PERS PUBLIC EMPLOYEES' RETIREMENT SYSTEM
ALASKA DIVISION OF Retirement and Benefits

ALASKA DIVISION OF RETIREMENT AND BENEFITS

Public Employees' Retirement System (PERS) Plan Comparison Chart

Feature	PERS DB Plan Tier I *1/1/1961 – 6/30/1986*	PERS DB Plan Tier II *Entered after 6/30/1986*	PERS DB Plan Tier III *Entered after 6/30/1996*	PERS DCR Plan *Entered after 6/30/2006*
Employee Contribution (% of pay)	Pre-tax employee contribution: • 6.75% beginning 1/1/87: all others • 7.5% beginning 1/1/87: police/fire • 9.6% beginning 7/1/99: school district Alt Option	Pre-tax employee contribution: • 6.75% beginning 1/1/87: all others • 7.5% beginning 1/1/87: police/fire • 9.6% beginning 7/1/99: school district Alt Option	Pre-tax employee contribution: • 6.75% beginning 1/1/87: all others • 7.5% beginning 1/1/87: police/fire • 9.6% beginning 7/1/99: school district Alt Option	Pre-tax employee contribution: • 8%
Employer Contribution (% of payroll)	22% Cost Share	22% Cost Share	22% Cost Share	5% DCR Plan Account Health Reimbursement Arrangement (HRA) Contribution: Flat dollar amount per employee based on 3% of the average annual compensation of all employees of all employers in the system. Retiree Medical Plan Contribution: Actuarially determined each fiscal year. Occupational Death & Disability Plan Contribution : Actuarially determined each fiscal year. For details on rates by fiscal year, please visit: *drb.alaska.gov/employer/contributions.html*
Vesting	Employees vest with 5 years of service.	Employees vest with 5 years of service.	Employees vest in the pension plan with 5 years of service and in the retiree medical plan with 10 years of service.	100% vested in employee contributions immediately. Vested in employer contributions based on the following schedule: • 25% after 2 years of service • 50% after 3 years • 75% after 4 years • 100% after 5 years
Qualifications for Retirement	After vesting, normal retirement age is 55, with early retirement at age 50. Police/fire members can retire at any age after 20 years of police/fire service. All other members can retire at any age after 30 years of membership service. Early retirement reduction will be 1/2% per month or 6% per year for every year less than the required normal retirement age.	After vesting, normal retirement age is 60, with early retirement at age 55. Police/fire members can retire at any age after 20 years of police/fire service. All other members can retire at any age after 30 years of membership service. Early retirement reduction will be 1/2% per month or 6% per year for every year less than the required normal retirement age.	After vesting, normal retirement age is 60, with early retirement at age 55. Police/fire members can retire at any age after 20 years of police/fire service. All other members can retire at any age after 30 years of membership service. Early retirement reduction will be 1/2% per month or 6% per year for every year less than the required normal retirement age.	None for investment account. Taxes and penalties may apply if withdrawn before age 59-1/2. Police/Fire members are exempt from early withdrawal penalties if they retire/separate at age of 50 or have at least 25 years of Police/Fire service. See requirements for Retirement Medical Coverage.
Benefit Calculation Formula	Benefit formula: • 2% for first 10 years and **all years of service prior to July 1, 1986,** • 2.25% for the next 10 years, and • 2.5% per year thereafter. Benefit calculation is determined on the average of the **high three** consecutive years' salary. • Police/Fire: 2% X 10; 2.5% over 10.	Benefit formula: • 2% for first 10 years, • 2.25% for the next 10 years, and • 2.5% per year thereafter. Benefit calculation is determined on the average of the **high three** consecutive years' salary. • Police/Fire: 2% X 10; 2.5% over 10.	Benefit formulas did not change. However, the benefit calculation is determined on the average of the **high five** consecutive years' salary. The benefit calculation for police and fire members is the average of the **high three** consecutive years regardless of tier (effective 2002).	DCR Plan account balance plus investment earnings. May be received in several different payment options. Payout options include lump sum payments, rollovers to another qualified plan, or annuities. Annuities may be taken as a lifetime annuity, joint and survivor annuity, or for a period certain.

