3 SOURCES OF RETIREMENT INCOME

• Experts recommend replacing at least 80% of retirement income
• Amount could be affected by individual expenses (e.g. health care)
• KPERS and Social Security alone won’t be enough
• Personal savings is vital income source for sound retirement
SOCIAL SECURITY

- KPERS will not affect Social Security
- Social Security will not affect KPERS
- Social Security Administration: 1-800-772-1213

KPERS 457 AFTER RETIREMENT

- Stay in KPERS 457 after retirement
- Retirement Specialist to help
- Great for retirement lump sums
  - Sick/vacation payouts
  - Retirement incentive

1-800-232-0024
kpers457.org
TYPE OF RETIREMENT PLAN

- KPERS is a **401(a)** defined benefit plan

  Contrast to defined contribution plans (personal savings plans)
  - 457(b)
  - 403(b)
  - 401(k)
  - IRA

EMPLOYEE CONTRIBUTIONS

- 6% of pay
- Deducted pre-tax for federal taxes
- Interest credited June 30 based on balance December 31 of the previous year
- Account balance doesn’t determine your benefit. Only important if you withdraw or die before retirement.
EMPLOYER CONTRIBUTIONS

- Are not deposited into your account
- Go into the KPERS Trust Fund for:
  - Disability benefits
  - Death benefits
  - Retirement benefits

BENEFITS WILL BE HERE

- KPERS prefunded during your career
- Contributions and investment earnings now for when you retire
- About $1 billion in contributions each year
- Over $1 billion in investment income in FY 2017
- About $1 billion in benefits each year
**BENEFITS WILL BE HERE**

- Over $19 billion in assets and growing
- Long-term funding shortfall
- Keep funding needs in front of the Legislature
- We’re your fiduciary

---

**Retirement Eligibility**
### KPERS MEMBERSHIP

#### KPERS 1
Hired before July 1, 2009, and **active** on July 1, 2009

#### KPERS 2
Hired between July 1, 2009 - December 31, 2014

### WHEN CAN YOU RETIRE – KPERS 1

- Age 65 with 1 year
- Age 62 with 10 years
- Any age when your age and years of service equal 85

<table>
<thead>
<tr>
<th>Current age</th>
<th>52</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current years of service</td>
<td>+ 29</td>
</tr>
<tr>
<td>Total points</td>
<td>81</td>
</tr>
<tr>
<td>Subtract total from 85</td>
<td>85 - 81 = 4</td>
</tr>
<tr>
<td>Divide by 2</td>
<td>4 ÷ 2 = 2</td>
</tr>
<tr>
<td>Add to current age</td>
<td>52 + 2 = <strong>54</strong></td>
</tr>
</tbody>
</table>

◆ Age for 85 points
WHEN CAN YOU RETIRE – KPERS 2

• Age 65 with 5 years
• Age 60 with 30 years

EARLY RETIREMENT – KPERS 1

• Age 55 with 10 years

The earlier you retire, the more your benefit is reduced

<table>
<thead>
<tr>
<th>Age</th>
<th>Example</th>
<th>Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>62</td>
<td>Full benefit = $1,500/month</td>
<td>0%</td>
</tr>
<tr>
<td>60</td>
<td>Reduced benefit = $1,425/month</td>
<td>5%</td>
</tr>
<tr>
<td>55</td>
<td>Reduced benefit = $885/month</td>
<td>41%</td>
</tr>
</tbody>
</table>
**EARLY RETIREMENT – KPERS 2**

- Age 55 with 10 years
  
  *The earlier you retire, the more your benefit is reduced*
  
  *Smaller reduction if you retire with at least 30 years of service*

<table>
<thead>
<tr>
<th>Age</th>
<th>Example</th>
<th>Reduction &lt; 30 years</th>
<th>Reduction &gt; 30 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>65</td>
<td>Full benefit = $1,500/month</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>60</td>
<td>Reduced benefit = $920/month</td>
<td>38.6%</td>
<td>0%</td>
</tr>
<tr>
<td>55</td>
<td>Reduced benefit = $583/month</td>
<td>61.1%</td>
<td>18.3%</td>
</tr>
</tbody>
</table>

