

State of Colorado
Retirement Plan Choices
Making an Informed Decision
Defined Contribution or Defined Benefit

State Employees do not contribute to Social Security, this is your retirement choice

Step Two - Choose PERA DB, PERA DC or State DC

Feature	PERA Defined Benefit Plan	PERA Defined Contribution Plan	State Defined Contribution Plan
Vesting - Employee Contributions	100%	100%	100%
Vesting - Employer Contributions	50% or 100% depending on retirement eligibility (match provided on member contributions plus interest)	50% immediately and an additional 10% every year of PERA DC Plan participation until you own 100% after 5 years of service. PERA DB service will not apply to vesting in the PERA DC Plan.	100%
Where does my money go if I get paid before I make a retirement choice? (first 60 days)	If a payday occurs before you make a retirement choice, contributions will be held by PERA. If you choose the PERA DB Plan, within the first 60 calendar days of employment, or no choice is made, the money will be retained and invested by the PERA DB plan. Interest (currently at 5%, subject to change annually) will be earned from the date contributions are received	If a payday occurs before you make a retirement choice, contributions will be held by PERA. If you choose the PERA DC Plan, within the first 60 calendar days of employment, the money will be transferred to your PERA DC Plan account. Interest is not earned on the money held by PERA prior to making your retirement choice or during transfer of funds	If a payday occurs before you make a retirement choice, contributions will be held by PERA. If you choose the State DC Plan, within the first 60 calendar days of employment, the money will be transferred to the chosen investment provider. Interest is not earned on the money held by PERA prior to making your retirement choice or during transfer of funds
What happens if I don't make a retirement choice in the first 60 calendar days of my employment?	If you do not make a retirement election in the first 60 calendar days of employment you will be automatically enrolled in the PERA DB Plan	If you do not make a retirement election in the first 60 calendar days of employment you will be automatically enrolled in the PERA DB Plan	If you do not make a retirement election in the first 60 calendar days of employment you will be automatically enrolled in the PERA DB Plan. You will not be eligible to participate in the State DC plan at a later date
Portability/Refunds	You may roll or withdraw funds at termination. Amount is based on 100% employee contributions plus interest (currently 5%, subject to change annually). Employer contributions are distributed as described above in Vesting-Employer Contributions	You may roll or withdraw funds at termination. Amount is based on 100% employee contributions and vested employer contributions as described in Vesting-Employer Contributions. Balance will depend on gains/losses of investment choices	This is an individual account - you may roll or withdraw 100% of employee contributions and 100% of employer contributions at termination. Balance will depend on gains/losses of investment choices
Account Management - Investment Selection	PERA professionally manages pooled contributions in fully diversified asset classes	You choose from investment offerings depending on investment knowledge and risk tolerance	You choose an investment provider and specific investments depending on investment knowledge and risk tolerance
Investment Providers	PERA Investment Professionals	Investment funds offered by PERA	Great-West, ICMA and Hartford
Supplemental Retirement Plan Participation	You may participate in State 457 and PERA 401(k)	You may participate in State 457 and PERA 401(k)	You may participate in State 457 Plan only
Plan to Plan Transfers	You may not elect to participate in the State DC plan at a later date, but may transfer between PERA DB and PERA DC plan once during years 2-5 of employment. Employee contributions plus interest available for transfer. Service credit will not carry over to DC plan.	You may not elect to participate in the State DC plan at a later date, but may transfer between PERA DC and PERA DB plan once during years 2-5 of employment. Employee contributions and vested portion of employer contributions will be available for use in service credit purchase. After one year of participation in the PERA DB plan you may purchase service credit for years participated in PERA DC Plan.	Election to participate in State DC plan is irrevocable. You may not elect to participate in a PERA plan at a later date, but may change investment providers once a year at open enrollment. 100% of account balance will transfer to new investment provider
Disability Benefits	Short-term disability and disability retirement benefits are included for vested employees. Voluntary long-term disability coverage (subject to medical underwriting) is offered in your employee benefits package	None. Voluntary long-term disability coverage (subject to medical underwriting) is offered in your employee benefits package	None. 100% of your account balance is available to you should you terminate employment due to disability or any other reason. Voluntary long-term disability coverage (subject to medical underwriting) is also offered in your employee benefit package
Survivor Benefits	Yes, monthly benefits paid to qualified survivors or a lump-sum payment made to named beneficiary(ies). One year of service required unless death is job-related.	None. 100% of your account balance is available to your designated beneficiary, per the Vesting-Employer Contributions schedule listed above.	None. 100% of your account balance paid to designated beneficiary

This is a brief overview of the differences between the State DC, PERA DB and PERA DC plans, however, your benefit under any plan is determined based on the statutes, rules and legal plan documents governing the plan. In the event of a conflict between this summary and the