



Table of Contents

Membership	Defined Benefit	2
	Service Credit	2
	Earning Service Credit	2
	Purchasable Service Credit	3
	Refunded	4
	Military	4
	Other Ohio Retirement System Credit	5
	Other Government, School Service, or Public Employment	6
	Non-Contributing	6
	Early Retirement Incentive Program (ERI)	7
	Leave of Absence	7
Account Options	Retiring With SERS: Service Retirement	10
	Eligibility	10
	Calculating Your Pension Allowance	11
	Contribution Based Benefit Cap (CBBC)	12
	Calculation Tables	13
	Plans of Payment	15
	Health Care Coverage	15
	Spousal Consent	16
	Life-Changing Events	16
	Partial Lump Sum Option Payment (PLOP)	16
	Cost-of-Living Adjustment (COLA)	17
	Divorce	17
	Social Security Considerations	18
	Taxation	21
	Reemployment	21
	Refunding	23
	Refund Process	23
Divorce	24	
Restoring Credit after a Refund	24	

Revised 2/2024

School Employees Retirement System of Ohio

300 E. Broad St., Suite 100, Columbus, Ohio 43215-3746
614-222-5853 | 800-878-5853 | www.ohsers.org

Additional Benefits	Disability Benefits	26
	Eligibility	26
	Application Process	27
	Payment	27
	Termination of Benefits	28
	Death Benefit	29
	Survivor Benefit	29
	Payment.	29
Health Care Options	When To Enroll.	32
	Eligibility	32
	Coverage Through Another Ohio Retirement System	33
	Premiums.	33
	Premium Subsidy.	34
	Premium Discount Program.	35
	Non-Medicare Plans	35
	Another Option For Those Under Age 65	35
	Medicare	36
	Medicare Plans	37
	Dental and Vision Enrollment.	37
	Waiver and Cancellation	38
Reemployment.	38	
How to Contact Us	Address, Telephone Numbers, and Website	42

This publication is for members of the School Employees Retirement System of Ohio (SERS). It provides general information and is not meant to be a substitute for, or conflict with, the law and rules governing SERS.

In addition, the SERS Retirement Board can change health care coverage at any time.

The information in this guide is current as of its publication date.



MEMBERSHIP



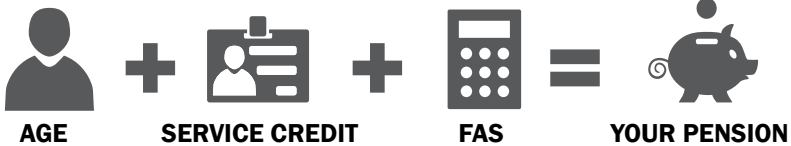
Defined Benefit	2
Service Credit	2
Earning Service Credit	2
Purchasable Service Credit	3

MEMBERSHIP

DEFINED BENEFIT

The School Employees Retirement System of Ohio (SERS) is a statewide defined benefit (DB) plan that provides retirement, disability, and survivor benefits to non-teaching employees of Ohio's public, vocational, technical, and community schools, and community colleges.

With a DB plan, you are provided a lifetime pension in a specified amount based upon three factors: your age, your final average salary (FAS), and your years of service.



As a public employee in Ohio, you do not contribute to Social Security, and therefore do not earn Social Security benefits. You might want to consider supplementing your SERS pension with other savings plans, such as a 457(b) plan offered by Ohio Deferred Compensation. For more information, contact Ohio Deferred Compensation at 877-644-6457, or visit www.Ohio457.org.

SERVICE CREDIT

The amount of your service credit determines:

- Eligibility for retirement or disability benefits.
- The amount of your benefit.
- Eligibility for health care coverage and the amount of the premium; not all service credit counts for health care eligibility purposes.
- Eligibility of your dependents for survivor benefits.

Service credit is accrued through contributions during school employment, for other periods at no cost, and for other service that may be purchased.

EARNING SERVICE CREDIT

You receive service credit for the time you work for a school or community college. This is called contributing service credit.

One year of service credit is granted upon completion of 120 or more days of paid school employment within a fiscal year (July 1 through the following June 30). There is no distinction between a full-time, part-time, or substitute position in granting this service credit. Any portion of a

day constitutes one full day. Paid days that are used, such as holiday, personal, sick, and vacation, count toward the 120 days.

If you work fewer than 120 days, you will receive a fractional amount of service credit prorated on the basis of a 180-day school year with the result shown in the following chart:

Days	Percent	Days	Percent	Days	Percent	Days	Percent	Days	Percent	Days	Percent
1	.006	21	.117	41	.228	61	.339	81	.450	101	.561
2	.011	22	.122	42	.233	62	.344	82	.456	102	.567
3	.017	23	.128	43	.239	63	.350	83	.461	103	.572
4	.022	24	.133	44	.244	64	.356	84	.467	104	.578
5	.028	25	.139	45	.250	65	.361	85	.472	105	.583
6	.033	26	.144	46	.256	66	.367	86	.478	106	.589
7	.039	27	.150	47	.261	67	.372	87	.483	107	.594
8	.044	28	.156	48	.267	68	.378	88	.489	108	.600
9	.050	29	.161	49	.272	69	.383	89	.494	109	.606
10	.056	30	.167	50	.278	70	.389	90	.500	110	.611
11	.061	31	.172	51	.283	71	.394	91	.506	111	.617
12	.067	32	.178	52	.289	72	.400	92	.511	112	.622
13	.072	33	.183	53	.294	73	.406	93	.517	113	.628
14	.078	34	.189	54	.300	74	.411	94	.522	114	.633
15	.083	35	.194	55	.306	75	.417	95	.528	115	.639
16	.089	36	.200	56	.311	76	.422	96	.533	116	.644
17	.094	37	.206	57	.317	77	.428	97	.539	117	.650
18	.100	38	.211	58	.322	78	.433	98	.544	118	.656
19	.106	39	.217	59	.328	79	.439	99	.550	119	.661
20	.111	40	.222	60	.333	80	.444	100	.556	120	1.000

PURCHASABLE SERVICE CREDIT

Additional service credit may be available to you for purchase.

If you qualify to purchase service credit, SERS will send you a statement for the cost of the credit. You can purchase all or a part of the service credit by making payments directly to SERS in one or more installments, or by payroll deduction, if your employer offers such a plan.

You also can purchase service credit with funds rolled over from another qualified plan, including an Internal Revenue Code (IRC) 401(a) plan, an Individual Retirement Account (IRA), an IRC 403(a) annuity, an IRC 403(b) plan, or a governmental deferred compensation program under IRC 457. SERS also accepts a trustee-to-trustee transfer from a 457(b) deferred compensation plan, 403(b) annuity plan, and 401(k) plan.

All service credit must be purchased before you retire.

Refunded

If you had previous SERS service credit and received a refund of your contributions after you left employment, you may restore this service credit. To purchase this credit, you must have returned to public employment, and have earned at least 1.500 years of service credit. The cost of the purchase is the amount of your contributions for the contributing service, and interest from the month of the original refund to the date of payment.

Military

There are several ways to obtain military service credit depending on when you entered the service and returned to public employment.

