



# LEAVING PERF-COVERED EMPLOYMENT

## PUBLIC EMPLOYEES' RETIREMENT FUND

### ***Will I lose my PERF account when I leave my job?***

There are two parts to the PERF benefit structure. The first part is the **Defined Contribution Account (DC)**. This money is yours. There are requirements for withdrawing this money, but leaving your PERF-covered job does not reduce or eliminate this benefit. The second part is the **retirement benefit**. To be eligible for a retirement benefit when you retire, you must meet certain age requirements and be vested.

### ***How do I know if I'm vested?***

**Vested** in the PERF plan means that a member has at least 10 years of PERF-covered service (certain elected officials have 8-year vesting). You earn service by working in a PERF-covered position, but may also be eligible for service credit if you have military service leave or other authorized leaves. Information about service is available on the website or in the *PERF Hybrid Plan Member Handbook*, which is available at [www.inprs.in.gov](http://www.inprs.in.gov).

If you are thinking of leaving employment or retiring and have between nine and 11

years of service credit, you may wish to check with PERF to verify your actual vested status.

### ***Can I leave my money invested in PERF if I am not working in a PERF-covered position?***

**Yes!** The funds in your DC belong to you even if you are no longer working in a PERF-covered position. You are under no obligation to take a distribution until you reach 70 1/2 years of age. You will not be able to contribute any more money to your account if you are not in a PERF-covered position, but you will be able to remain in any of PERF's current investment options. You will also continue to receive electronic quarterly statements and be able to change your investment option choices. If you are vested, you can simply remain invested in PERF until you apply for retirement. Your PERF account will be available whenever you choose a distribution.

### ***Will PERF ever lose track of where I am?***

After you leave PERF-covered employment, PERF no longer receives contributions or wage reports for you. PERF

## LEAVING PERF-COVERED EMPLOYMENT DOES NOT MEAN YOU LEAVE PERF!

You do have options with your PERF account. The choices you make can have a big impact on your later years. This fact sheet explains these choices and how each might impact your life. If you have questions, please contact PERF.

maintains all the information related to your account and reports from your employer(s) in member files. You should receive an electronic quarterly statement (every three months) with the details of your DC investments. Or, if you opted to receive a paper statement, it will be mailed to your home. Unfortunately, members often forget to tell PERF when they move or experience a life change that might require them to name a new beneficiary.

Regardless of whether you are currently employed in a PERF-covered position, you have the responsibility of keeping your personal information up-to-date. If you opted-in to receive a paper statement, and have not received it within the past four months, please contact PERF to change your address, or you can change your address using your secure

online account at [www.inprs.in.gov](http://www.inprs.in.gov). Be sure the beneficiary named in your account is the person you intend.

## ABOUT DISTRIBUTIONS

### ***Can I withdraw my DC?***

When you leave PERF-covered employment before retirement, you may be tempted to take a distribution of your DC. Although taking a distribution may give you money to cover immediate expenses, you may end up walking away with less than expected. ***If you are under age 59 1/2 when you leave employment and take a distribution, you may be required to pay an additional 10 percent tax unless you qualify for certain exemptions set forth by the Internal***

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# Continued Information on Leaving PERF-Covered Employment

**Revenue Service.** Before you receive the money, PERF must also withhold 20 percent as pre-payment of your current year's federal income tax. Depending on your income tax bracket, you could owe additional taxes on your total income at tax time.

## If I take a DC distribution, do I still get a retirement benefit?

The law recently changed to allow members to withdraw the entire amount of their Defined Contribution Account and still receive their retirement benefit when retirement eligible. A member is eligible to withdraw his or her DC and not lose his or her retirement benefit if he or she is vested, terminates employment, and does not perform service in a PERF-covered position for at least 30 days after terminating his or her employment. If a member is eligible for a reduced or unreduced retirement benefit they must elect to retire. Once you are vested and meet eligibility requirements, you will receive a retirement benefit check every month after you retire **for the rest of your life!** If you are not vested you will not qualify for a retirement benefit.

## How do I get a distribution of my DC?

You can log in to your secure

online account to initiate your request for a distribution. You may also call (844) GO-INPRS to initiate your distribution request via phone with a customer service representative. You must choose whether to take your DC as a single cash distribution or roll it over into another qualified retirement account. Some of your DC contributions may have been made with money you have already paid taxes on (post-tax) and some contributions may have been made before taxes were paid (pre-tax). The application includes further explanations. You may wish to speak with a tax advisor before making your distribution choices.

## What is a rollover distribution and how do I take it?

Rather than take a cash distribution of your DC, you can roll money into a qualified retirement account outside of PERF, such as an IRA or certain employer retirement plans. (Your funds are not reduced by taxes or penalties.) Consult with your tax advisor for further information on taxes.

## ABOUT RETIREMENT How do I apply for my retirement benefits?

Retirement from PERF means you receive a monthly retirement benefit payment.

You can apply for full PERF retirement benefits if you have at least 10 years of service and are at least age 65 or are at least age 60 with 15 years of service. You may also apply for full benefits if you meet the Rule of 85, which requires that a member's age and years of service total 85. If you have 15 years of service and are age 50 through 59, you are eligible for a reduced benefit amount. The amount of the reduction is a percentage of the full amount based on your age and years of service at retirement. See the *PERF Member Handbook* for more details.

PERF will only pay up to six months of retroactive benefits from the date of your retirement application. Your application cannot be processed until all information from you and your employer(s) is submitted. **Submit your application no later than 90 days prior to your retirement date.** Generally, if members submit their application 90 days before their retirement date AND the employer submits to INPRS their final day worked and wage information, members can expect their first retirement benefit check one to two months following their retirement date. If members annuitized their funds with MetLife, the timeframe on when they will receive their monthly annuity payment depends on when their application

was submitted and when their employers submit to INPRS their final day worked and wage information. For more information, go to <http://bit.ly/inprsannuityfaq>. If you are not old enough to retire when you leave PERF-covered employment but are vested, you do not need to do anything. Your PERF benefits will be there when you reach retirement age, even if you never return to PERF-covered service.

## What do I do if I have recently become disabled?

To qualify for a PERF disability retirement, you must have at least five years of creditable service and qualify for Social Security benefits. A member who becomes disabled while receiving a salary or employer provided income protection benefits, or who is on leave under the Family and Medical Leave Act, is entitled to receive benefits effective the month following the Social Security disability onset date.

When applying for benefits, you will be required to provide PERF with a Social Security Disability Award Letter which **must show** the onset date of your disability. PERF cannot process your disability without this information. Qualified members will be entitled to receive PERF disability benefits for as long as they continue to be eligible for Social Security disability benefits. You are required to notify PERF if your Social Security disability benefits are terminated.

**What do I do now?** Remember that you can fill out the online retirement application in advance, but you are not actually eligible to receive any PERF benefit (retirement or distribution) until after your last wage earning day with your PERF employer. PERF distributions always require some information that must be supplied by that employer. For further information and assistance, check the website, [www.inprs.in.gov](http://www.inprs.in.gov), or call customer service toll-free, (844) GO-INPRS.