

Benefits at a Glance

Throughout your career, you make contributions to KPERS. We invest the money and pay you interest. You earn pay credits while you work based on a percentage of your salary. When you retire, KPERS pays you a guaranteed monthly benefit. You also have life insurance and disability benefits while you are still working.

Your Contributions

You contribute 6% of your salary from each paycheck. It's automatic and pretax. Your contributions earn 4% interest annually, unless you became a member before July 1993. If you leave employment you can withdraw your account balance, but you can't take a loan from your account while you are still working.

You'll Need More Than KPERS

KPERS and Social Security are just two parts of your retirement. **You need to save on your own, too!** The easiest way to save is through a tax-sheltered employer plan like the State's KPERS 457 deferred compensation plan.

Contributions are automatically deducted from your pay, and you can get started with as little as \$12 per pay period. Visit kpers457.org to learn more.

However you choose to save, the important thing is to start. The sooner you begin, the more time your money has to grow. Socking away even a sliver of your salary could have a big impact on your retirement.

Most financial experts suggest replacing at least 80% of your income for retirement. Increasing healthcare costs and living longer may mean you need to save even more.

Start Your New Job!

Vesting Your Benefit

You became "vested" when you were elected or appointed. This means you're guaranteed a retirement benefit.

Early Retirement

Reduced benefits at age 55 with 10 years of service

Full Retirement

Age 65 with 1 year of service

Age 62 with 10 years of service

Any age when your age and years of service added together equal 85

Retiree Death Benefit

When you die, KPERS pays your beneficiary a \$6,000 lump-sum

Working Benefits



Disability Benefits

If you qualify, benefits are based on the retirement formula (minimum 50% of your FAS, maximum 70%).



Basic Life Insurance

Basic life insurance is equal to 150% of your annual salary. Your employer pays the cost of this benefit.



Job-Related Death

If you die from an on-the-job accident, there is an additional death benefit for your spouse.

Optional Life Insurance

Many employers offer optional life insurance, including the State of Kansas. Be sure to check with your employer to see if they offer it. You can get coverage for you, your spouse or your children. Premiums are deducted from your pay.

New employees are eligible for guaranteed coverage within 31 days. You can apply for regular coverage anytime by answering a few health questions, or within 31 days of a family status change. Visit kspers.gov/optionallife for info.

Guaranteed Coverage for New Hires

- **Member:** \$250,000 max
- **Spouse:** \$25,000 max
- **Child:** \$20,000 max

Retirement Benefits

You'll receive a guaranteed monthly benefit for the rest of your life. You can also choose from different payment options if you want to leave a monthly benefit for someone after your death or get some of your benefit in an up-front lump sum at retirement.

This is important – your benefits don't include an automatic cost-of-living increase. You'll need to save extra on your own to keep pace with inflation.

To-Do List

- ☐ Set up your online account at kspers.gov to track your retirement.
- ☐ Name a beneficiary for your benefits.
- ☐ Start saving on your own with **KPERS 457** or an option where you work.
- ☐ Visit kspers.gov for info on all your KPERS benefits.

$$\begin{array}{c} \text{FAS} \\ \text{Icon: Dollar sign in a circle} \end{array} \times \begin{array}{c} \text{multiplier} \\ \text{Icon: X in a circle} \end{array} \times \begin{array}{c} \text{YOS} \\ \text{Icon: Calendar with a clock} \end{array} = \text{annual benefit}$$

For most members, **final average salary** is an average of the three highest of your last 10 years.

The **multiplier** is set by statute.
3.5%

You earn years of **service** for the years you work in a covered position.



Scan here to learn more or go to kspers.gov/members/newmember.