Free:

If you were a SERS member for at least one year, left school employment for active duty in the armed forces, and returned to public service covered by SERS, STRS, or OPERS within two years of an honorable discharge, you may obtain up to 10 years of free military service credit. You must submit a copy of your discharge or certificate of service notice. This service cannot be added if it is, or will be, used in any other retirement program except Social Security. There is no cost for this service.

Interrupted:

If you are not eligible to receive free credit for military service that interrupted your school employment, you may purchase up to five years of military service credit, but only if you:

- Worked for a SERS-covered employer and had been a SERS member
- Entered the military while still employed
- Returned to work with the same employer within three months of your honorable discharge or release from military service
- Maintained SERS membership

Your cost is the employee contributions in effect at the time if you had remained on the school's payroll. Your employer pays the employer contributions.

Other:

You may purchase up to five years of active duty in the armed forces, and up to an additional five years for time spent as a prisoner of war. If you combine your SERS service credit with STRS and/or OPERS service credit at retirement, the total amount of this service credit is limited to five years among all the systems. The cost to you for each year of service credit is an amount equal to the employee contribution rate in effect at the time the military service began applied to your compensation for the first year of full-time employment covered by

SERS, STRS, or OPERS following the end of the military service, plus interest, from the date of reemployment to the date of payment. You must send SERS a copy of your discharge (DD Form 214), or separation notice. This service cannot be purchased if it has been or will be used in any other retirement program, except Social Security, or retired pay for non-regular service under 10 U.S.C. 12731-12739, or if you contributed to SERS during the same period of time. You must pay the actual liability for National Guard and Reserve time.

Other Ohio Retirement System Credit



State Teachers Retirement System (STRS) and Ohio Public Employees Retirement System (OPERS):

If you have been employed in a job covered by STRS or OPERS as well as in a job covered by SERS, at retirement you may retire independently from each of the systems if you are eligible, or you may combine your service credit and accounts in all the systems to receive one benefit.

The system with the greatest service credit will be the system that calculates and pays your benefit. Your salaries in one year will be added together, but if you have service credit in each system for the same year, you cannot be credited with more than one year of service credit for each 12 months in a year.

You also may combine service credit and accounts for a disability benefit.



Cincinnati Retirement System (CRS):

Credit may be purchased for former service covered by the Cincinnati Retirement System (CRS). If your contributions in CRS are still on deposit, they can be transferred to SERS, including any amounts paid for the purchase of military service. If you withdrew the contributions, you may purchase CRS time after contributing to SERS for 18 months. Your cost for each year is an amount equal to the amount refunded by CRS for your contributing service and any purchased military service, plus the amount of interest, if any, you received when the refund was paid.



Ohio Police & Fire Pension Fund (OP&F) or Ohio Highway Patrol Retirement System (HPRS):

Credit may be purchased for former service as an Ohio firefighter, police officer, or highway patrol officer. If your contributions in the other system are still on deposit, they may be transferred to SERS, including any amounts paid for the purchase of military service. If you withdrew the contributions, you may purchase the OP&F or HPRS time. Your cost for each year is an amount equal to the amount refunded by the other system for your contributing service and any purchased military service, plus interest



from the date of the refund to the date of payment. You cannot purchase this service credit if it is or will be used in the payment under any other retirement program.

Other Government, School Service, or Public Employment

You may purchase credit for service with:

- A public or private school, community college, or university in another state, or operated by the federal government, which has been chartered or accredited by the proper government agency
- The federal government, or non-Ohio government employers, if the service in a comparable position in Ohio would have been covered by SERS, STRS, OPERS, OP&F, or HPRS.
- An Ohio municipal retirement system, except the CRS

The maximum amount of service credit that may be purchased is the lesser of five years, or the total years of your Ohio service credit.

If you combine your SERS service credit with any STRS and/or OPERS service credit you have at retirement, the total amount of purchasable service credit is limited to five years among all the systems. The service credit is not available if it is or will be used in another retirement benefit, except for Social Security.

For each year of credit, you must pay contributions based on the first year of full-time SERS-covered employment following termination of the service to be purchased, plus interest from the date of SERS' membership to the date of payment.

School Board Service:

If you were a school or governing board member before July 1, 1991, you may be eligible to purchase .250 years of service credit for each year of board service. You must pay 100% of the additional liability for this service credit. It can be purchased no sooner than 90 days before retirement.

Non-Contributing

Exempt:

If you filed an exemption form for school service after July 1991, or you had exempted service under OPERS or STRS, you may purchase the time. The cost is 24% of your current salary for each year of exempted service purchased. You cannot purchase this credit if your compensation for such service was subject to taxes under the Federal Insurance Contributions Act.

Optional:

For any service before **July 1, 1991**, you may purchase credit for service in a position for which membership in SERS was optional, and

you did not choose to become a member. Your cost for each year of service credit is an amount equal to both the employee and employer contributions in effect at the time, plus interest.

Compulsory:

If you were employed by a school for a period **before July 1, 1991**, and membership was required, but contributions were not paid, your employer for that service is required to pay the employer contributions in effect at the time, plus interest. You must pay the employee contributions in effect at the time, plus interest.

If you were employed by a school for a period on or **after July 1, 1991**, and membership was required, but contributions were not paid, your employer for that service is responsible to pay both the employee and employer contributions in effect at the time, plus interest.

Early Retirement Incentive Program (ERI)

Your employer may establish an Early Retirement Incentive program (ERI), which allows employees age 57 years or older to retire early or increase their service credit if eligible to retire. If an employer has an ERI, the employer notifies all eligible employees of the plan and its requirements.

Leave of Absence

If you were on an employer-approved unpaid Leave of Absence (LOA) from your school employer, you may purchase the credit for this time by paying both the employee and employer contributions, plus interest.

A LOA period begins on the first day of the approved leave for which contributions were not made, and ends when the approved leave ends or when the member returns to contributing service, whichever happens first.

Service credit may be purchased for multiple leaves of absence. The maximum amount of service that can be purchased for a leave period is two years, or up to five years if multiple leaves of absence are purchased.



ACCOUNT OPTIONS



Retiring With SERS: Service Retirement	10
Eligibility	10
Calculating Your Pension Allowance	11
Contribution Based Benefit Cap (CBBC)	12
Plans of Payment	15
Health Care Coverage	15
Spousal Consent	16
Life-Changing Events	16
Partial Lump Sum Option Payment (PLOP)	16
Cost-of-Living Adjustment (COLA)	17
Divorce	17
Social Security Considerations	18
Taxation	21
Reemployment	21
Refunding	23

ACCOUNT OPTIONS

RETIRING WITH SERS: SERVICE RETIREMENT

SERS offers two types of service retirement: unreduced service retirement and early service retirement with reduced benefits.

ELIGIBILITY

For unreduced service retirement, you will earn the maximum pension amount based on your service credit (how long you've worked in an Ohio public service job) and final average salary (the average of the three highest years of salary). Early service retirement benefits will be reduced to cover the cost of providing a pension over a longer period of time.

