



# New Member Orientation

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San Bernardino County Employees'  
Retirement Association

# About SBCERA

**\$13+ Billion Trust Fund**

**Multiple Employer Defined Benefit Plan**

- Nearly 48,000 Members and Beneficiaries
- 17 Employers

**Board of Retirement**

**1937 Act and PEPRA**

# Retirement Plan Differences

## 457b or 401k

- Voluntary
- You choose \$ or %
- You choose investments
- Invest more to get more
- Risk of market loss, inadequate savings, longevity, excess withdrawal

## Defined Benefit Plan

- Mandatory
- SBCERA Determines %
- We manage investments
- Benefit based on formula
- Less flexibility, more stability

# SBCERA Pension 101

## 1. Mandatory Enrollment

- If you work 40 or more hours per pay period
- Age 60+ when you start, you may waive membership

## 2. Refundable Contributions

- Upon termination you may cash out or leave funds on deposit

## 3. Cannot Borrow from Your Contributions

## 4. No Social Security Contributions or Credit

- Will still contribute to Medicare

## 5. Vesting

- Five years of Service Credit
- Nonservice-Connected Disability
- Deferred Retirement
- Lifetime benefit
- Additional death benefits

# Tiers & Contributions

## Tier 1

- Joined SBCERA prior to January 1, 2013  
OR
- Established reciprocity with another California public retirement system with whom you were employed prior to 1/1/13

### Tier 1 Contribution Rates FY 23/24

[www.SBCERA.org/ContributionRates](http://www.SBCERA.org/ContributionRates)

- Your percentage depends on your entry age
- Entry age is closest age to your time of hire
- Entry age stays the same throughout your career

## Tier 2 (Joined SBCERA on or after January 1, 2013)

### Tier 2 Contribution Rates FY 23/24

#### Pre-Tax Contributions

County General:	9.08%
County Safety:	15.77%
Superior Court:	9.08%
SCAQMD:	8.23%
Other General:	9.09%

\*Subject to annual cap of \$181,734 for 2024

Rates are set annually by the SBCERA Board  
Benefit is NOT based on your contributions

All General Members contribute \$0.92 per pay period for Survivor Benefits

# What If I Leave?

## Less than 5 years

- Refund or rollover
  - Revokes all benefits
  - Refunds subject to taxes; rollovers to qualified plans are not
- Leave funds on deposit, cash out later
- Leave funds on deposit, return to SBCERA later
- Establish Reciprocity

## More than 5 years (Vested)

- All of the above OR
- Leave funds on deposit and retire later (Deferred Retirement)

# Reciprocity

## How?

- Within 6-month break in service
- Not receiving a pension from the other system/association
- Did not withdraw your contributions
- No overlapping service credit
- Elect Reciprocity

## Why?

- Service credit in one counts toward vesting and eligibility in the other
- Possible Tier 1 Membership if you were a member of another California public retirement system before 1/1/13
  - General 2% @ 55
  - Safety 3% @ 50
- Final Average Compensation may count for both

**You must file an application for retirement with each system in advance and indicate the same retirement effective date.**

# Retirement Types

## Service Retirement

Lifetime monthly benefit with a continuance to your eligible beneficiary

## Disability Benefit

*Permanently incapable* of performing usual job duties

- Service-Connected or
- Non-Service Connected (5 Years Service Credit)

