

## ▶ What is the “Rule of”?

### **Rule of 85**

The rule by which you can retire and receive an unreduced retirement benefit. Under the “Rule of” the sum of your age and years of credited service must equal 85 and you must reach a certain age to retire or to begin receiving your benefit. The “Rule of” applicable to you depends on your date of hire.

Rule of 85 - Special Early Benefit - age 60

Regular Early - NOT Rule of 85 - age 55

## ▶ How can I get information about my pension account?

### • **Annual statements**

All eligible employees may view their year-end statement on-line through their MARC account. The statement will provide account details, retirement dates and estimated monthly benefits and are available first quarter of each year.

### • **Online Information**

Eligible employees can access their individual account information through the MARC website: <https://www.marcweb.com/planneraco/Login.aspx>.

### • **One-on-One Consultations**

Available at any time for one-on-one consultation appointments can be made by contacting Lew Quigley at 303-795-4484, [lquigley@arapahoegov.com](mailto:lquigley@arapahoegov.com) or Jolene Duran at 303-636-1551, [jduran@arapahoegov.com](mailto:jduran@arapahoegov.com)

## ▶ What do I do if I am going to leave the County?

### **Leaving the County and the affect on your retirement options**

If you decide to retire from Arapahoe County and draw a monthly benefit you should contact Lew Quigley, Plan Administrator, at least 60 days in advance of your retirement date, so that your transition into retirement will be a smooth one. If you are leaving your employment with Arapahoe County and not retiring, you will receive information explaining your options. These could be (i) leave your funds with the Retirement Plan to continue to earn interest and draw out at a later date, (ii) receive a refund of your accumulated contributions and pay the appropriate tax and penalty (if applicable) or (iii) roll over your refund into a traditional IRA, qualified retirement plan or Roth IRA.

07/2021



### **ARAPAHOE COUNTY RETIREMENT ADMINISTRATION**

6964 S. Lima St. | Centennial, CO 80112  
[www.acgret.org](http://www.acgret.org) | [www.w.arapahoegov.com](http://www.w.arapahoegov.com)



[www.acgret.org](http://www.acgret.org) | [www.arapahoegov.com](http://www.arapahoegov.com)

# Retirement Benefits

## FAQs for Tier III

Rule of 85 Employees | Hired on or after July 1, 2010

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Access to your employee retirement account can be done by going to [www.marcweb.com/planneraco](http://www.marcweb.com/planneraco) and clicking to register as a new user, follow the prompts and you will have access to your account. Be sure to use a non-work email when asked for an email contact.  
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### ▶ When was the Arapahoe County Retirement Plan established and what type of plan is it?

#### Arapahoe County Retirement Plan – Purpose

Established in 1969 as a means of helping you provide a source of income for your retirement years. Through the plan, you and the County set aside money during the time you are working to provide a lifetime income for you after you retire. The County's retirement plan is one source of dependable retirement income, and when it is combined with Social Security benefits and your personal savings, you should have the financial protection that will help you enjoy your retirement years.

#### Type of Plan and its distinct features

The Arapahoe County Retirement Plan is a 401 (a) Defined Benefit Plan, which is funded by monthly contributions from both you and the County. The contributions are then invested in a wide range of funds to include US and Foreign Equities, Real Estate, Hedge Funds, and Bonds to name a few. Because of this diversification, the Plan's investments are in a better position to take advantage of the gains and minimize the losses. If you meet the terms for retirement, **the monthly payment you would receive upon retirement is lifetime guaranteed and not based upon the financial markets' performance or your account balance, much like a 401(k).**

### ▶ Do I have to participate and if so how much do I contribute?

#### Participation and Funding

Participation is mandatory for all full-time, Elected Officials, Department Directors, and Job Share employees and currently the contribution level is set at 9.0 percent of eligible compensation and the County matches dollar for dollar.

### ▶ When am I vested and what does that mean?

#### • Estimated monthly benefit Payable as a Tier III employee

Bob was hired on January 1, 2019 and he was 30 years of age. FAMC – Final Average Monthly Compensation = \$4,167 Based upon years of service, estimate benefit payable at age 65:

#### 10 Years of Credited Service

$\$4,167 \times 1.85\% \times 10 = \$771$

Estimated Social Security Benefit \$1,000

Estimated age 65 benefit \$1,771

#### 15 Years of Credited Service

$\$4,167 \times 1.85\% \times 15 = \$1,156$

Estimated Social Security Benefit \$1,400

Estimate age 65 benefit \$2,556

#### 20 Years of Credited Service

$\$4,167 \times 1.85\% \times 20 = \$1,541$

Estimated Social Security Benefit \$1,700

Estimate age 65 benefit \$3,241



All benefit calculations are estimates and actual benefit amounts will differ.

#### Benefit Ownership

0 - 7 Credited years of service - No ownership in a retirement benefit

8 Credited years of service - 100 percent vested

### ▶ What if I don't want to retire from the County do I get any of my contributions back when I leave?

If you terminate employment before you are 65 and before you have eight years of credited service, you will receive a refund of 100 percent of your accumulated contributions and interest accrued as of your date of termination.

If you terminate employment before you are 65 but after you have eight years of credited service, you will have the option of (1) leaving your accumulated contributions in the Retirement Plan and receiving a deferred benefit after you retire, or (2) receiving a refund of 100 percent of your accumulated contributions and interest accrued as of your date of termination.

### ▶ When can I retire and what is the "Rule of"?

- Under normal retirement, you can retire on the first day of the month which coincides with, or follows, your 65<sup>th</sup> birthday.
- The benefit calculation for normal retirement is the same benefit calculation discussed below under "What is the Rule of " ? and is based on your date of hire.
- You can retire before age 65 with a reduced benefit under regular early retirement, if you meet certain age and years of credited service requirements. Generally:
- If you were hired on or after July 1, 2010 – Tier III, you must be at least 55 and have completed eight years of credited service.
- The amount of your monthly benefit will be reduced from the normal retirement benefit because payments are expected to be made over a longer period.
- You can retire early with an unreduced benefit under special early retirement, if you meet the "Rule of" requirements.