Eligibility Charts:

	Members with at least 25 years of service as of August 1, 2017 (Grandfathered)	Members with less than 25 years of service as of August 1, 2017
Unreduced Service Retirement	Age 65 or Any Age with 30 years	Age 67 with 10 years or Age 57 with 30 years
Early Service Retirement with Reduced Benefits	Age 55 with 25 years	Age 62 with 10 years or Age 60 with 25 years

Your effective retirement date is the first of the month following the later of:



- Your last day of employment
- Meeting the minimum service credit and age requirements
- The date you choose

CALCULATING YOUR PENSION ALLOWANCE

The calculation of your pension is determined using your age, service credit, and Final Average Salary (FAS).



The **age** used to calculate a pension is your actual age at the time you retire.

The **service credit** used is the total service credit you have at the time you retire, including any additional service credit that you may obtain either without cost or by purchase. Any such service credit must be added or purchased before you retire.

The **salary** used is your Final Average Salary (FAS), which is the average of your three highest years of salary.

The formula used in calculating the pension is as follows:

1. The value of a year of service credit is determined by multiplying your FAS by 2.2%, and by 2.5% for each year above 30 years of service credit. If the result is less than \$86.00, then \$86.00 is the value of each year.
2. The number of years of service credit is then multiplied by this value of each year. The result is the annual pension for a member with 30 years of credit or who is age 67 at the time of retirement. Divide this amount by 12 to determine your gross monthly payment amount.
3. If the member is under age 67 at the time of retirement or retires with less than 30 years of service credit, the annual pension is reduced.

You can determine an estimate of your benefit amount by:

- Requesting an estimate from SERS.
- Using your Account Login through the SERS website.
- Using the following Calculation Tables. If the average of your three highest years of salary is greater than \$3,909, you can find the percentage number located at the intersection of your years of service credit and your age. You then can multiply your FAS by the percentage number to estimate your annual pension amount.

CONTRIBUTION BASED BENEFIT CAP (CBBC)

SERS will begin using the CBBC when calculating the pension of members who retire on or after August 1, 2024.

The CBBC is a tool that will be used to identify and prevent pension spiking, or benefit inflation. When benefit inflation occurs, the pension fund must subsidize those pensions, which is unfair to the majority of members whose career salary and contributions followed a normal trajectory.

Benefit inflation may occur when the highest three years of a member's salary history is considerably higher than the rest of their working career. This results in a traditional pension calculation that is significantly higher than what is supported by their career contributions. The CBBC ensures that a member's career contributions support their pension benefit.

The CBBC does NOT affect or change the Final Average Salary (FAS) calculation (average of the highest three years of salary) used in the traditional formula calculation.

The Board approved a CBBC factor of 6.25, which is expected to affect less than 1% of future retirees.

For more information, visit our website at www.ohsers.org, or click this [link](#).

CALCULATION TABLES

The following tables give a percentage figure to apply to your final average salary to find the pension amount on an annual basis:

RETIREMENT AFTER AUGUST 2017

Unreduced benefit - Age 57 and 30 years, or Age 67 and 10 years

Reduced benefit - Age 60 and 25 years, or Age 62 and 10 years

Years of Service Credit	Attained Age At Retirement										
	57	58	59	60	61	62	63	64	65	66	67
10						12.9%	14.3%	15.9%	17.7%	19.7%	22.0%
11						14.2	15.7	17.4	19.4	21.7	24.2
12						15.5	17.1	19.0	21.2	23.6	26.4
13						16.8	18.6	20.6	23.0	25.6	28.6
14						18.0	20.0	22.2	24.7	27.6	30.6
15						19.3	21.4	23.8	26.5	29.5	33.0
16						20.6	22.8	25.4	28.3	31.5	35.2
17						21.9	24.3	27.0	30.0	33.5	37.4
18						23.2	25.7	28.6	31.8	35.4	39.6
19						24.5	27.1	30.1	33.6	37.4	41.8
20						25.8	28.6	31.7	35.3	39.4	44.0
21						27.1	30.0	33.3	37.1	41.3	46.2
22						28.4	31.4	34.9	38.9	43.3	48.4
23						29.7	32.8	36.5	40.6	45.3	50.6
24						30.9	34.3	38.1	42.4	47.3	52.8
25				41.3%	41.3%	41.3	41.3	41.3	44.2	49.2	55.0
26				45.8	45.8	45.8	45.8	45.8	45.9	51.2	57.2
27				50.5	50.5	50.5	50.5	50.5	50.5	53.2	59.4
28				55.4	55.4	55.4	55.4	55.4	55.4	55.4	61.6
29				60.6	60.6	60.6	60.6	60.6	60.6	60.6	63.8
30	66.0%	66.0%	66.0%	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0
31	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5
32	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0
33	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5
34	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0
35	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5
36	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0
37	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5
38	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0
39	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5
40	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0
41	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5
42	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0
43	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5
44	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

GRANDFATHERED WITH 25 YEARS OR MORE ON OR BEFORE AUGUST 1, 2017

Unreduced Service Retirement - Any age and 30 years, or Age 65

Early Service Retirement with Reduced Benefits - Age 55 and 25 years

Years of Service Credit	Attained Age At Retirement										
	55	56	57	58	59	60	61	62	63	64	65
5						9.3%	9.6%	10.0%	10.3%	10.6%	11.0%
6						11.2	11.6	12.0	12.4	12.8	13.2
7						13.0	13.5	14.0	14.4	14.9	15.4
8						14.9	15.4	16.0	16.5	17.0	17.6
9						16.6	17.4	18.0	18.6	19.2	19.8
10						18.7	19.3	20.0	20.6	21.3	22.0
11						20.5	21.2	22.0	22.7	23.4	24.2
12						22.4	23.2	24.0	24.8	25.6	26.4
13						24.3	25.1	26.0	26.8	27.7	28.6
14						26.1	27.1	28.0	28.9	29.8	30.6
15						28.0	29.0	30.0	31.0	32.0	33.0
16						29.9	30.9	32.0	33.0	34.1	35.2
17						31.7	32.9	34.0	35.1	36.2	37.4
18						33.6	34.8	36.0	37.2	38.4	39.6
19						35.5	36.7	38.0	39.2	40.5	41.8
20						37.4	38.7	40.0	41.3	42.6	44.0
21						39.2	40.6	42.0	43.4	44.8	46.2
22						41.1	42.5	44.0	45.4	46.9	48.4
23						43.0	44.5	46.0	47.5	49.0	50.6
24						44.8	46.4	48.0	49.6	51.2	52.8
25	41.2%	41.2%	41.2%	41.2%	44.0%	46.7	48.4	50.0	51.7	53.3	55.0
26	45.7	45.7	45.7	45.7	45.7	48.6	50.3	52.0	53.7	55.4	57.2
27	50.4	50.4	50.4	50.4	50.4	50.4	52.2	54.0	55.8	57.6	59.4
28	55.4	55.4	55.4	55.4	55.4	55.4	55.4	56.0	57.9	59.7	61.6
29	60.6	60.6	60.6	60.6	60.6	60.6	60.6	60.6	60.6	61.8	63.8
30	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0
31	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5	68.5
32	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0	71.0
33	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5	73.5
34	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0
35	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5	78.5
36	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0	81.0
37	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5	83.5
38	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0
39	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5	88.5
40	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0	91.0
41	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5
42	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0	96.0
43	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5	98.5
44	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

PLANS OF PAYMENT

When you apply for retirement, you must choose a payment plan. The payment plan you choose is largely determined by whether you want to provide for someone after your death.