**THINGS TO CONSIDER BEFORE RETIRING EARLY**

- The earlier you retire, the more your benefit is reduced
- Lifetime reduction
- No automatic COLA
- Inflation reduces your buying power over time
**Benefit Calculation**

### Example

**Final Avg Salary** \(\times\) **Statutory Multiplier** \(\times\) **Years of Service** = **Annual Benefit ÷ Months in Year** = **Monthly Benefit**

<table>
<thead>
<tr>
<th>KPERS 1</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Final Avg Salary</strong></td>
<td><strong>Statutory Multiplier</strong></td>
<td><strong>Years of Service</strong></td>
<td><strong>Annual Benefit</strong></td>
<td><strong>Months in Year</strong></td>
<td><strong>Monthly Benefit</strong></td>
<td></td>
</tr>
<tr>
<td>40,000</td>
<td>1.75%</td>
<td>20</td>
<td>$14,000</td>
<td>12</td>
<td>$1,167</td>
<td></td>
</tr>
<tr>
<td>40,000</td>
<td>1.85%</td>
<td>10</td>
<td>+$7,400</td>
<td>12</td>
<td>+$617</td>
<td></td>
</tr>
<tr>
<td><strong>Combined (Total)</strong></td>
<td></td>
<td></td>
<td><strong>$21,400</strong></td>
<td>12</td>
<td><strong>$1,784</strong></td>
<td></td>
</tr>
</tbody>
</table>

KPERS 1: Service before January 1, 2014, is calculated at 1.75%. Service January 1, 2014, and after is calculated at 1.85%.

<table>
<thead>
<tr>
<th>KPERS 2</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Final Avg Salary</strong></td>
<td><strong>Statutory Multiplier</strong></td>
<td><strong>Years of Service</strong></td>
<td><strong>Annual Benefit</strong></td>
<td><strong>Months in Year</strong></td>
<td><strong>Monthly Benefit</strong></td>
<td></td>
</tr>
<tr>
<td>40,000</td>
<td>1.85%</td>
<td>30</td>
<td>$22,200</td>
<td>12</td>
<td>$1,850</td>
<td></td>
</tr>
</tbody>
</table>

**Pre-Retirement Webinar**

KPERS
**FINAL AVERAGE SALARY (FAS)**

**KPERS 1**
*Hired before July 1, 1993*, or in your “Year of Service” on July 1, 1993
- Highest three year average (12 quarters), or
- Highest four year average (16 quarters) including additional compensation

**Hired on or after July 1, 1993**
- Highest three year average (12 quarters)

**KPERS 2**
- Highest five year average (20 quarters)

---

**Purchasing Service Credit**
WHY PURCHASE SERVICE CREDIT?

• Increase years of service
• Increase lifetime monthly retirement benefit
• Possibly retire earlier

TYPES OF SERVICE AVAILABLE TO PURCHASE

• Year of Service
• Forfeited service – KPERS
• Military
• Elected official
• Out-of-state teaching (not private school)
• In-state or out-of-state non-federal public service
• Forfeited service – Board of Regents
• VISTA or Peace Corp service
COST AND METHODS OF PAYMENT

Cost based on age and salary

**Payroll Deduction**
- Payroll deduction over a period of time

**Lump-Sum**
- Rollover or trustee-to-trustee transfer
- Personal check, money order or Discover Card (after tax)
- Paid for before last day on payroll

---

Choosing Your Retirement Date
CHOOSING YOUR RETIREMENT DATE

All Non-School and School Non-Licensed (classified)

- 12 available retirement dates
- May retire the first of the month following your last day on payroll

CHOOSING YOUR RETIREMENT DATE

School-Licensed (certified)

- Teachers – As early as June 1, if work under contract is complete
- Principals and Superintendents – As early as June 1, if work under contract is complete
- If using additional pay, first of the month after the end of the contract
CHOOSING YOUR RETIREMENT DATE

Rounding Quarter

- Work only one day into the rounding quarter to earn credit for that entire quarter
- Adds additional year of service to benefit calculation
- Not everyone’s rounding quarter is the same. Based on hire date and how your employer tracks financial quarters
- Call KPERS to find out your exact rounding quarter