## Deferred Retirement (5 Years Service Credit)

Contributions stay on deposit until you are eligible and ready to retire



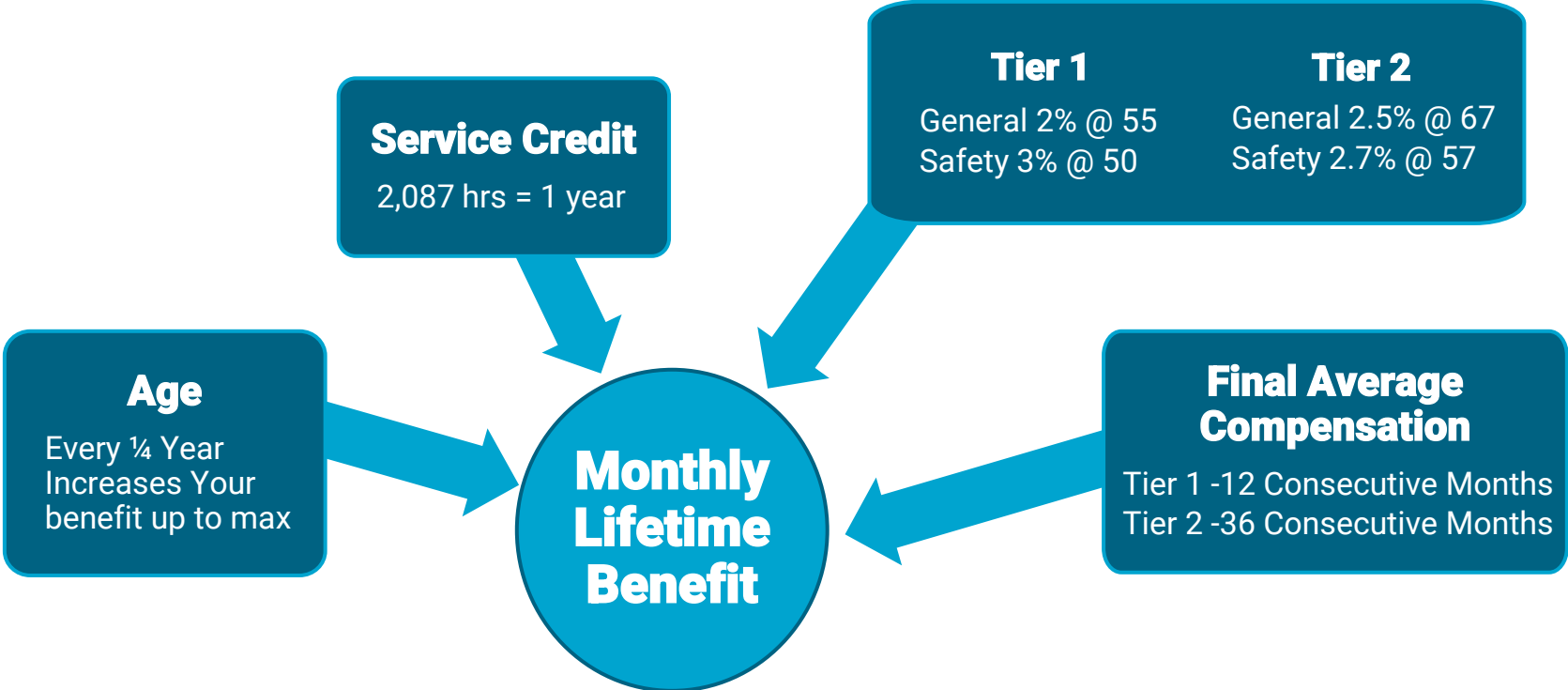


# Retirement Eligibility

General	
Tier 1	Tier 2
<ul style="list-style-type: none"><li>Any age with 30+ years of service credit</li><li>Age 50+ with 10+ years of service credit</li><li>Active part-time members age 55+ with 10+ years of membership and 5+ years of service credit</li></ul>	<ul style="list-style-type: none"><li>Age 52+ with 5+ years of service credit</li></ul>
Safety	
Tier 1	Tier 2
<ul style="list-style-type: none"><li>Any age with 20+ years of service credit</li><li>Age 50+ with 10+ years of service credit</li><li>Active part-time members age 55+ with 10+ years of membership and 5+ years of service credit</li></ul>	<ul style="list-style-type: none"><li>Age 50+ with 5+ years of service credit</li></ul>
Active Members age 70+ with any amount of service credit	

# Calculating Benefits

## Retirement Formula



# Estimate Your Benefit

## Tier 2 General Members

Deferred Retirement	Service Purchase
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Age & Credit	55	56	57	58	59	60	61	62	63	64	65	66	67
15	19.50%	21.00%	22.50%	24.00%	25.50%	27.00%	28.50%	30.00%	31.50%	33.00%	34.50%	36.00%	37.50%
16	20.80%	22.40%	24.00%	25.60%	27.20%	28.80%	30.40%	32.00%	33.60%	35.20%	36.80%	38.40%	40.00%
17	22.10%	23.80%	25.50%	27.20%	28.90%	30.60%	32.30%	34.00%	35.70%	37.40%	39.10%	40.80%	42.50%
18	23.40%	25.20%	27.00%	28.80%	30.60%	32.40%	34.20%	36.00%	37.80%	39.60%	41.40%	43.20%	45.00%
19	24.70%	26.60%	28.50%	30.40%	32.30%	34.20%	36.10%	38.00%	39.90%	41.80%	43.70%	45.60%	47.50%
20	26.00%	28.00%	30.00%	32.00%	34.00%	36.00%	38.00%	40.00%	42.00%	44.00%	46.00%	48.00%	50.00%
21	27.30%	29.40%	31.50%	33.60%	35.70%	37.80%	39.90%	42.00%	44.10%	46.20%	48.30%	50.40%	52.50%
22	28.60%	30.80%	33.00%	35.20%	37.40%	39.60%	41.80%	44.00%	46.20%	48.40%	50.60%	52.80%	55.00%
23	29.90%	32.20%	34.50%	36.80%	39.10%	41.40%	43.70%	46.00%	48.30%	50.60%	52.90%	55.20%	57.50%
24	31.20%	33.60%	36.00%	38.40%	40.80%	43.20%	45.60%	48.00%	50.40%	52.80%	55.20%	57.60%	60.00%
25	32.50%	35.00%	37.50%	40.00%	42.50%	45.00%	47.50%	50.00%	52.50%	55.00%	57.50%	60.00%	62.50%

