- Rule of 75 is for Plan members hired in covered employment prior to April 1, 2006 – Tier I;
- Rule of 80 is for Plan members hired in covered employment on or after April 1, 2006 and prior to July 1, 2010 – Tier II; and
- Rule of 85 is for Plan members hired in covered employment on or after July 1, 2010 – Tier III.

Benefit calculation for normal retirement and "rule of"
Rule of 75: FAMC x 2.5 percent x YCS = Monthly Base Benefit
Rule of 80: FAMC x 2.3 percent x YCS = Monthly Base Benefit
Rule of 85: FAMC x 2.0 percent x YCS = Monthly Base Benefit

This schedule is for all accrued benefits earned as of December 31, 2013. Effective January 1, 2014 the benefit calculation for Rule of 75, 80 and 85 will FAMC$_1$ times 1.85% times CYS$_1$

Hired/appointed or elected before July 1, 2010 – Tier I and II
FAMC = Final Average Monthly Compensation, which is the average of the highest 36 consecutive months out of the last 10 years of employment. This is the salary used to calculate retirement benefits accrued prior to Dec. 31, 2013.

Hired/appointed or elected on or after July 1, 2010 – Tier III
FAMC = Final Average Monthly Compensation, which is the average of the highest 60 consecutive months out of the last 10 years of employment. This is the salary used to calculate all retirement benefits.

All employees or elected officials after January 1, 2014
FAMC$_1$=The Final Average Monthly Compensation, which is the average of the highest 60 consecutive months out of the last 10 years of employment.

CYS = credited years of service (including purchased service) earned on or before December 31, 2013.

All employees or elected officials after January 1 2014.
CYS$_1$= Credited years of service earned on or after January 1, 2014.

Rule of 75 minimum retirement age is 52 – Tier I members.
Rule of 80 minimum retirement age is 55 – Tier II members.
Rule of 85 no minimum retirement age; however, your benefit cannot begin until you are 60 – Tier III members.

How can I get information about my pension account?

- **OnlineInformation/Annualstatements** Eligible employees can access their individual account information and annual statements through www.marcweb.com/plannerACO

- **One-on-one consultation**
Available at any time for one-on-one consultations, appointments can be made by calling Jolene Duran @ 303-636-1551 or email at JDuran@arapahoegov.com or Lew Quigley @ 303-795-4484 or email @ lquigley@arapahoegov.com

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

- **Leaving the County and the effect 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 thru the mail 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.

What if I am a retiree and receiving a payment?

As a retiree, what if I need to make a change to personal, banking, or tax information?
As a recipient of a monthly payment if you need to change your mailing address or contact information, change your federal or state tax withholding, or change your direct deposit information you need to contact Retirement Administration in a timely manner. This can be done by contacting Arapahoe County Retirement Administration, 5334 S. Prince St. Littleton, Co 80120, or 303-795-4484.

What if a retiree passes away while receiving a monthly benefit?
If a retiree passes away while receiving a monthly benefit, regardless if there is a continuation of monthly payments to a beneficiary the Plan needs to be notified in a timely manner. Please contact the Arapahoe County Retirement Administration, 5334 S. Prince St. Littleton, CO 80120 or 303-795-4484. Please have the name of the retiree, their social security number and the date of their passing, you will be required to provide a copy of a death certificate. Once the Administration Office has been notified, it will be determined if a beneficiary payment needs to be initiated. If this is the case, be prepared to provide name, address, social security number, proof of relationship, and banking information if payment is to be direct deposited.

07/2021

RETIREMENT PLAN
Arapahoe County Colorado

Frequently Asked Questions

FAQs

Arapahoe County Retirement Administration
6964 S. Lima St.| Centennial, CO 80112
www.acgret.org | ww.w.arapahoegov.com

Arapahoe County RETIREMENT PLAN

FAQs

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 establish 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?

- **For anyone hired or appointed before July 1, 2010 – Tier I and II employees**
  Benefit vesting (ownership in the monthly benefit upon retirement)
  0 - 3 Credited years of service - No ownership in a retirement benefit.
  4 credited years of service - 60 percent vested
  5 credited years of service - 70 percent Vested
  6 credited years of service - 80 percent vested
  7 credited years of service - 90 percent vested
  8 credited years of service - 100 percent vested

- **For anyone hired or appointed on or after July 1, 2010 – Tier III Employees**
  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?

- **A Plan member hired or appointed before July 1, 2010 - Tier 1 and II employees**
  If you terminate employment before you are 65 and before you have four 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 four 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 at least 100 percent of your accumulated contributions plus interest, according to the following schedule:

  5 – 9.99 years of credited service, 125 percent employee contributions, + interest
  10 – 14.99 years of credited service, 150 percent employee contributions, + interest
  15 + years of credited service, 200 percent employee contributions, + interest

  This schedule only applies to contributions made by Tier 1 and Tier II employees on or before December 31, 2013. For contributions made after January 1, 2014 there will be a return of 100 percent of your accumulated contributions and interest only, there will be no return of County matching dollars.

- **A Plan member hired or appointed on or after July 1, 2010 – Tier III employees**
  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 65th 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 before April 1, 2006 – Tier I, you must be at least 52 and have completed four years of credited service;
- if you were hired on or after April 1, 2006 and before July 1, 2010 – Tier II, you must be at least 55 and have completed four years of credited service; and
- 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.

What is the "Rule of"?

- **Rule of 75, Rule of 80 and 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 75, 80 or 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. Generally: