

NYSLRS – Tier Benefit Information

Tier Benefit Information

Comparison of ERS Key Benefits

Tiers 3 & 4	Tier 5	Tier 6										
Membership Dates												
Tier 3: July 27, 1976 through August 31, 1983 Tier 4: September 1, 1983 through December 31, 2009	January 1, 2010 through March 31, 2012	April 1, 2012, and after										
Vesting												
After earning 5 years of service credit	After earning 5 years of service credit	After earning 5 years of service credit										
Employee Contributions												
3% of gross salary until 10 years of membership or service credit	3% of gross salary for all years of public service except: - State Correction Officers whose contributions are limited to 30 years - Uniformed Court Officers and Peace Officers employed by the Unified Court System (UCPO) who contribute 4 percent for all years of public service	Members contribute for all years of public service. Beginning October 1, 2026, contribution rate based on annualized wage: <table><tr><th>Wages</th><th>Contribution Rate</th></tr><tr><td>\$75,000 or less</td><td>3.0%</td></tr><tr><td>\$75,000.01 to \$100,000.00</td><td>4.0%</td></tr><tr><td>\$100,000.01 up to \$125,000.00</td><td>5.25%</td></tr><tr><td>\$125,000.01 or more</td><td>5.75%</td></tr></table>	Wages	Contribution Rate	\$75,000 or less	3.0%	\$75,000.01 to \$100,000.00	4.0%	\$100,000.01 up to \$125,000.00	5.25%	\$125,000.01 or more	5.75%
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\$75,000.01 to \$100,000.00	4.0%											
\$100,000.01 up to \$125,000.00	5.25%											
\$125,000.01 or more	5.75%											
Retirement Age												
- Full benefits at age 62, or at age 55 with at least 30 years of credited service - Reduced benefits at age 55	- Full benefits at age 62 - Reduced benefits at age 55 (UCPOs receive full benefits at age 55 with at least 30 years of creditable service)	- Full benefits at age 63 - Early retirement at age 55 with reduced benefits										
Reduction for Early Retirement												
27% reduction at age 55 <i>See plan booklet for entire benefit reduction chart</i>	38.33% reduction at age 55 <i>See plan booklet for entire benefit reduction chart</i>	6.5% reduction for each year date of retirement precedes age 63										
Final Average Earnings (FAE) Calculation												
The average of the wages earned during the three highest consecutive years of service, subject to limitations	The average of the wages earned during the three (3) highest consecutive years of service, subject to limitations	The average of the wages earned during the three (3) highest consecutive years of service, subject to limitations										

FAE Limitation		
The wages in any year cannot exceed the average of the previous two years by more than 10 percent.	The wages in any year cannot exceed the average of the previous two years by more than 10 percent.	The wages in any year cannot exceed the average of the previous four years by more than 10 percent.
Payments Not Included in FAE		
• Unused sick leave • Payments made as a result of working vacation • Any form of termination pay • Payments made in anticipation of retirement • Lump sum payments for deferred compensation • Any payments made for time not worked	• Unused sick leave • Payments made as a result of working vacation • Any form of termination pay • Payments made in anticipation of retirement • Lump sum payments for deferred compensation • Any payments made for time not worked	• Unused sick leave • Payments made as a result of working vacation • Any form of termination pay • Payments made in anticipation of retirement • Lump sum payments for deferred compensation • Any payments made for time not worked • Lump sum payments for accumulated vacation • Wages in excess of the Governor's salary, currently \$250,000 • For members paid by three or more employers, wages paid by more than two of those employers
Overtime		
None	• Overtime pay that exceeds the limit cannot be used in the FAE calculation. • For calendar year 2026, the limit is \$30,000. • The limit increases 3% per year for subsequent years. • <u>Please refer to our Tier 5 overtime limitation chart</u>	• Overtime pay that exceeds the limit cannot be used in the FAE calculation • For calendar year 2026, the limit is \$30,000. • The limit is indexed for inflation annually based on the Consumer Price Index. • <u>Please refer to our Tier 6 overtime limitation chart.</u>
Service Retirement Benefit Calculation		
• With <20 years of service: 1.66% of FAE times years of credited service • With 20 years of service: 2% of FAE times years of credited service plus 1.5% of FAE for years of service >30	• With <20 years of service: 1.66% of FAE times years of credited service • With 20 years of service: 2% of FAE times years of credited service plus 1.5% of FAE for years of service >30	• With <20 years of service: 1.66% of FAE times years of credited service • With 20 years or more of service: 35% of FAE for 20 years of service plus 2% of FAE for years of service >20
Sick Leave Credit (Section 41(j) RSSL)		
Eligible members may receive service credit for up to 165 days (200 days for some members) of unused, unpaid sick leave days at retirement.	Eligible members may receive service credit for up to 165 days (200 days for some members) of unused, unpaid sick leave days at retirement.	Eligible members may receive service credit for unused, unpaid sick leave days at retirement. The maximum number of creditable sick leave days is generally 100, but can be 165 or 200 in certain cases.