Rounding Quarter Example

- John has 19.25 years of service on January 1
- John’s rounding quarter is the 2\textsuperscript{nd} quarter, which starts April 1 at his employer
- John only needs to work through April 1 to earn credit in the 2\textsuperscript{nd} quarter
- John will then have 19.50 years of service, rounding to 20 years
Benefit Options

- Maximum Monthly
- Joint-Survivor
- Life-Certain
- Partial Lump-Sum

MAXIMUM MONTHLY BENEFIT OPTION

- Monthly benefit for life
- Beneficiary receives any remaining contributions
- No continued monthly benefit
JOINT-SURVIVOR BENEFIT OPTIONS

- Lifetime monthly benefit after your death

<table>
<thead>
<tr>
<th>KPERS 1</th>
<th>Benefit Reduced to:</th>
<th>KPERS 2</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Age Diff/Month</td>
<td></td>
</tr>
<tr>
<td>50%</td>
<td>91% (+ /− 0.4%)</td>
<td></td>
</tr>
<tr>
<td>75%</td>
<td>87% (+ /− 0.5%)</td>
<td></td>
</tr>
<tr>
<td>100%</td>
<td>83% (+ /− 0.6%)</td>
<td></td>
</tr>
</tbody>
</table>

Based on actuarial tables
If survivor dies before you, increase to Maximum Monthly. Can't name someone else

LIFE-CERTAIN BENEFIT OPTIONS

If you die within a guaranteed period of time, beneficiary receives benefit for rest of the guaranteed period

<table>
<thead>
<tr>
<th>KPERS 1</th>
<th>Any Age</th>
<th>KPERS 2</th>
<th>Age 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-year Life-Certain</td>
<td>98%</td>
<td>5-year Life-Certain</td>
<td>99.8%</td>
</tr>
<tr>
<td>10-year Life-Certain</td>
<td>95%</td>
<td>10-year Life-Certain</td>
<td>99.4%</td>
</tr>
<tr>
<td>15-year Life-Certain</td>
<td>88%</td>
<td>15-year Life-Certain</td>
<td>96.5%</td>
</tr>
</tbody>
</table>

Reduction factors based on actuarial tables
Change beneficiaries anytime and name any number of beneficiaries to share benefit
PARTIAL LUMP-SUM OPTION (PLSO)

- Portion of retirement benefit in a lump sum
- Also choose a monthly benefit option
- Based on *actuarial present value* of lifetime benefit, *not* account balance
- KPERS 1: 10, 20, 30, 40, or 50%
  - KPERS 2: 10, 20, or 30%
- Reduced monthly benefit

THINGS TO CONSIDER

- PLSO creates lifetime reduction
- Eligible for rollover into a qualified retirement account
- Can you make up the difference with investments?
- 20% federal withholding if paid directly to you
- Possible 10% IRS penalty if under age 59 ½
KEEP YOUR INFO UP-TO-DATE

Use your online account to update:

• Address
• Phone
• Email
• Beneficiaries

After retirement:

• Tax withholding
ONLINE ACCOUNT ACCESS

LOGIN
YOUR ACCOUNT

Your Homepage

Select an Account

<table>
<thead>
<tr>
<th>Account</th>
<th>Relationship</th>
<th>Account Status</th>
<th>Account Balance</th>
<th>Service Credit</th>
<th>Membership Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPERS</td>
<td>Member</td>
<td>Active</td>
<td>$60,433.76</td>
<td>23.75 years</td>
<td>02/18/1994</td>
</tr>
</tbody>
</table>

Click account link above to enter your account.

ACCOUNT SUMMARY

Account Summary (as of 12/18/2017)

Snapshot

<table>
<thead>
<tr>
<th>Account Balance</th>
<th>Total Service Credit</th>
<th>Membership Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>$67,136.61</td>
<td>24.75 years</td>
<td>02/18/1994</td>
<td>Active</td>
</tr>
</tbody>
</table>

Employee Contributions

<table>
<thead>
<tr>
<th>Taxed</th>
<th>Untaxed</th>
<th>*Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8.08</td>
<td>$45,862.76</td>
<td>$21,293.85</td>
</tr>
</tbody>
</table>

*Includes interest credited to the account on 6/30/2017

Service Credit

<table>
<thead>
<tr>
<th>Type</th>
<th>Multiplier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earned</td>
<td>20.75 years</td>
</tr>
<tr>
<td>Purchased</td>
<td>20.75 years</td>
</tr>
</tbody>
</table>
Calculate an Estimate

