

Summary of CalPERS Retirement Plan Benefit Provisions
City of Tustin - Fiscal Year 2020-21

BENEFIT PROVISION	CALPERS RETIREMENT PLAN					
	MISCELLANEOUS			SAFETY		
	2% @ 55 (Tier 1)	2% @ 60 (Tier 2)	2% @ 62 (Tier 3 - PEPRA)	3% @ 50 (Tier 1)	2% @ 50 (Tier 2)	2.7% @ 57 (Tier 3 - PEPRA)
Normal Retirement Age	55	60	62	50	50	57
Minimum Retirement Age	50	50	52	50	50	50
Minimum Benefit Factor (at Age)	1.426% (at 50)	1.092% (at 50)	1.000% (at 52)	3.000% (at 50)	2.000% (at 50)	2.000% (at 50)
Maximum Benefit Factor (at Age)	2.418% (at 63)	2.418% (at 63)	2.500% (at 67)	3.000% (at 50)	2.700% (at 55)	2.700% (at 57)
Employer Normal Cost Rate	9.464%			23.674%	18.152%	13.044%
Employer Payment of Unfunded Liability	\$1,986,952			\$2,587,921	\$9,894	\$21,909
Employer Contribution Rate*	21.547%	21.547%	21.547%	60.349%	19.170%	13.876%
Employer Cost Sharing (Paid by Employee)	3.000%	3.000%	0.000%	3.000%	3.000%	0.000%
Effective Employer Contribution**	18.547%	18.547%	21.547%	57.349%	16.170%	13.876%
Total Normal Cost	16.999%	16.185%	13.481%	32.664%	27.094%	26.044%
50% of Total Normal Cost***	8.500%	8.093%	6.741%	16.332%	13.547%	13.022%
Employer Paid Member Contribution	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%
Employee Contribution	7.000%	7.000%	6.250%	9.000%	9.000%	13.000%
Employer Cost Sharing (Paid by Employee)	3.000%	3.000%	0.000%	3.000%	3.000%	0.000%
Total Employee Contribution	10.000%	10.000%	6.250%	12.000%	12.000%	13.000%
% of Total Normal Cost Paid By Employee	58.83%	61.79%	46.36%	36.74%	44.29%	49.92%
Final Compensation Period	1 year	3 years	3 years	1 year	3 years	3 years
Cost of Living Allowance (COLA) Increase	2%	2%	2%	2%	2%	2%
1959 Survivor Benefits	Level 3	Level 3	Level 3	Level 4	Level 4	Level 4
Pre-Retirement Option 2W Death Benefit	No	No	No	Yes	Yes	Yes
Post-Retirement Death Benefit	\$500	\$500	\$500	\$500	\$500	\$500
Military Service Credit as Public Service	Yes	Yes	Yes	Yes	Yes	Yes
Service Credit for Peace Corps / AmeriCorps	No	No	No	Yes	Yes	Yes
Service Credit for Periods of Layoff	No	No	No	Yes	Yes	Yes
Unfunded Accrued Liability^	\$29,818,507			\$41,427,415	\$66,709	\$130,611
Funded Ratio^	75.5%			71.8%	93.0%	91.0%

Notes

*Includes unfunded liability payment expressed as a percentage of payroll, as was CalPERS' practice in prior years

**Employer Contribution Rate minus employer cost-sharing paid by employees

***For Tier 3, calculated using all active Miscellaneous members until the number of PEPRA members is 50% of the active population or 25% of the active population & 100 or more PEPRA members

^As of June 30, 2018 valuation (does not reflect Additional Discretionary Payments made after this date)