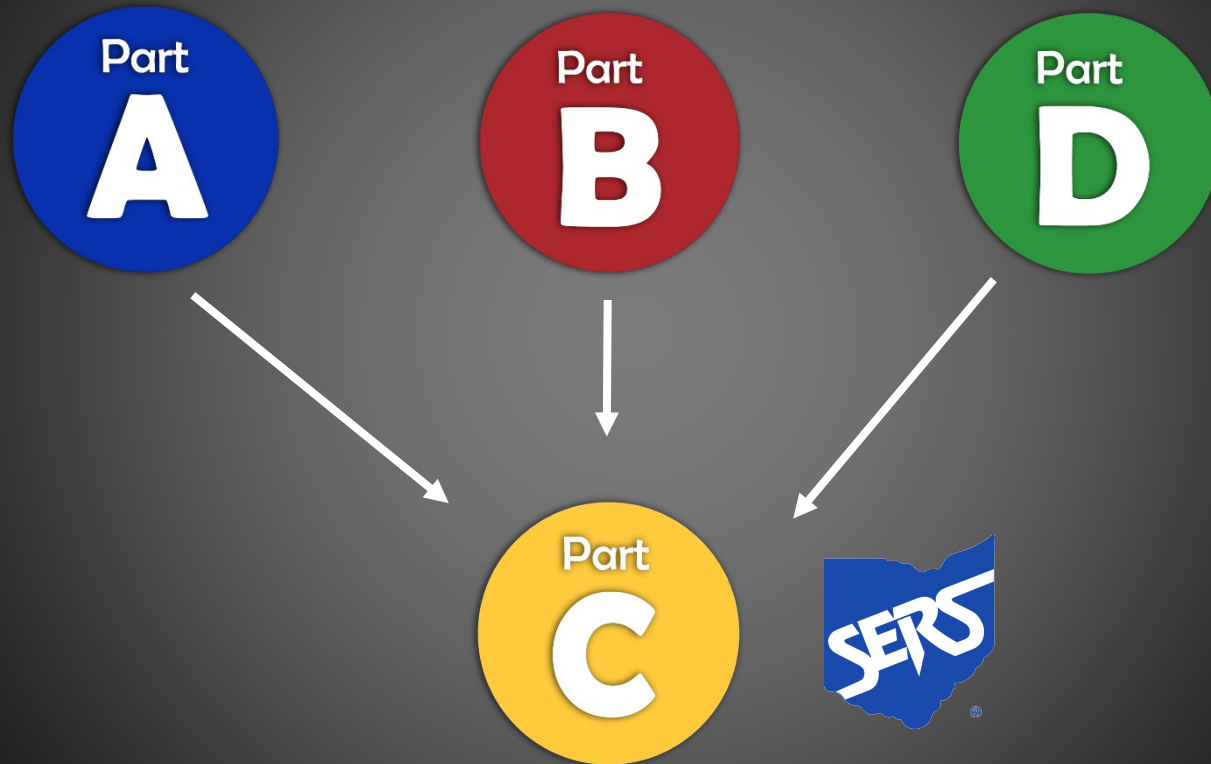


- Medicare Advantage
- Deductibles
- Co-pays
- Out-of-pocket costs



- Prescriptions

Medicare Benefits with SERS



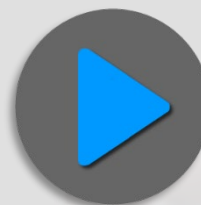
- SilverSneakers® fitness program
- Lower out-of-pocket costs than Original Medicare
- \$0 deductible
- \$60 quarterly over-the-counter benefit

Medicare Basics

Learn about Medicare
at www.ohsers.org



Click on "**Video Center.**"



SERS Medicare Plan



Aetna Medicare Plan
(PPO)

Nationwide plan

Medicare Part B Reimbursement

- SERS will reimburse \$45.50 per month to help you pay the Medicare Part B premium.
- You must have SERS coverage to receive the reimbursement.

Prescription Drug Coverage



Optional Coverage

Dental



Delta Dental of Ohio

Vision



VSP® Vision Care

Reemployment May Affect Eligibility

If you retire and take a new job, you temporarily may lose eligibility for SERS' health care coverage while reemployed.

This does not impact individuals enrolled in Medicare Part B.




ARE YOU
READY?

How Do You Pick a Retirement Date?

- Retirement always begins on the first day of the month.
- SERS retirement eligibility does not equal Social Security eligibility.
- Talk to your employer:
 - Life insurance and severance package
- Submit your application 90 days before

Applying for Service Retirement

 **SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO**
300 E. BROAD ST., SUITE 100 • COLUMBUS, OHIO 43215-3746
614-222-5853 • Toll-Free 866-280-7377 • www.ohsers.org

SERVICE RETIREMENT APPLICATION

This application must be typed or completed in ink and the original returned to SERS. See the SERS Service Retirement Guide for instructions on completing the application. All sections of this form, including the Direct Deposit Form, must be completed before SERS can begin paying your retirement benefits.

Personal Information

Social Security Number: Date of Birth:

Your Name: FIRST MIDDLE (MAIDEN) LAST

Address: County:

CITY STATE ZIP Email Address:

Home Telephone Number: () Cell Phone Number: ()

Marital Status: ☐ Single ☐ Married ☐ Widowed ☐ Please check this box if you are **not** a U.S. citizen

If Married, Spouse's Name: Spouse's Sex: ☐ M ☐ F

Spouse's Social Security Number: Spouse's Birth Date:

Retirement Information

My last service was, or will be, completed: MONTH YEAR

I wish to apply for service retirement effective: MONTH YEAR

☐ Check here if you are retiring as a public safety officer.

