

Be Aware + Prepare

Understanding your retirement plan

Retirement Starts Now
Mid-career
Fiscal year 2026

PEBA
Public Employees Retirement System
and State Health Plan

Serving those who serve South Carolina

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Retirement plans

Defined benefit plans

- South Carolina Retirement System (SCRS).
- Police Officers Retirement System (PORS).
- Offer lifetime retirement benefit, disability and death benefits.

Defined contribution plan

- State Optional Retirement Program (State ORP).
- Benefit is balance in participant's account.
- Offers some death benefits.

Deferred Compensation Program

- Voluntary, supplemental retirement savings plans.

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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.

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State ORP

- A 401(a) defined contribution plan.
- Alternative to SCRS for some employees.
- Employer contributes 5% to your account with your selected service provider.
- Benefit is based on accumulated account balance.
 - Any fees, distributions, and investment gains or losses will affect this balance.
- Eligible for distribution at termination from all covered employment or after age 59½.
- Employee assumes investment and longevity risk.

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Employee contributions effective July 1, 2025

SCRS and State ORP

9%

PORS

9.75%

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