There are two categories of plans: a single life allowance plan, which pays a monthly benefit to you for your life with no further payments after your death; and joint survivor allowance plans, which pay a monthly allowance to you for your life, and after your death, provide a continuing benefit to your designated beneficiary.

If you are divorced, please see page 16 for plan of payment requirement.

Plan A – Joint Survivor Allowance:

To you for life. After your death, one-half of this amount to your spouse for life.

Plan B – Single Life Allowance:

Maximum monthly allowance to you for your life only.

Plan C – Joint Survivor Allowance:

To you for life. After your death, other proportionate amount to your beneficiary.

Plan D – Joint Survivor Allowance:

To you for life. After your death, the same amount to your beneficiary.

Plan E – Guaranteed Allowance, Certain and Continuous:

To you for life. After your death, the same amount to your beneficiary for a specified period, such as 5, 10, or 15 years after effective retirement date, or other periods available upon request.

Plan F – Joint Survivor Allowance, Multiple Beneficiaries:

To you for life. After your death, other amount to your beneficiaries.

HEALTH CARE COVERAGE



Aside from providing a monthly payment to a beneficiary, another advantage of choosing a Joint Life Plan is the current ability to continue a beneficiary's health care coverage. To provide health care coverage for your beneficiaries after your death, you must select Joint Life Plan A, C, D, or F.

Your spouse and your children are the only beneficiaries who can be eligible for SERS' health care coverage. Any other named beneficiary will receive monthly payments, but not health care coverage.

Health care premiums are deducted from your monthly pension payment. Upon your death, if your beneficiary receives monthly payments, their health care premiums are deducted from their monthly payments.

Eligible beneficiaries can continue to receive SERS' health care coverage as long as they pay the premiums.

SPOUSAL CONSENT



If you are married at the time of retirement, you must select Plan A and designate your spouse as your beneficiary, unless your spouse consents to a different plan and/or a different beneficiary. If your spouse refuses to consent, SERS is required to pay you according to Plan A with your spouse as your beneficiary.

LIFE-CHANGING EVENTS

Once you retire, you may only change your payment plan in certain circumstances. This is referred to as the “Pop-Up” and “Pop-Down” feature. Such life-changing circumstances include:

Death of a Beneficiary:

If you choose Plan A, C, or D and your beneficiary dies before you do, your benefit will be changed to a Plan B (Single Life Allowance) with an adjustment in your benefit amount.

If you choose Plan F, and a beneficiary dies before you do, your benefit amount will be adjusted on the basis of the remaining beneficiary or beneficiaries.

Divorce, Annulment, or Marriage Dissolution after Retirement:

If you are married at retirement, select a joint life plan with your spouse as a beneficiary, and then the marriage is terminated after retirement, your plan may be adjusted if permitted by court order or if your ex-spouse gives written consent.

If you choose plans A, C, or D, your plan may be adjusted to Plan B. If you choose Plan F, and your marriage is terminated after retirement, your benefit will be adjusted on the basis of the remaining beneficiary or beneficiaries.

Marriage after Retirement:

If you are single at retirement, select Plan B, and then marry after retirement, you can select a new plan providing for your new spouse. Or if you were married at retirement, but later divorced and changed to a Plan B, and then remarried, you can select a new plan providing for your new spouse.

The plan can be Plan A, C, or D. You must make this change within one year of the marriage.

PARTIAL LUMP SUM OPTION PAYMENT (PLOP)

In addition to selecting a payment plan, you may take part of your retirement allowance in a one-time partial lump sum payment (PLOP). This permanently reduces your lifetime monthly allowance.

The PLOP amount:

- May be from 6 to 36 months of your unreduced retirement allowance, but it cannot reduce your original allowance more than 50%
- Is irrevocable
- Is available only at the time of retirement
- Is available to a member who is married only if the member's spouse consents to the PLOP

The amount of the reduction in your monthly allowance is based on your age at retirement. The PLOP amount may be subject to federal and state income tax.

For personalized examples, you can request an estimate which includes a PLOP. Call SERS at 800-878-5853.

COST-OF-LIVING ADJUSTMENT (COLA)

Benefit recipients receive a Cost-of-Living Adjustment (COLA) on the fourth anniversary of their benefit. The COLA is calculated using your base pension amount and the Consumer Price Index, in the range of 0% - 2.5%.

All SERS pension increases should be reported to Social Security if you are receiving Social Security benefits based on your spouse's Social Security earnings.

DIVORCE

Support Orders:

If you are subject to a court order to provide support for your spouse, former spouse, or children, the court can order SERS to withhold a specific amount from any SERS payment to you and send it to the Office of Child Support. Regardless of the number of support orders SERS receives, or the total amount of support ordered to be paid, the total amount of support that can be deducted from your payment cannot exceed 50% of your payment after taxes if you are supporting another spouse or child; or, 60% after taxes if you are not supporting another spouse or child.

Division of Property Orders:

Your payment can be subject to a Division of Property Order (DOPO), which is a court order that requires SERS to pay a portion of your payment to a former spouse for purposes of dividing your marital property.

Your former spouse receives payment in the same manner as you do (lump sum or monthly) and cannot receive payment until you receive payment. Payment to your former spouse stops when you stop receiving a payment. Regardless of the number of DOPOs that SERS

receives, the total amount deducted from your benefit cannot exceed 50% of your benefit amount.

Plan of Payment Requirement:

Ohio law allows a court to order you to elect a retirement plan with your former spouse as beneficiary under a joint life plan. The order must be issued as part of your divorce proceedings, specify the amount of the survivorship portion, and be issued prior to the effective date of your retirement. If SERS has received a copy of the order when you apply for retirement, SERS can only accept your application if it complies with the court order.

SOCIAL SECURITY CONSIDERATIONS

If you are a SERS retiree who also is eligible for a Social Security benefit, your Social Security benefit may be affected by federal laws regulating Social Security benefits. Your Social Security benefit may be reduced by the Government Pension Offset (GPO) and/or the Windfall Elimination Provision (WEP).

These laws do not reduce your SERS pension; they only affect your Social Security benefit.

For detailed information on the GPO and WEP, and how they may affect your specific Social Security benefit, contact the Social Security Administration (SSA) through your local office, by visiting the SSA website at www.ssa.gov, or by telephone at 1-800-772-1213.

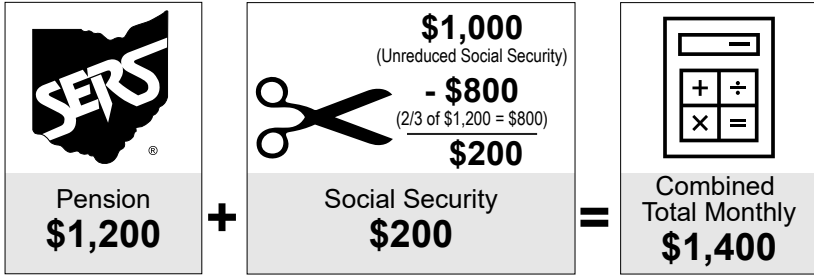
The Government Pension Offset (GPO)

The GPO affects any SERS retirees who are, or will be, receiving a Social Security benefit based on their spouse's Social Security account. This includes surviving spouses qualifying on an ex-spouse's account. The GPO does not apply to the spouse's own Social Security benefit.