Are you a member of or receiving a benefit from (mark those that apply):

MEMBER	RECEIVING A BENEFIT
State Teachers Retirement System of Ohio (STRS)	<input type="checkbox"/>
Ohio Public Employees Retirement System (OPERS)	<input type="checkbox"/>
Ohio Police & Fire Pension Fund (OP&F)	<input type="checkbox"/>
Ohio Highway Patrol Retirement System (HPRS)	<input type="checkbox"/>

Do you wish to combine your account with the above system(s)? ☐ No ☐ Yes

If you are currently working in more than one position covered by SERS, OPERS, or STRS, are you continuing to work in the lower-paying position? ☐ No ☐ Yes

Which system covers the lower-paying position? ☐ SERS ☐ OPERS ☐ STRS

Have you ever received Workers' Compensation in lieu of salary for a job-connected injury in Ohio schools? ☐ No ☐ Yes

☐ Check here if you are going to be reemployed in an Ohio public job within the first two months after retirement.
If so, date of employment Employer:

ACK-0008 Service Retirement Application Rev. 10/2016 Page 1

- Personal Information
- Retirement Information
- Payment Plan Choice
- Health Care
- Direct Deposit
- PLOP
- Spousal Consent

SERS Will:



- Notify your employer
- Certify final pay
- Verify other service credit
- Confirm age, marital status, and premium subsidy eligibility



A few more things to
CONSIDER

Contribution Based Benefit Cap (CBBC)

A tool SERS will begin using August 1, 2024, to **identify and prevent pension spiking**, or benefit inflation.

- CBBC is fair for all members and ensures that a member's career contributions support their pension benefit.
- The CBBC calculation is independent of the traditional formula calculation, focusing only on a member's career contribution history.
- The traditional formula calculation, which uses a three year FAS, **has not changed**.
- The traditional formula benefit will be used in the majority of pension calculations and ***only a few situations each year will trigger a CBBC reduction.***

Your First Pension Payment

You may be eligible for an **Estimated Monthly Payment** if we receive your retirement application and other required documentation 30 days prior to your effective retirement date.

Estimated Monthly Payment

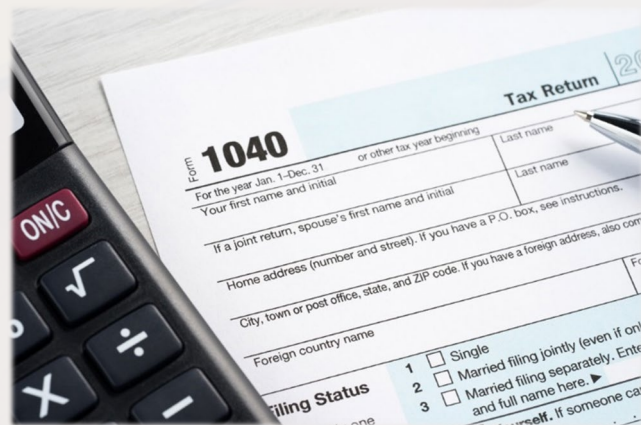
- Calculation based upon your service credit and earnings through the previous school year
- Ensures no delay in your first payment deposit
- Exact payment is based on final pay figures reported by your employer
- PLOP: Need all required information from employer; payment could be delayed at least 90 days after retirement effective date

Cost-of-Living Adjustment (COLA)

- Four-year waiting period for new retirees and benefit recipients
 - Example:
 - Retirement effective date = July 1, 2024
 - Eligible for 1st COLA = July 1, 2028
- Once eligible, the COLA is based on the Consumer Price Index (CPI-W) and your base pension amount, in the range of 0% to 2.5%

Pension Subject to Income Tax

- SERS will calculate what is taxable
- May withhold Federal and Ohio taxes



Reemployment

- Pension **not** affected by private employment
- Two-month wait before returning to public employment



Reemployed Annuity

- Contributions plus interest at age 65
- Paid by employer to System
- Will not affect monthly pension



Account Login

Features include:

- Estimates
- Application for Service Retirement
- Personal Information Updates
- Direct Deposit Changes
- Tax Withholding Changes
- Monthly Payment History

Alerts and Messages

Alerts and Messages

Member Account

Member Account

Service Purchase

Beneficiary

Estimates

Service Application

Disability Application

Refund Application

Yearly Documents

Statements

Others

My Profile


Events

Counseling

Home Screen


Welcome
Last Login 12/7/2018 3:09:33 PM

Alerts and Messages




You have 0 Unread Messages.

Personal Profile



[Click here](#) to view and edit your personal information on file with SERS.

Event Center




Upcoming Appointments

Date	Title
No records to display.	


Click the links below to register for an upcoming event or to schedule a counseling appointment.
[Events](#)

Account Details



Click the link(s) below to view your SERS account(s).
[Member Account](#)

Annual Statements



[Click here](#) to view your annual statements.

Events

Click the links below to register for an upcoming event or to schedule a counseling appointment.

Keep Up-to-Date

- Notify us of changes to your: marital status, address, phone number, or email
- *Retiree Focus* Newsletter
- Website: ohsers.org
- Follow us on social media



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