ONLINE ACCOUNT

Pre-Retirement Webinar
ACCOUNT SUMMARY

(As of 12/18/2017)

**Snapshot**

<table>
<thead>
<tr>
<th>Account Balance</th>
<th>Total Service Credit</th>
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<th>Status</th>
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</tr>
</tbody>
</table>

**Employee Contributions**

<table>
<thead>
<tr>
<th>Type</th>
<th>Multiplier</th>
<th>Taxed</th>
<th>Untaxed</th>
<th>*Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.00</td>
<td>$45,867.61</td>
<td>$21,293.85</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Includes interest credited to the account on 6/30/2017

**Service Credit**

<table>
<thead>
<tr>
<th>Earnings</th>
<th>23.75 years</th>
<th>Service @ 1.75%</th>
<th>20.75 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.00 years</td>
<td>Service @ 1.80%</td>
<td>4.60 years</td>
<td></td>
</tr>
<tr>
<td>Total Service Credit</td>
<td>24.75 years</td>
<td>Total Service Credit</td>
<td>24.75 years</td>
</tr>
</tbody>
</table>

---

**Step 3: What is your final average salary?**

Your current final average salary (FAS) is $36,956.00.  
*What is FAS?*  
- Use $36,956.00 as my FAS.
- Use $0.00 as my FAS.

**Step 4: What is your total service credit?**

Your current total service credit is 25.00 years.  
*What is service?*  
- Use 25.00 as my total years of service.

**Step 5: Do you plan to provide a continuing benefit to a survivor?**

- I do not plan to provide a survivor benefit.  
- I plan to provide a survivor benefit.
**Benefit Calculator**

**Retirement Date:** 07/01/2018  
**Final Average Salary:** $61,931.45  
**Total Service:** 25.68 years  
**Service @ 1.25%:** 21.00 years  
**Service @ 1.40%:** 4.00 years  
**Annual Benefit:** $27,342.73

<table>
<thead>
<tr>
<th>Benefit Option</th>
<th>No Lump Sum</th>
<th>10% Lump Sum</th>
<th>20% Lump Sum</th>
<th>30% Lump Sum</th>
<th>40% Lump Sum</th>
<th>50% Lump Sum</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLSO</td>
<td>$0.00</td>
<td>$23,148.05</td>
<td>$46,299.10</td>
<td>$69,444.15</td>
<td>$92,589.20</td>
<td>$115,740.25</td>
</tr>
<tr>
<td>Maximum</td>
<td>$2,278.56</td>
<td>$2,056.70</td>
<td>$1,822.85</td>
<td>$1,594.99</td>
<td>$1,367.14</td>
<td>$1,139.28</td>
</tr>
<tr>
<td>56% Joint-Survivor</td>
<td>$2,119.06</td>
<td>$1,967.16</td>
<td>$1,695.85</td>
<td>$1,483.34</td>
<td>$1,271.44</td>
<td>$1,059.53</td>
</tr>
<tr>
<td>75% Joint-Survivor</td>
<td>$2,039.31</td>
<td>$1,835.38</td>
<td>$1,631.45</td>
<td>$1,427.52</td>
<td>$1,223.59</td>
<td>$1,019.66</td>
</tr>
<tr>
<td>100% Joint-Survivor</td>
<td>$1,959.56</td>
<td>$1,763.61</td>
<td>$1,567.65</td>
<td>$1,371.69</td>
<td>$1,175.74</td>
<td>$975.78</td>
</tr>
<tr>
<td>5 Year Life Certain</td>
<td>$2,232.99</td>
<td>$2,009.69</td>
<td>$1,786.39</td>
<td>$1,563.09</td>
<td>$1,329.79</td>
<td>$1,116.49</td>
</tr>
<tr>
<td>10 Year Life Certain</td>
<td>$2,104.03</td>
<td>$1,948.17</td>
<td>$1,731.71</td>
<td>$1,515.24</td>
<td>$1,290.70</td>
<td>$1,082.32</td>
</tr>
<tr>
<td>15 Year Life Certain</td>
<td>$2,005.13</td>
<td>$1,804.62</td>
<td>$1,604.11</td>
<td>$1,403.59</td>
<td>$1,203.08</td>
<td>$1,002.57</td>
</tr>
</tbody>
</table>