The GPO applies to a SERS retiree who was first eligible to retire from SERS after July 1, 1983, and who receives Social Security spousal benefits.

How the GPO Works:

The amount of your Social Security spousal benefit is reduced by two-thirds of the amount of your SERS benefit. For example:



Depending on your gross SERS pension amount, the GPO could eliminate your Social Security spousal benefit entirely.

If you receive cost-of-living adjustments or other increases in your SERS benefit, you must report these to the SSA. Such increases may result in further reductions in your Social Security benefit.

The Windfall Elimination Provision (WEP)

The WEP affects SERS retirees who are, or will be, receiving a Social Security benefit based on their own Social Security employment record. If you had a private sector job and were contributing to Social Security for that job, the WEP will affect the Social Security benefit you would receive based on the private sector job. There is a maximum monthly amount your benefit may be reduced.

If you have 30 qualified years or more of earnings under Social Security, or you were eligible for either your Social Security or SERS benefit before 1986, the WEP will not affect your Social Security benefit.

How the WEP Works:

The WEP modifies the formula that SSA uses in calculating your Social Security benefit depending on the number of years you have under Social Security.

The following chart shows what earnings make a qualified year:

How to Figure Your Years of Coverage

You are credited with a year of coverage if your earnings equal or exceed the figures shown for each year in the following chart.

Year	Substantial Earnings	Year	Substantial Earnings	Year	Substantial Earnings
1937–1954	\$900	1986	\$7,875	2005	\$16,725
1955–1958	\$1,050	1987	\$8,175	2006	\$17,475
1959–1965	\$1,200	1988	\$8,400	2007	\$18,150
1966–1967	\$1,650	1989	\$8,925	2008	\$18,975
1968–1971	\$1,950	1990	\$9,525	2009–2011	\$19,800
1972	\$2,250	1991	\$9,900	2012	\$20,475
1973	\$2,700	1992	\$10,350	2013	\$21,075
1974	\$3,300	1993	\$10,725	2014	\$21,750
1975	\$3,525	1994	\$11,250	2015–2016	\$22,050
1976	\$3,825	1995	\$11,325	2017	\$23,625
1977	\$4,125	1996	\$11,625	2018	\$23,750
1978	\$4,425	1997	\$12,150	2019	\$24,675
1979	\$4,725	1998	\$12,675	2020	\$25,575
1980	\$5,100	1999	\$13,425	2021	\$26,550
1981	\$5,550	2000	\$14,175	2022	\$27,300
1982	\$6,075	2001	\$14,925	2023	\$29,700
1983	\$6,675	2002	\$15,750	2024	\$31,275
1984	\$7,050	2003	\$16,125		
1985	\$7,425	2004	\$16,275		

Source: <http://www.ssa.gov/pubs/EN-05-10045.pdf>

For more information on the maximum monthly amount your Social Security benefit may be reduced because of the WEP, visit the Social Security website at www.ssa.gov/pubs/EN-05-10045.pdf or call toll-free 1-800-772-1213.

TAXATION

Payments from SERS are subject to federal and Ohio state income taxes. When the benefit is calculated, SERS determines the amount that is taxable and the amount that is non-taxable. SERS sends this information to you.

By January 31 of each year, SERS sends each retiree, disability benefit recipient, and survivor benefit recipient a tax form (IRS Form 1099-R) for the previous calendar year. This form provides information on the benefit amounts received for the year, the amount of tax withheld, and other tax information. Along with IRS Form 1099-R, SERS sends a Recipient Income Tax Information pamphlet, which provides federal and state tax information.

SERS is required to withhold federal income tax from a monthly benefit unless a retiree or recipient elects in writing not to have any withheld. A retiree or recipient must complete and file an Internal Revenue Service (IRS) Form W-4P with SERS. This form instructs SERS the amount of income tax to withhold. If this form is not filed, SERS withholds as if the retiree had filed single with no adjustments. The withholding can be changed at any time by filing a new Form W-4P, which can be obtained from SERS.

The SERS benefit amount may be subject to state and/or local taxes. For Ohio residents, the SERS benefit amount is subject to state income tax. Any other appropriate taxing authority should be contacted for information on the taxability of the benefit.

REEMPLOYMENT



Once retired, your SERS pension payment may be affected if you become reemployed in an Ohio public position. Your eligibility for SERS' health care coverage, however, will be affected regardless of whether your reemployment is in the private or public sector. (See page 40)

How Reemployment Affects Pension Payments

If you return to work in a position covered by SERS, OPERS, STRS, OP&F, or HPRS, you must wait two months from your effective date of retirement before being reemployed. There is no limitation on the number of days you can work or the amount you can earn. The only restriction is when you can return to work.

No retirement is effective until all forms have been completed, returned, and approved by SERS. Do not begin working as a reemployed retiree until your retirement is approved and two months have passed from your retirement effective date.

If you return to work in an Ohio public job within two months of your retirement date, you will forfeit your pension for that period of time. The only exception is if you hold multiple positions prior to retirement.

You may then continue working in the lesser-paying position(s) without forfeiting your two-months of pension payments.

If a school hires you to the same position you had before retiring, and that position is filled by a vote of the members of a board or commission, public notice of the potential reemployment must be given at least 60 days prior to the start of your reemployment. A public hearing also must be conducted between 15 and 30 days prior to your first day of work. Information on the hearing must be included in the public notice.

There must be a definitive break in service, with the employer certifying to SERS when your regular employment period ends, and when your reemployment period begins.

Once you begin reemployment in a position covered by one of the Ohio retirement systems, contributions will be withheld and sent to the appropriate retirement system. No additional service credit will be granted for reemployment. You will earn an annuity from the reemployment which will consist of your contributions, part of the employer contributions, plus interest. The annuity will be paid by the retirement system that covers your reemployment.

If you are no longer reemployed and wish to refund your contributions before age 65, you will receive only your own contributions in a lump sum payment. The full annuity is available to you at age 65. Retirees age 65 and older may earn separate annuities for successive periods of reemployment, but must wait 12 months after the effective date of one annuity before receiving another.

Your original pension will not be affected during your reemployment. The annuity will be paid separately from the original pension, in a lump sum or monthly payments, as long as the monthly payment will be \$25 or more.

If you die before collecting the annuity, your beneficiary will be entitled to a lump sum payment, including any of the employer's share and interest you were entitled to. There is no provision for monthly annuity payments to a survivor. As a reemployed retiree, you must make a separate designation for the beneficiaries of your annuity. If you do not file a Beneficiary Designation Form, the payment will be made in the following order:

1. spouse
2. if no spouse, children share and share alike
3. if none of the above, parents share and share alike
4. if none of the above, your estate

An annuity may be subject to the Government Pension Offset and Windfall Elimination Provision under Social Security law.

