

Be Aware + Prepare

Service retirement

Retirement Starts Now
Mid-career
Fiscal year 2025



Serving those who serve South Carolina

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SCRS, PORS membership classes

<p>Class Two</p> <p>Earned service began prior to July 1, 2012</p>	<p>Class Three</p> <p>Earned service began on or after July 1, 2012</p>
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Membership class affects:

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

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SCRS retirement eligibility

<p>Class Two</p> <ul style="list-style-type: none"> • Must have five years of earned service. • For an unreduced monthly retirement benefit, you: <ul style="list-style-type: none"> • Must have at least 28 years of service; or • Be age 65 or older. • For a reduced monthly retirement benefit, you: <ul style="list-style-type: none"> • 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. 	<p>Class Three</p> <ul style="list-style-type: none"> • Must have eight years of earned service. • For an unreduced monthly retirement benefit, you: <ul style="list-style-type: none"> • 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). <p>Rule of 90 example 56-year-old member with at least 34 years of service would be eligible for retirement: 56 + 34 = 90</p>
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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.

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SCRS, PORS service retirement monthly benefit

Benefit based on formula that includes:

Average final compensation (AFC)

Service credit

A benefit multiplier

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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.

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Monthly benefit calculation¹

Step 1

Step 2

Step 3

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

Multiply the result by years of service credit.

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.

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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.

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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.

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SCRS, PORS benefit estimates

- Create benefit estimates 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.

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.

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