**Generic Benefit Calculators**

- Use most-recent annual statement
Kpers-15e benefit estimate request form

Part A - Member Information
1. Social Security Number: 
2. Name (First, M.Last): 
3. Mailing Address: 
4. Employee: 
   City, State, Zip: 
5. Position: 
6. Expected Retirement Date: 
7. Is Member Subject to Continuing Contract Law? 
   Yes: , No: 
8. Expected Last Day on Payroll: 
9. Daytime Telephone Number: 
10. E-mail Address: 

Part B - Joint Annuitant Information - To have joint survivor options estimated, complete the information below for the person you want as your joint annuitant.
1. Name (First, M.Last): 
2. Date of Birth: 

Part C - Kpers 3 Pay Information
1. Current Annual Salary Subject to Kpers Contributions: 

Part D - Kpers 1, Kpers 2, KPaf and Judges Pay Information

Important: Do not include any overtime pay or additional compensation for unused sick or annual leave in amounts listed in 1-2 below.

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Pre-Retirement Webinar

The Retirement Process

Pre-Retirement Webinar
### STEPS TO TAKE

- Pick your best retirement date
- Choose a payment option
- Submit application at least 30 days before retirement date
- Provide age and name change documents

### RECEIVING MONTHLY BENEFIT PAYMENTS

- Direct deposit form (KPERS-15B)
- Paid on last business day of the month
- Get notice of changes, but no regular payment notice
- Payment summary online
FEDERAL AND STATE INCOME TAXES

- Federal: taxable
- Kansas: not taxable
  - You already paid state taxes while working
  - Other states? Check with that state
- Change federal withholding anytime online
- 1099-R tax form each January
**FEDERAL AND STATE INCOME TAXES**

### Payment History (up to last 3 years)

<table>
<thead>
<tr>
<th>Payment Year</th>
<th>Gross Benefit</th>
<th>Taxable</th>
<th>Non-Taxable</th>
<th>Federal Taxes</th>
<th>Deductions</th>
<th>Total Payments</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$56,900.16</td>
<td>$0.00</td>
<td>$0.00</td>
<td>($11,644.00)</td>
<td>$0.00</td>
<td>$45,256.16</td>
</tr>
<tr>
<td>2016</td>
<td>$56,900.16</td>
<td>$0.00</td>
<td>$0.00</td>
<td>($11,688.00)</td>
<td>$0.00</td>
<td>$45,212.16</td>
</tr>
</tbody>
</table>

### Payment History

<table>
<thead>
<tr>
<th>Payment Date</th>
<th>Gross Benefit</th>
<th>Taxable</th>
<th>Non-Taxable</th>
<th>Federal Taxes</th>
<th>Deductions</th>
<th>Net Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/31/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($974.00)</td>
<td>$0.00</td>
<td>$3,767.68</td>
</tr>
<tr>
<td>02/28/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($970.00)</td>
<td>$0.00</td>
<td>$3,771.68</td>
</tr>
<tr>
<td>03/31/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($970.00)</td>
<td>$0.00</td>
<td>$3,771.68</td>
</tr>
<tr>
<td>04/28/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($970.00)</td>
<td>$0.00</td>
<td>$3,771.68</td>
</tr>
<tr>
<td>05/31/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($970.00)</td>
<td>$0.00</td>
<td>$3,771.68</td>
</tr>
<tr>
<td>06/30/2017</td>
<td>$4,741.68</td>
<td>$4,741.68</td>
<td>$0.00</td>
<td>($970.00)</td>
<td>$0.00</td>
<td>$3,771.68</td>
</tr>
</tbody>
</table>

---

### FEDERAL AND STATE INCOME TAXES

**Tax 1099-R Forms**

<table>
<thead>
<tr>
<th>Calendar Year</th>
<th>Gross Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$34,328.88</td>
</tr>
<tr>
<td>2016</td>
<td>$34,328.88</td>
</tr>
<tr>
<td>2015</td>
<td>$34,328.88</td>
</tr>
</tbody>
</table>