REFUNDING

After you leave a SERS-covered job, you are entitled to a return of the contributions you contributed, and any amounts you paid for the purchase of service credit.

You are not required to initiate a refund; contributions may be left with SERS. Keeping your account with SERS has several advantages:

1. You retain disability benefits you may be otherwise eligible for, or benefit protection for your qualified survivors.
2. If you get a job covered by the other Ohio retirement systems and choose the defined benefit plan, your SERS service credit can be combined for a larger retirement benefit.

Refund Process



You must complete a Member Refund Application for the return of your accumulated contributions.

If you are also a member of State Teachers Retirement System (STRS) and/or Ohio Public Employees Retirement System (OPERS), you can refund your SERS account without affecting your membership or rights to a benefit or refund of contributions under those systems. However, you will not have the option to combine this service credit with any service earned in a STRS- or OPERS-covered position. This could affect your retirement benefits. You should contact OPERS or STRS to discuss how this will affect your eligibility.

If your current STRS or OPERS employer is the same one you worked for in your last SERS-covered position, you cannot refund your SERS account.

No refund is issued before three months after the termination of employment. If your contributions were made on a pre-tax basis under a “pick-up” plan, the contributions are subject to taxes on payment unless you roll over the contributions to another tax-qualified plan as permitted under federal tax law.

You will receive information on these options when you apply for a refund.

SERS cannot pay partial refunds of, or provide loans on, your accumulated contributions. No interest is paid on a refund, and you receive no part of the employer’s contributions. Once a refund is paid, you lose any right to a retirement or disability benefit, and your dependents lose any right to survivor benefits.

If you are eligible for a service retirement, spousal consent is required before a refund is processed.

Taxation

If you choose to receive your refund directly from SERS:

- Your refund payment will be taxed in the year in which it is issued.
- SERS is required to withhold federal income tax at a rate of 20%.
- If you are under age 59-1/2, you also may have to pay a 10% tax penalty for an early withdrawal.

If you choose to rollover your refund into an eligible retirement fund such as an IRA, 403(b) plan, or 457(b) plan:

- Your payment will not be taxed in the current year and no taxes will be withheld.
- The rollover funds will be taxed at a future date when you receive a distribution from the account into which they were deposited.

Divorce

A refund may be subject to any support orders or division of property orders (DOPO) that were issued in divorce proceedings.

Restoring Credit after a Refund

After establishing one-and-one-half (1½) years of new service credit with SERS, STRS, OPERS, OP&F, or HPRS, you may restore refunded SERS credit by repaying the refunded contributions, plus interest.



ADDITIONAL BENEFITS



Disability Benefits	26
Death Benefit	29
Survivor Benefit	29

ADDITIONAL BENEFITS

DISABILITY BENEFITS

If you become disabled while employed, you may be eligible for benefits under one of two disability plans.

If you became a SERS member after July 29, 1992, you are covered under the **new disability plan**. If you were a member on or before July 29, 1992, you are covered by the **old disability plan**, unless you exercised a one-time election to switch to the new plan.

Eligibility

Under both plans, you are eligible for a disability benefit if you:

- Have at least five years of total service credit
- Are disabled from your SERS-covered position for a period of at least 12 months
- File an application within two years from the date your contributing service stopped
- Are permanently disabled, either physically or mentally, for work in your SERS-covered position as determined by a physician appointed by SERS
- Became disabled after becoming a SERS member
- Did not receive a refund of your contributions
- Do not receive a service retirement benefit
- Do not receive a disability benefit from another Ohio retirement system

Under the **old disability plan**, you also must apply before you are 60 years old. Under the **new disability plan**, a member may apply at any age.

A benefit is effective the first of the month following the later of:

- The last day for which employment compensation was paid, or
- Receipt of your most recent application

You are not eligible to apply for a SERS disability benefit if you are receiving a disability benefit from another Ohio retirement system.

You cannot apply for a SERS disability benefit if a condition resulted from the commission of a felony or occurred after SERS-covered employment ended.

Application Process



You, your employer, or someone acting on your behalf may file an application for a disability benefit. Your physician also must provide a report stating the basis of your disability.

You will be examined by a SERS-appointed physician. The SERS Retirement Board will review all medical recommendations for approval or denial of disability benefits, and will make the final determination.

A member who is granted a disability benefit may be required to seek, or continue, medical treatment and/or vocational rehabilitation for the disabling condition as a prerequisite for receiving benefits.

Payment

Old Plan:

Your annual benefit is calculated using the following formula:

1. The value of a year of service credit is determined by multiplying your Final Average Salary (FAS) by 2.2%. If the result is less than \$86.00, then \$86.00 is the value of each year.
2. The number of years of service credit is then multiplied by this value.

Your service credit includes all service credit you have at the time of your application, plus the number of years between your current age and age 60. The benefit cannot be less than 30% of your FAS or more than 75%.

New Plan:

The amount of your annual benefit is the greater of 45% of your FAS, or your total service credit at the time of your application multiplied by 2.2% of your FAS, not exceeding 60% of the FAS. The applicable percentage amounts under this plan are:

Total Service Credit	Percentage of the Member's FAS
5–21 years	45.0%
22	48.4%
23	50.6%
24	52.8%
25	55.0%
26	57.2%
27	59.4%
28 or more years	60.0%

Disability recipients must file annual earnings reports and employment information with SERS. If you return to a non-SERS covered position, you may be required to be reexamined by a SERS-appointed physician.

Termination of Benefits

A disability benefit under either plan stops if any one of the following occurs:

- **You return to a SERS-covered job**
- **A subsequent SERS medical re-examination finds that you are no longer disabled**

You may be required to have an annual re-examination. If the Retirement Board concurs in the recommendation to terminate the benefit, your benefit ends within three months of the Board's determination. If you received disability benefits for less than three years, unless in treatment or vocational rehabilitation, SERS notifies your last employer before you became disabled, and the employer should restore you to your previous position and salary or a similar position and salary, unless you were dismissed or resigned in lieu of dismissal for dishonesty, misfeasance, malfeasance, or conviction of a felony. If you return to employment covered by SERS, STRS, or OPERS, and contribute for two years, you may receive up to two years of disability credit for the time you received disability benefits. You may purchase any time over two years.

- **Your death**

If you die while receiving a disability benefit, your qualified beneficiaries are entitled to survivor benefits.

- **You request that benefits end**

Under the **new plan**, benefits also will end after a specified number of months:

Age at Effective Date	Period Benefits Payable
Younger than 60	Until age 65
60 or 61	60 months
62 or 63	48 months
64 or 65	36 months
66, 67, or 68	24 months
69 or older	12 months

At the end of the period, you can apply for conversion retirement.

Your service credit will include the years you received disability benefits. You will be eligible for health care coverage under conversion retirement if your total qualifying service credit equals 10 or more years.

DEATH BENEFIT

If you die while receiving a disability benefit, or after you retire, your beneficiary is entitled to a one-time lump sum payment of \$1,000 no matter which payment plan you selected. If you have designated multiple beneficiaries, the death benefit is divided equally among them.

