

RETIREMENT ESTIMATE WORKSHEET: TIER 4 AND 5



Complete this worksheet to calculate an estimate of your monthly retirement benefit. This estimate is calculated with the equation below. See page 2 for additional factors considered in your retirement benefit estimate.

Final Average Monthly Salary	×	Years of Retirement Service Credit	×	Retirement Age Factor	=	Retirement Benefit
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1 Enter your estimated pensionable compensation using your highest compensation for any 36 consecutive months (unbroken by any leaves of absence). \$ _____

See page 2 for details on pensionable compensation.

2 **Divide** the amount on line 1 by 36 and enter the result here. Drop any fraction. This is your estimated final average monthly salary. \$ _____

3 Enter your estimated years of retirement service credit. _____

This is the length of time you contributed to the retirement system. You accrue retirement service credit for each pay period in which you make a contribution. You do not earn service credit for any time you are absent from your job without pay, working in a position not covered by the retirement system, or working part-time (less than 20 hours a week).

4 Enter your estimated retirement age factor (see table, right). _____

This is the percentage (expressed in decimal form) based on your age at retirement under Government Code Section 7522.20. For example, 2.5% at 67 means if you retire at age 67, your benefit will be calculated using 2.5%, or .025.

5 **Multiply** line 2 by line 3 by line 4 and enter the result here. This is your estimated monthly retirement benefit. \$ _____

Age at Retirement	Retirement Age Factor
52.00	0.01000
52.25	0.01025
52.50	0.01050
52.75	0.01075
53.00	0.01100
53.25	0.01125
53.50	0.01150
53.75	0.01175
54.00	0.01200
54.25	0.01225
54.50	0.01250
54.75	0.01275
55.00	0.01300
55.25	0.01325
55.50	0.01350
55.75	0.01375
56.00	0.01400
56.25	0.01425
56.50	0.01450
56.75	0.01475
57.00	0.01500
57.25	0.01525
57.50	0.01550
57.75	0.01575
58.00	0.01600
58.25	0.01625
58.50	0.01650
58.75	0.01675
59.00	0.01700
59.25	0.01725
59.50	0.01750
59.75	0.01775
60.00	0.01800
60.25	0.01825
60.50	0.01850
60.75	0.01875
61.00	0.01900
61.25	0.01925
61.50	0.01950
61.75	0.01975
62.00	0.02000
62.25	0.02025
62.50	0.02050
62.75	0.02075
63.00	0.02100
63.25	0.02125
63.50	0.02150
63.75	0.02175
64.00	0.02200
64.25	0.02225
64.50	0.02250
64.75	0.02275
65.00	0.02300
65.25	0.02325
65.50	0.02350
65.75	0.02375
66.00	0.02400
66.25	0.02425
66.50	0.02450
66.75	0.02475
67 and over	0.02500

RETIREMENT ESTIMATE WORKSHEET: TERMS AND CONDITIONS



This worksheet is intended to be used as a tool, only. For specific detail on your retirement, please refer to your Retirement Member Handbook available at cccera.gov or contact CCCERA at (925) 521-3960. Specific terms subject to your retirement benefit have been summarized below.

Retirement Eligibility:

PEPRA General Tier 4 and 5 members have membership dates on or after January 1, 2013. These members are eligible to retire after accruing five years of retirement service credit, and are at least 52 years of age, or at least 70 years of age regardless of service. Members who are within two years of retirement should contact CCCERA to receive a formal estimate, attend a pre-retirement workshop, or make an individual appointment with a retirement counselor.

Cost of Living Adjustment (COLA):

Pension benefits include a COLA (based on changes to the CPI). Tier 4 retirements and Tier 5 service retirements have a 3% maximum COLA. Tier 5 disability retirements have a 4% maximum COLA per year. Some collectively bargained agreements, Memorandum of Understandings (MOUs), with specific employers and employee groups include a retirement benefit COLA component that is capped at 2% for service and disability retirements for employees entering the system after a certain date.

Pensionable Compensation:

Under the law, pensionable compensation is defined as the “normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class or employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules.”

It excludes many forms of compensation such as uniform allowances and payments for unused leave. There is also an annual limit on pensionable compensation. For 2021, pensionable compensation is capped at \$128,059 for members who participate in Social Security and \$153,671 for members who do not participate in Social Security. In future years, the pensionable compensation limit will be adjusted based on changes to the Consumer Price Index (CPI) for all urban consumers.

Unmodified Allowance:

This estimate is for the “Unmodified Allowance” only — this allowance gives you the highest monthly benefit. Choosing any other optional retirement benefit (i.e., Option 1, 2, 3, or 4) will result in a reduced allowance.

Disclaimer:

Benefit availability and amounts will be based on your actual circumstances at time of retirement, determined by the actual documents, contracts, policies and laws in effect at that time. This is an informal estimate only. It does not reflect the detailed calculations, research, and verification of contributions, service credit, age factors, or pay items that may impact your final retirement benefit. If you have service credit in more than one tier, each tier's benefit must be figured separately, using the appropriate factor table.