

San Luis Obispo County

Pension Trust

SLOPCT



PENSION BASICS
New Employees

805-781-5465

1000 Mill St, San Luis Obispo, CA 93408

www.SLOPensionTrust.org

www.slocounty.ca.gov/Departments/Pension-Trust

Two Types of Retirement Plans

- **Defined Benefit Pension Plan**
 - Takes in employee and employer contributions
 - Pays retirees with a set benefit for life (includes COLAs)
 - Plan takes investment risk and longevity risk
 - Less risk to employee
- **Defined Contribution Plan**
 - Includes 401(k), 457, IRA, etc.
 - The County Deferred Compensation Plan is considered a defined contribution plan
 - Employee takes investment and longevity risk
 - For more info, contact Nationwide



SLO County Employees Retirement Plan

- **Defined Benefit Pension Plan**
 - Retirement benefit based on a formula
 - Retirement eligibility:
 - Vested after 5 service credit years
 - Age 50 or 52, depending on Tier placement and Class
- **Independent Plan, not CalPERS**
- **Mandatory Plan**
- **Members also participate in Social Security**

What are the Pension Benefits?

- **Benefit Formulas set in the Retirement Plan**
- **Depends on:**
 - **Class**
 - **Miscellaneous**
 - **Safety** (including Sworn or Non-Sworn)
 - **Probation**
 - **Tier** (when you were hired; approx dates)
 - **Tier 1: Hired before 2011**
 - **Tier 2: Hired 2011-2012**
 - **And some newer hires with reciprocity or prior service**
 - **Tier 3: Hired 2013 and later**

How is my benefit calculated?

- **Your retirement benefit depends on 3 factors:**
 - 1) Age at Retirement (benefit is higher the older you are)
 - 2) Years of Service
 - 3) Final Average Salary



Formula

(basic unmodified retirement benefit)

Retirement Factor X Years of Service X Highest 36 mths pay rate

Calculation Examples



- Example 1

20 PTSC

2% age factor at age 62

\$5,000/mth salary

$20 \times 2\% \times \$5,000 = \mathbf{\$2,000/mth \text{ retirement income}}$

- Example 2

25 PTSC

2.5% age factor at age 67

\$5,000/mth salary

$25 \times 2.5\% \times \$5,000 = \mathbf{\$3,125/mth \text{ retirement income}}$

Marriage and Divorce

- **Community Property**
 - **Retirement Benefits and Contribution Balances are Community Property**
 - **Contact SLOCPT if you get married**
 - To update your beneficiary designation
 - You need verified spousal consent to name someone other than your spouse
 - **If you are contemplating or going through a divorce, you MUST address the disposition of any retirement benefits which were accrued while you were married**
 - **DON'T WAIT UNTIL THE WEEK BEFORE YOU RETIRE TO ADDRESS THIS MATTER...it WILL delay processing your retirement**

Information on Your Pension Account?

- **General Information** www.SLOPensionTrust.org
- **Your Account** Member Portal online
 - Contact SLOCPT for login credentials
 - Accrued contributions, Retirement Estimates
- **Contact Information**
 - SLOCPT@co.slo.ca.us
 - 805-781-5465
 - Call to request a retirement estimate
 - Call to request new beneficiary forms, etc.
 - Change of address – please change in ESS system
 - **Keep your beneficiaries up to date!**
 - **If you leave County employment, call SLOCPT – we owe you money!**



Questions?