# Purchasing Service

Type	Rules	Allowable Uses of Time	Cost
Redeposit of Withdrawn Contributions	All or Nothing	<ul style="list-style-type: none"> <li>Vesting</li> <li>Retirement Eligibility</li> <li>Adds Service Credit</li> </ul>	\$
<b>Past Ineligible Service</b> (Part-Time, Temp, Contract, Seasonal)	None	<ul style="list-style-type: none"> <li>Vesting</li> <li>Retirement Eligibility</li> <li>Adds Service Credit</li> </ul>	\$
<b>Authorized Leave</b> (military, injury, illness)	Up to 12 consecutive months per sick leave	<ul style="list-style-type: none"> <li>Vesting</li> <li>Retirement Eligibility</li> <li>Adds Service Credit</li> </ul>	\$\$
<b>Prior Public Agency Service (PPAS)</b> (state, federal, military, some cities and counties)	Certain rules apply based on service	<ul style="list-style-type: none"> <li>Does <b>NOT</b> count towards Vesting and Retirement Eligibility</li> <li>Adds Service Credit</li> </ul>	\$\$
<b>Payment options</b>		<b>Estimates available</b>	
<ul style="list-style-type: none"> <li>After-Tax Payment Plan</li> <li>After-Tax Lump Sum</li> </ul>	<ul style="list-style-type: none"> <li>Rollover from deferred compensation (i.e. 457b or 401k)</li> </ul>		

*Disclaimer: A service purchase may not benefit you in the event the Board grants you a disability retirement. Please contact SBCERA at [ServiceCredit@SBCERA.org](mailto:ServiceCredit@SBCERA.org) for further information.*

# Do you know who your Beneficiary is?

- Yes
- No
- Maybe
- Yes, but I need to change it



# Designating Beneficiaries

## Prior to Retirement

- The person(s) designated to receive survivor benefits  
(Eligible takes precedence)
- You can designate more than one
- You can revoke as needed

# Membership Enrollment



## You need to complete your online enrollment.

Welcome to SBCERA and congratulations on your new role. As a new SBCERA member, **you are required to complete your online enrollment.**

### Here's how:

- 1 Visit [www.SBCERA.org/mySBCERA](http://www.SBCERA.org/mySBCERA) and create an account.
- 2 Complete your online enrollment by verifying your personal information.

Failure to complete your online enrollment can result in SBCERA having incorrect information on file for you, which may result in delayed benefits in the future.



For quick access, use this QR code.

As a new SBCERA member, you are required to complete your online enrollment. We will send you a welcome postcard with instructions on how to complete your online enrollment in mySBCERA.

1. Visit [www.SBCERA.org/mySBCERA](http://www.SBCERA.org/mySBCERA) and create an account.
2. Complete your online enrollment by verifying your personal information.

# Membership Tier Verification



San Bernardino County Employees'  
Retirement Association

## Membership Tier Verification

P: 909.885.7980 | E: memberservices@sbcera.org | sbcera.org

### Submit this Form:

**Mail** | 348 W. Hospitality Lane Suite 100,  
San Bernardino, CA 92408  
**Fax** | 909.884.1904  
**Online** | SBCERA.org/mySBCERA

This form is designed to help SBCERA employers place new members in the correct retirement plan immediately upon hire.

### Instructions

**Employer:** This form must be provided to all newly hired SBCERA members and only returned if the person appears to qualify for Tier 1 membership. **SBCERA needs to process the form before the end of the employee's first pay period.**

**New SBCERA Member:** To place you in the correct retirement plan and deduct the correct amount of retirement contributions from your paycheck, please complete this form and return it to your payroll representative. Based on your answers, you may be transferred into a different retirement plan, and you may owe additional contributions. If the information cannot be verified, you may be transferred again to the appropriate plan.

### Section 1 Information About You

For security and  
identification purposes, we  
require your SSN.

Social Security Number		
Last Name	First Name	Middle Initial
Phone Number	Email Address	

### Section 2 Past Employment Information

Have you previously been employed with any other public agency in California? (e.g., City, County, School District, State)

- Yes (If selected, proceed to **Section 3**)  
 No (If selected, proceed to **Section 4**)

### Section 3 Reciprocity (If Applicable)

If you do not know your  
exact last day of  
employment with your  
previous employer, please  
provide an estimate.  
SBCERA will confirm the  
dates independently.

Did your membership start on or before December 31, 2012?

- Yes (If selected, answer the following question)  
 No (If selected, proceed to **Section 4**)

Are/were you a member of the retirement system for the employer indicated in Section 2? (e.g., CalPERS, OCERS, LACERA, etc.)

- Yes  
 No (If selected, proceed to Section 4)

Complete a Membership Tier  
Verification Form to ensure you are  
placed in the correct retirement plan.



# Resources

[www.SBCERA.org](http://www.SBCERA.org)

[mySBCERA](#)

- [Sign up for eDelivery in mySBCERA](#)

[Membership Guide](#)

[Retirement Representatives](#)

[Annual Member Statement](#)





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San Bernardino, CA 92408

**(909) 885-7980**

**Toll Free**

**(877) 722-3721**

**[MemberServices@SBCERA.org](mailto:MemberServices@SBCERA.org)**