---

**Form 1099-R**

- **2017**
  - Social Security number: 123-45-6789
  - Employee’s name: John Doe
  - Employee’s address: 123 Main St, Anytown, USA 12345
  - Employee’s SSN: 123-45-6789
  - Employee’s federal withholding: $123.45
  - Employee’s state withholding: $0.00
  - Employee’s city, state, or province: NY, USA
  - Employee’s ZIP code: 10001
  - Employee’s account number: 123-45-6789

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**Form 1099-R**

- **2017**
  - Social Security number: 123-45-6789
  - Employee’s name: John Doe
  - Employee’s address: 123 Main St, Anytown, USA 12345
  - Employee’s SSN: 123-45-6789
  - Employee’s federal withholding: $123.45
  - Employee’s state withholding: $0.00
  - Employee’s city, state, or province: NY, USA
  - Employee’s ZIP code: 10001
  - Employee’s account number: 123-45-6789

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**Form 1099-S**

- **2017**
  - Social Security number: 123-45-6789
  - Employee’s name: John Doe
  - Employee’s address: 123 Main St, Anytown, USA 12345
  - Employee’s SSN: 123-45-6789
  - Employee’s federal withholding: $123.45
  - Employee’s state withholding: $0.00
  - Employee’s city, state, or province: NY, USA
  - Employee’s ZIP code: 10001
  - Employee’s account number: 123-45-6789
RETIREE DEATH BENEFIT

- $4,000 death benefit
- Taxable for federal tax, but not Kansas taxes
- Person, estate, trust or funeral establishment
- Beneficiary responsible for taxes
- No death benefit for joint annuitant

KEEP BENEFICIARY UP-TO-DATE

- Time to review beneficiaries
  - Marriage
  - Birth/adoption
  - Divorce
  - Death
  - Retirement

- Change beneficiaries any time
CONTINUING LIFE INSURANCE

**Portability** – Basic & Optional

- **Term** insurance option
- Must port some member coverage to port spouse coverage
- No health questions
- Under age 80 and actively at work
- Coverage begins to reduce at age 65
- Within 60 days of last day on payroll

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**Conversion** – Basic & Optional

- **Whole-life** option
- No health questions
- Higher rates, builds cash value
- Premiums payable to age 100
- Within 60 days of last day on payroll
HEALTH INSURANCE

- KPERS does not provide health insurance coverage
- Contact your personnel office

Working After Retirement
WORKING AFTER RETIREMENT

- No restrictions for non-KPERS employers
- Only when working for a KPERS employer
- No additional contributions to KPERS
- Must resign all KPERS employment before retirement. Even part-time

No prearrangements before retirement or during waiting period

- Important for KPERS qualified plan status
- Penalties for retiree and employer
WORKING AFTER RETIREMENT

Penalties for retiree

- Benefit **suspended** starting the month you return to work, and ending 6 months after you stop employment
- Must **repay** benefits received while working after retirement

*Note: Employer will have to pay penalties as well*

WAITING PERIOD

- 180-day waiting period if retiring before age 62
- 60-day waiting period if retiring age 62 or older
- Begins with retirement date
- Remember, no prearrangements!
EMPLOYER CONTRIBUTIONS

KPERS-Covered Position
• Statutory rate on first $25,000
• 30% rate after $25,000

Non-Covered Position
• No employer contributions
• Usually seasonal or temporary

EXCEPTIONS TO EMPLOYER CONTRIBUTIONS

• Substitute teachers without a contract
• Licensed state nurses
• Certain state law enforcement instructors
• State and local elected officials
• Legislative staff
• Board of Regents

Exception does not apply to waiting period or prearrangement
Retirement Resources

RETIREMENT CHECKLIST

- Find out when you’re eligible
- Calculate an estimate
- Review payment options
- Submit application
- Review life insurance
- Determine tax withholding
- Confirm Social Security
- Review health insurance needs
- Review your other retirement plans and savings
Pre-Retirement Webinar

RETIREMENT INFORMATION CENTER

Are You Ready to Retire?

When Can I Go?  How Much Will I Get?  How Do I Apply?  What Else Do I Need to Know?

CONTACT INFO

KPERS  Social Security  KPERS 457

Email: kpers@kpers.org  Website: ssa.gov  Email: kpers457@kpers.org
Thank You