



RETIREMENT 101

Membership Classifications & Tiers

SBCERA administers benefits for two membership classifications, Safety and General, and two tiers, Tier 1 and Tier 2.

Membership Classification

 **Safety members** are those employed in active law enforcement, active fire suppression, or are part of the hazardous materials group. All other members are classified as **General members**.

Membership Tier

 **Tier 1** members are those with an SBCERA membership date prior to January 1, 2013. **Tier 2** members are those with an SBCERA membership on or after January 1, 2013.

Contribution Rates

 Member contributions are paid through payroll deductions and are based on your membership classification and tier. **Tier 1** members pay a percentage of their earnable compensation based on their entry age, while all **Tier 2** members pay a uniform percentage of their pensionable compensation, regardless of age.

Note: For most members, this is the age you were when you started employment.

Benefit Formula

 Your future lifetime retirement benefit from SBCERA is based on a formula. Below is a breakdown of the benefit formulas administered by SBCERA for each membership classification and tier.

	Tier 1	Tier 2
General Members	2% at age 55	2.5% at age 67
Safety Members	3% at age 50	2.7% at age 57