

# State University Retirement System - Compare the plans

Here are the major differences between the three SURS plan choices.  
Your irrevocable choice must be made within the first 6 months of your employment or you default into the Traditional Plan.

	Portable Benefit Package	Traditional Benefit Package (Default Plan)	Self-Managed Plan (SMP)
EMPLOYEE CONTRIBUTIONS	8% of your Maximum Pensionable Earnings or 9.5% for Police/Firefighters.		8% of Earnings <i>Note: Unlike the other two plans, employer (state) contributions begin with the first full payroll period after SURS receives your retirement choice election form electing the plan.</i>
MAXIMUM PENSIONABLE EARNINGS LIMIT	\$106,800/year for 2011 and then increasing by ½ of the Consumer Price Index – Urban (CPI-U) each year after.  <i>(Those who began participation prior to January 1, 2011, are not subject to the Maximum Pensionable Earnings limit, but may be subject to IRS limitations.)</i>		Self-Managed Plan participants are not subject to the Maximum Pensionable Earnings limit, but may be subject to IRS limitations.
REFUND <small>(if you leave SURS-covered employment before retirement)</small>	<ul style="list-style-type: none"> <li>Less than 5 years of service: A lump sum of your employee contributions with interest.</li> <li>5 or more years of service: A lump sum of contributions, interest, and 1:1 matching employer contributions for all but military contributions.</li> </ul>	A lump sum of your employee contributions plus up to 4.5% interest, regardless of your years of service. No employer contributions.	<ul style="list-style-type: none"> <li>Less than 5 years of service: A lump sum of the value of your employee contributions and your investment return.</li> <li>5 or more years of service: A lump sum of the value of your employee contributions, matching employer contributions, and your investment return.</li> </ul>

	Portable Benefit Package	Traditional Benefit Package (Default Plan)	Self-Managed Plan (SMP)
RETIREMENT VESTING	<ul style="list-style-type: none"> <li>10 years* at age 67 or at age 62 with a 0.5% reduction for each month you are under age 67.</li> </ul> <p>*If participation began prior to January 1, 2011:</p> <ul style="list-style-type: none"> <li>5 years – at age 62</li> <li>8 years – at age 60 or at age 55 with a 0.5 % reduction for each month under age 60</li> <li>30 years – at any age with no age reduction</li> </ul>		<ul style="list-style-type: none"> <li>5 years at age 62</li> <li>8 or more years at age 55</li> <li>30 years – at any age with no age reduction</li> </ul>
RETIREMENT BENEFIT	<ul style="list-style-type: none"> <li>Lifetime monthly retirement annuity based on your years of service and earnings.</li> </ul> <p><i>Note: The Portable Benefit Plan offers the option of a lump-sum distribution in lieu of the monthly annuity, with spousal consent.</i></p> <ul style="list-style-type: none"> <li>Subject to a maximum of 80% of your final rate of earnings; excess contributions would be refunded at retirement.</li> </ul>		<ul style="list-style-type: none"> <li>Based on account value at retirement. You may choose to receive a lump sum retirement distribution or purchase an annuity from an SMP service provider.</li> <li>No minimum or maximum benefits.</li> </ul>
SURVIVOR BENEFIT	<ul style="list-style-type: none"> <li>Survivor benefits are available under this plan. A reduction is applied to the retirement annuity to provide benefits to your spouse or contingent annuitant.</li> <li>If married at retirement, a 50% joint &amp; survivor is the normal form of annuity. With spousal consent, you may designate a contingent annuitant to receive a joint &amp; survivor annuity or elect a single-life annuity or lump sum distribution.</li> <li>If unmarried at retirement, you have the option to designate anyone as a contingent annuitant to receive a joint &amp; survivor annuity.</li> </ul>	<ul style="list-style-type: none"> <li>Survivor benefits are included at no additional cost.</li> <li>Benefits are payable to eligible survivors designated by law.</li> <li>If there is not an eligible survivor at retirement, contributions set aside to provide survivor benefits may be taken as a lump-sum distribution or used to supplement your retirement annuity.</li> </ul>	<ul style="list-style-type: none"> <li>Survivor benefits are available under this plan. A reduction is applied to provide benefits to your spouse.</li> <li>If married at retirement, a 50% joint &amp; survivor is the normal form of annuity. With spousal consent, you may designate a contingent annuitant to receive a joint &amp; survivor annuity or elect a single-life annuity or lump sum distribution.</li> <li>If unmarried at retirement, optional forms include joint &amp; survivor annuities, annuities with guaranteed periods, and other variations, at the cost of a reduced retirement annuity.</li> </ul>