Find more detailed information on the Division website at ***drb.alaska.gov***, or in the ***PERS Information Handbook***.

Feature	PERS DB Plan Tier I *1/1/1961 – 6/30/1986*	PERS DB Plan Tier II *Entered after 6/30/1986*	PERS DB Plan Tier III *Entered after 6/30/1996*	PERS DCR Plan *Entered after 6/30/2006*
Alaska Cost-of-Living Allowance (COLA)	An Alaska Cost-of-Living Allowance is payable to benefit recipients who remain domiciled in Alaska after retirement. The allowance is $50 or 10% of the base benefit, whichever is greater.	An Alaska Cost-of-Living Allowance is payable to benefit recipients age 65 or older, or disability benefit recipients regardless of age, who remain domiciled in Alaska after retirement. The allowance is $50 or 10% of the base benefit, whichever is greater.	An Alaska Cost-of-Living Allowance is payable to benefit recipients age 65 or older, or disability benefit recipients regardless of age, who remain domiciled in Alaska after retirement. The allowance is $50 or 10% of the base benefit, whichever is greater.	None provided.
Post Retirement Pension Adjustments (PRPA) **(Inflation Protection)**	PRPA increases are granted on an ad hoc basis. If an ad hoc is not granted, Tier I employees must be age 60 or over or receiving benefits for 5 years to qualify for the automatic PRPA. The automatic PRPA passed in 1986 applies to all members regardless of hire date.	Automatic PRPA adjustments to disabled members, retirees age 60 and over, and those who have received benefits for 5 years.	Automatic PRPA adjustments to disabled members, retirees age 60 and over, and those who have received benefits for 5 years.	None provided.
Retirement Medical Coverage	After vesting, medical coverage is provided to all benefit recipients and their eligible dependents. The retirement system pays the AlaskaCare retiree medical plan premium.	After vesting, medical coverage is provided to disabilitants, regardless of age, and benefit recipients age 60 and over, or: • Police/fire members with 25 years of police/fire service • All other members with 30 years of membership service This coverage includes eligible dependents. The retirement system pays the AlaskaCare retiree medical plan premium. Retirees and survivors under age 60 must pay the full premium cost if they desire coverage.	Same as Tier II. However, employees must accrue a **minimum of 10 years of credited service* to have system-paid coverage at age 60.** Employees with less than 10 years service must pay the full premiums as long as they wish to continue medical coverage. 100% vested with 10 years of credited service. *Credited service includes all service used in the calculation of a retirement benefit.	Access to medical coverage at Medicare-eligible age with 10 years of service or at any age with 25 years of service for peace officers and firefighters or with 30 years of service for all others. Must retire directly from the system. If not eligible for Medicare, the member must pay the full premium. May use health reimbursement arrangement (HRA) account to pay premiums at Medicare age with 10 years of service or at any age with 25 years of service for peace officers and firefighters or with 30 years of service for all others. When eligible for Medicare, the percentage of premium paid by the retiree or surviving spouse is: • 10-14 years of service: 30% • 15-19 years: 25% • 20-24 years: 20% • 25-29 years: 15% • 30 years or more: 10%
Disability Benefits	Nonoccupational disability benefits are calculated as a normal retirement. Occupational disability provides 75% of the gross monthly compensation. Different occupational disability formula available before 7/1/76.	Nonoccupational disability benefits are calculated as a normal retirement. Occupational disability provides 75% of the gross monthly compensation.	Nonoccupational disability benefits are calculated as a normal retirement. Occupational disability provides 75% of the gross monthly compensation.	Must be a total and presumably permanent disability whose cause is directly related to performance of duties of the job or an on the job injury. Benefit is 75% of salary; earns service while on occupational disability. Premium free DCR medical insurance until member would have qualified for normal retirement. Employer continues to make all required contributions as if the member were working, plus the member's required contributions to the DCR account, without deduction from the member's disability payment. Disability benefits cease when the member becomes eligible for normal retirement at Medicare-eligible age and 10 years of service or at any age with 25 years of service for peace officers and firefighters or with 30 years of service for all others.