SURVIVOR BENEFIT



If you die before you begin receiving a monthly service retirement or while you are receiving a disability benefit, your qualifying survivors are entitled to certain benefits.

They are determined in the following order:

1. Surviving spouse
2. Your surviving children
3. Your dependent parent(s) age 65 or older
4. Your surviving parent(s)
5. Your estate

You may designate a beneficiary or beneficiaries by requesting a Member Beneficiary Designation Form from SERS, completing it, and returning it to the retirement system.

Your beneficiary is entitled to a one-time, lump-sum payment of only your employee contributions to SERS, or monthly benefits (if a qualified survivor). If you are survived by children under age 19, or by children who are mentally or physically incompetent, only a monthly benefit is available to the qualifying survivors.

Benefits begin the first of the month after the survivor qualifies. Monthly benefits end if the beneficiary dies or no longer meets any of the above conditions.

Payment

The amount of the monthly benefit is determined under one of the following schedules, and the schedule that pays the greater benefit is used.

Number of Qualified Beneficiaries	SCHEDULE I Monthly Benefit Shall Not be Less than	SCHEDULE II As a Percent of the Member's Final Average Salary
1	\$ 96.00*	25%
2	\$186.00	40%
3	\$236.00	50%
4	\$236.00	55%
5 or more	\$236.00	60%

*Not less than \$106 to spouse if you had 10 or more years of service credit.

SCHEDULE III

If you had 20 or more years of service credit, the benefit will be calculated as follows:

Years of Service	As a Percent of the Member's Final Average Salary
20	29%
21	33%
22	37%
23	41%
24	45%
25	48%
26	51%
27	54%
28	57%
29 or more	60%

If you are eligible for a service retirement at the time of death, your surviving spouse or other sole surviving dependent beneficiary could receive a benefit amount calculated as if you had retired and selected a Plan D payment plan.

A survivor can purchase any service credit the member was eligible to purchase. Any purchase must be made before a monthly benefit is paid.

If you also have membership in STRS and/or OPERS, and your survivor(s) qualify and/or select a monthly benefit, the accounts will be combined and the retirement system with the greatest service credit will be the system that calculates and pays the benefit. While your salaries in one year will be added together, if you had service credit in each system for the same year, your service credit cannot be more than one year of service credit for each 12 months in a year. If, however, your survivor(s) elect to receive or only qualify for a refund of your account balance, each system will issue the payments independently.



HEALTH CARE OPTIONS



When To Enroll	32
Eligibility	32
Coverage Through Another Ohio Retirement System	33
Premiums	33
Premium Subsidy	34
Premium Discount Program	35
Non-Medicare Plans	35
Another Option for Those Under Age 65	35
Medicare	36
Medicare Plans	37
Dental and Vision Enrollment	37
Waiver and Cancellation	38
Reemployment	38

HEALTH CARE OPTIONS

SERS currently offers medical, prescription drug, dental, and vision coverage to qualifying benefit recipients. However, SERS reserves the right to change or discontinue any plan or program at any time.

WHEN TO ENROLL

- When you retire or begin receiving a disability benefit
- Within 90 days of becoming eligible for Medicare
- Within 31 days of the involuntary termination of health care coverage under another plan; satisfactory proof of involuntary termination required

ELIGIBILITY

Service Retiree

You are eligible for coverage if you have at least 10 years of qualified service credit when you retire.

Qualified service credit includes:

- Earned or restored service credit
- Contributing service credit from STRS, OPERS, OP&F, HPRS, and the Cincinnati Retirement System, if it was not earned at the same time as SERS' service credit
- Workers' Compensation credit



Disability Benefit Recipient

If you receive a disability benefit, you are eligible for health care coverage. The effective date of coverage is the later of:



- The effective date of the disability benefit
- The first day of the month following approval of the disability benefit

A disability benefit recipient enrolling in health care coverage is required to file an application with Social Security for Social Security Disability Insurance (SSDI). This determination may establish your eligibility for Medicare based on a disability when you are under age 65.

SERS will assist you in filing the SSDI application.

To be eligible for health care coverage under a conversion retirement, you must have at least 10 years of qualified service credit. Your qualified service credit includes the years you received a disability allowance.

Dependent Coverage

When you enroll in our coverage, you may cover your spouse, and children up to age 26, as dependents.

Service retirees must select Joint Survivor Payment Plan A, C, D, or F to provide access to coverage for qualified dependents in the event of the retiree's death.

If you do not enroll your spouse or children when you enroll, you can enroll them under the following circumstances:

- Within 31 days of marriage
- Within 31 days of the birth or adoption of a child
- Within 90 days of the dependent becoming eligible for Medicare
- Within 31 days of the involuntary termination of health care coverage under another plan; satisfactory proof of involuntary termination required

COVERAGE THROUGH ANOTHER OHIO RETIREMENT SYSTEM

When you retire from SERS, you cannot waive SERS' health care coverage in order to enroll in coverage through another Ohio public retirement system. Your primary coverage must be through the retirement system from which you retire. This also applies to spouses and dependents.

PREMIUMS

The premium you pay includes medical and prescription drug coverage. Premiums are based on:

- Years of qualified service credit
- Eligibility for a premium subsidy
- Health care plan selected
- Type of payment: service retirement or disability benefit

Separate premiums are charged if you enroll in dental and/or vision coverage.

PREMIUM SUBSIDY

SERS helps reduce health care premiums by providing a subsidy to those who qualify.

If you do not meet the eligibility requirements to receive a subsidy, you pay 100% of the premium, regardless of your qualified years of service.

To receive a premium subsidy, you must have at least 20 years of qualified service credit, or be receiving a disability benefit. In addition, at the time of retirement, disability, or separation from service, you must:

- Be eligible to participate in the health care plan of your last school employer, or
- Have been eligible to participate in the health care plan of your school employer at least three of the last five years of service



If you are eligible for your employer’s health care coverage but are a few years short of 20 years, it may be beneficial to work until you have 20 years of qualified service.

Monthly Premium Example for 2024:

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

Spouse Monthly Premium Example for 2024:

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

*Spousal premiums are based on your service credit.

PREMIUM DISCOUNT PROGRAM

To apply for the SERS Premium Discount Program, at least one family member must be enrolled in a SERS Medicare plan. You qualify based on your household size and income. A 25% reduction in your monthly SERS health care premium for medical and prescription drugs is available if your total household income falls at or below qualifying income levels. The discount does not apply to dental and vision premiums.

NON-MEDICARE PLANS

SERS' non-Medicare plans are available to benefit recipients and dependents who are under age 65 and not eligible for Medicare.

- Aetna Choice POS II is available throughout the United States.
- AultCare PPO is offered in the Akron/Canton area.

Prescription drug coverage is included with all health care plans, and does not have a separate premium.

The SERS Marketplace Wraparound HRA:

SERS offers a Health Reimbursement Arrangement (HRA) that works in combination with the Health Insurance Marketplace. After meeting eligibility and enrollment requirements, the SERS Marketplace Wraparound HRA provides reimbursements for eligible medical expenses such as deductibles, co-pays, and other costs. Reimbursement is limited to \$2,100 per family, per calendar year in accordance with federal limits.

