



Service retirement and benefit calculation

Get Set for Retirement
Preretirement
Fiscal year 2026



PEBA
Public Employees' Benefit Authority
and State Health Plan

Serving those who serve South Carolina

1

SCRS, PORS membership classes

Class Two

Earned service began prior to July 1, 2012

Class Three

Earned service began on or after July 1, 2012

Membership class affects:

- Service retirement eligibility;
- Average final compensation calculation; and
- Credit for unused leave at retirement.

South Carolina Public Employee Benefit Authority

2

SCRS retirement eligibility

Class Two

- Must have five years of earned service.
- For an unreduced monthly retirement benefit, you:
 - Must have at least 28 years of service; or
 - Be age 65 or older.
- For a reduced monthly retirement benefit, you:
 - Must be age 60 (permanent 5% reduction for each year before age 65); or
 - Must be age 55 with 25 years of service (permanent 4% reduction for each year of service less than 28).
- If eligible for both early retirement options, the option that reduces the benefit the least will be applied.

Class Three

- Must have eight years of earned service.
- For an unreduced monthly retirement benefit, you:
 - Must meet the Rule of 90 (age and years of service add up to at least 90); or
 - Be age 65 or older.
- For a reduced monthly retirement benefit, you must be age 60 (permanently reduced 5% for each year of age less than 65).

Rule of 90 example
56-year-old member with at least 34 years of service would be eligible for retirement:
56 + 34 = 90

South Carolina Public Employee Benefit Authority

3

PORS retirement eligibility

Class Two

- Must have five years of earned service.
- For a monthly retirement benefit, you:
 - Must have at least 25 years of service; or
 - Be age 55 or older.

Class Three

- Must have eight years of earned service.
- For a monthly retirement benefit, you:
 - Must have at least 27 years of service; or
 - Be age 55 or older.

South Carolina Public Employee Benefit Authority

4

4

SCRS, PORS service retirement monthly benefit

Benefit based on formula that includes:

Average final compensation (AFC)

Service credit

A benefit multiplier

South Carolina Public Employee Benefit Authority

5

5

SCRS, PORS AFC calculation

Class Two

- AFC includes 12 highest consecutive quarters of earnable compensation and termination payment for up to 45 days of unused annual leave divided by 3.
- Up to 90 days unused sick leave at retirement added to service credit.

Class Three

- AFC includes 20 highest consecutive quarters of earnable compensation divided by 5.
- AFC does not include unused annual leave payouts.
- No unused sick leave added to service credit.

South Carolina Public Employee Benefit Authority

6

6

2

Monthly benefit calculation¹

Step 1

Multiply AFC by 1.82% (SCRS members) or 2.14% (PORS members).

Step 2

Multiply the result by years of service credit.

Step 3

Divide the result by 12 to arrive at monthly maximum retirement benefit.

¹Early retirement reductions will apply for SCRS members who retire before reaching eligibility for an unreduced monthly retirement benefit. Reduction applies when choosing joint retiree/survivor payment plan.

South Carolina Public Employee Benefit Authority

7

7

Class Two SCRS, PORS Option A example

AFC = \$30,000

SCRS	$\$30,000 \times 1.82\% =$	\$546.00
	$\$546 \times 28 \text{ years} =$	\$15,288.00
	$\$15,288 \div 12 =$	\$1,274.00
PORS	$\$30,000 \times 2.14\% =$	\$642.00
	$\$642 \times 25 \text{ years} =$	\$16,050.00
	$\$16,050 \div 12 =$	\$1,337.50

- Early retirement reductions will apply to SCRS members who retire before reaching eligibility for an unreduced benefit.
- Reduction factors will apply to members who select a joint retiree/survivor payment option.

South Carolina Public Employee Benefit Authority

8

8

Class Three SCRS, PORS Option A example

AFC = \$30,000

SCRS	$\$30,000 \times 1.82\% =$	\$546.00
	$\$546 \times 30 \text{ years} =$	\$16,380.00
	$\$16,380 \div 12 =$	\$1,365.00
PORS	$\$30,000 \times 2.14\% =$	\$642.00
	$\$642 \times 27 \text{ years} =$	\$17,334.00
	$\$17,334 \div 12 =$	\$1,444.50

- Early retirement reductions will apply to SCRS members who retire before reaching eligibility for an unreduced benefit.
- Reduction factors will apply to members who select a joint retiree/survivor payment option.

South Carolina Public Employee Benefit Authority

9

9

3

SCRS, PORS benefit estimates

- Create benefit estimates¹ in Member Access using:
 - Your retirement account data;
 - Your potential AFC; and
 - A selected retirement date.
- Request one from your employer.
- Request one from PEBA by phone, email or in person.

¹Estimates are not a guarantee of monthly benefits.

South Carolina Public Employee Benefit Authority

Using your benefit estimates

- Determine whether you want to buy service credit.
- Help choose your retirement date.
- Decide whether you want to provide a survivor benefit.

10

Disclaimers

This presentation does not constitute a comprehensive or binding representation of the employee benefit programs PEBA administers. The terms and conditions of the employee benefit programs PEBA administers are set out in the applicable statutes and plan documents and are subject to change. Benefits administrators and others chosen by your employer to assist you with your participation in these employee benefit programs are not agents or employees of PEBA and are not authorized to bind PEBA or make representations on behalf of PEBA. Please contact PEBA for the most current information. The language used in this presentation does not create any contractual rights or entitlements for any person.

Financial disclaimer Personal finance, as the name implies, is a highly individualized and personal matter. The information provided in these presentations is general educational information provided to illustrate certain financial ideas and concepts. This information does not take into account your personal situation and should not be considered personal financial or investment advice. In reviewing this video, you should consider whether the information presented is appropriate for your particular needs and, where appropriate, you may wish to seek advice from a financial professional to determine what is best for your individual financial circumstances. PEBA does not make any guarantee or other promise as to any results that may be obtained from using the content of this presentation.

South Carolina Public Employee Benefit Authority

11