



RETIREMENT 101

Membership Milestones

As a member of SBCERA, you must reach two important milestones, becoming **vested** and becoming **eligible to retire**, to earn and receive your monthly lifetime retirement benefit.

Milestone #1 - Vesting

Vesting is the first major milestone of your SBCERA membership. Once you achieve this milestone, you become vested in the plan and qualify for a lifetime retirement benefit.



Vesting Requirements

- Tier 1 and Tier 2 Members must have **five years** of SBCERA or reciprocal service credit.
- Active Members and Deferred Members, regardless of tier or years of service credit, are considered vested and eligible to retire upon reaching the **age of 70**.



Service Credit

- Service credit is earned based on the **hours worked** for a participating SBCERA employer, which are then converted to years. For members who have established reciprocity, approved reciprocal service credit counts toward SBCERA vesting and eligibility requirements.

Milestone #2 - Eligible to Retire

General Members	
Tier 1	Tier 2
<ul style="list-style-type: none">• Can retire at any age with at least 30 years of service credit.• Can retire at age 50 or older with at least 10 years of service credit.	<ul style="list-style-type: none">• Can retire at age 52 or older with at least 5 years of service credit.
Safety Members	
Tier 1	Tier 2
<ul style="list-style-type: none">• Can retire at any age with at least 20 years of service credit.• Can retire at age 50 or older with at least 10 years of service credit.	<ul style="list-style-type: none">• Can retire at age 50 or older with at least 5 years of service credit.

All active members **age 70** or older with **any amount** of service credit can retire, and all active Tier 1 **part-time** members can retire at **age 55** or older with at least **10 years** of membership and **5 years** of service credit.