UMR Consultation Requirement

Non-Medicare members, including those planning to enroll in Aetna Choice POS II, AultCare PPO, or the SERS Marketplace Wraparound HRA, are required to call UMR at 1-888-236-2377 to discuss options with a representative before being enrolled in SERS' health care coverage.

ANOTHER OPTION FOR THOSE UNDER AGE 65

Spouse's Employer Plan



You may be eligible to be covered through your spouse's employer plan. Once your spouse's employment or coverage ends, both you and your spouse have 31 days in which to enroll in SERS' coverage.

MEDICARE

When you become eligible for Medicare, typically at age 65, you choose how you want to receive your coverage.

Choose Either Original Medicare or a Medicare Advantage Plan

Original Medicare

Sign up for Original Medicare.

- Medicare Part A (hospital)
- Medicare Part B (medical) - requires a monthly premium

Medicare pays your providers directly for your services. Original Medicare only covers approximately 80% of costs.



Do you need supplemental coverage to pay for costs Original Medicare does not cover?

Select a Medicare Supplement Insurance policy.

Also known as Medigap, and offered by private companies to cover gaps in Medicare coverage. You will pay a separate monthly premium.



Do you need prescription drug coverage?

Select a Medicare Prescription Drug Plan (Part D).

Original Medicare does not include prescription drug coverage. Part D plans are offered by private companies approved by Medicare. You will pay a separate monthly premium.

Medicare Advantage Plan

Sign up for Original Medicare.

- Medicare Part A (hospital)
- Medicare Part B (medical) - requires a monthly premium



Select a Medicare Advantage Plan, also known as Part C.

Private companies provide both Part A and Part B coverage. Most plans cover prescription drugs (Part D) as well. The private companies pay your providers directly for your services.

SERS offers Medicare Advantage plans with prescription drug coverage.



SERS' coverage includes:

- Part A, Part B, and Part D
- \$0 deductible
- SilverSneakers
- \$60 per quarter over-the-counter benefit
- Lower out-of-pocket costs than Original Medicare

Each month, you pay your Part B premium to Medicare and a premium to SERS for your Medicare Advantage plan. SERS adds \$45.50 to your monthly pension when you take SERS' coverage to help you pay your Part B premium.

MEDICARE PLANS

SERS offers Medicare Advantage plans.

- Aetna Medicare Plan (PPO) is available throughout the United States.



Prescription drug coverage is included and does not have a separate premium.

There is no deductible with the SERS Medicare plan.

For more information about Medicare, watch the Medicare Basics video series on our website. Visit www.ohsers.org, and click on “video center.”

DENTAL AND VISION ENROLLMENT



SERS offers dental coverage through Delta Dental, and vision coverage through VSP Vision Care. You have to be eligible for, but you do not have to be enrolled in, SERS’

health care coverage to sign up for dental and vision coverage. You must be enrolled in dental and/or vision coverage in order to enroll your dependents. You can enroll:

- At retirement or when you begin receiving a disability benefit
- During the dental and vision open enrollment period, which is held every two years
- Within 31 days of an involuntary termination of another dental or vision plan. Proof of involuntary termination required.

2024 Monthly Dental Premiums:

Benefit recipient	\$30.37
Benefit recipient and one dependent*	\$60.74
Benefit recipient, and two or more dependents*	\$91.35

* A dependent can be a spouse or a child

2024 Monthly Vision Premiums:

Benefit recipient	\$6.17
Benefit recipient and one dependent*	\$12.34
Benefit recipient, and two or more dependents*	\$14.49

* A dependent can be a spouse or a child

WAIVER AND CANCELLATION

You can waive coverage at any time. If you choose to waive coverage, dependent coverage for your spouse and children will automatically end.

If you waive coverage, you can reenroll under the following qualifying events:

- Within 90 days of becoming eligible for Medicare
- Within 31 days of involuntary termination of other health care coverage

REEMPLOYMENT



Your eligibility for SERS' health care coverage may be affected if you take a job after you retire. If you retire and then go back to work for a public or private employer, you temporarily may lose eligibility for SERS' health care coverage while you are reemployed. Once reemployment ends, your eligibility will be restored.

This does not impact individuals enrolled in Medicare Part B.

SERS' health care eligibility is lost when:

- You are eligible for medical and prescription coverage through your new employer.
- You are not eligible for medical and prescription coverage through your new employer but other employees in comparable positions are eligible for coverage. The coverage available to employees in comparable positions must be at the same cost as full-time employees.

You will not lose your eligibility for SERS' coverage if you do not have access to the employer coverage or it costs employees in comparable positions more than full-time employees pay.

Regaining Eligibility:

Your eligibility for SERS' coverage will be restored after you stop working. Because losing employer coverage is considered an involuntary termination of coverage, you will regain eligibility for SERS' coverage.

You have 31 days from the time your employer coverage ends to reenroll in SERS' coverage.

Dependent Coverage:



If your spouse has SERS' health care coverage and takes a new job that offers access to health care coverage, your spouse will lose eligibility for SERS' coverage. Your eligibility or coverage will not be affected.

If your child has SERS' coverage and takes a job, your child will not lose SERS' coverage. Federal law requires child coverage continue to age 26, regardless of the child's employment or eligibility for employer coverage.



CONTACT INFORMATION



CONTACT INFORMATION

ADDRESS, TELEPHONE NUMBERS, AND WEBSITE

SERS' office location:	300 E. Broad St. Columbus, Ohio
Parking garage:	Free parking is available in SERS' parking garage located on Grant Avenue, north of Broad Street
Mailing address:	300 E. Broad St. Suite 100 Columbus, Ohio 43215-3746
Office Hours:	8 a.m. to 4:30 p.m.
Telephone numbers:	1-800-878-5853 (toll-free) 1-614-222-5853 (local)
Website:	www.ohsers.org

Directions to SERS

From the north: Take I-71 South to exit 109B toward Downtown / Spring Street. Turn right onto Spring Street (one-way street). Turn left onto Grant Avenue. Turn right at the 300 E. Broad parking garage entrance. You will arrive at the SERS entrance before reaching Broad Street.

From the south: Take I-71 North to I-70 East to the Fourth Street Livingston Avenue exit #100B onto Fourth Street. Turn right on Town Street, then left on Grant Avenue. Cross Broad Street. The SERS parking garage entrance is half a block up Grant Avenue on the left.

From the west: Take I-70 East to I-670 East. Take exit 4C for OH-3 / Cleveland Avenue. Turn right onto Spring Street (one-way street). Turn left onto Grant Avenue. Turn right at the 300 E. Broad parking garage entrance. You will arrive at the SERS entrance before reaching Broad Street.

From the east: Take I-70 West to exit 101B toward Hospital / Downtown / Mound Street. Continue on East Mound Street. Turn right onto Grant Avenue. Cross Broad Street. The SERS parking garage entrance is half a block up Grant Avenue on the left.

Holidays

The SERS office is closed to observe the following holidays: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. If the holiday occurs on a Saturday, then the office is closed on the previous Friday. If the holiday occurs on a Sunday, then the office is closed on the following Monday. Please visit the SERS website for the actual days the office is closed.

