



SERS Tier IV

Summary

Two Components: Defined Benefit and Defined Contribution	<p>SERS Tier IV has two components: a defined benefit plan and a defined contribution plan. All Tier IV members must participate in both plans.</p> <p>The <i>Defined Benefit</i> (DB) plan pays you a monthly retirement pension after you retire (subject to vesting). It is administered by the Office of the State Comptroller.</p> <p>The <i>Defined Contribution</i> (DC) plan is a tax-deferred retirement account. Funds in your account are invested at your direction. The DC plan is administered by Empower.</p>
Retirement Benefit Calculation/Amount	<p><i>Defined Benefit:</i> The amount of your benefit is determined by your years of state service, your average salary, and your age at the time you retire.</p> <p><i>Defined Contribution:</i> The amount in your tax-deferred retirement account is determined by the amount of your contributions, the amount of the state's contributions, and the performance of the investments you selected.</p>
Employee Contributions	<p><i>Defined Benefit:</i> You must contribute 5% of your salary to the defined benefit plan.¹</p> <ul style="list-style-type: none">• In years in which the plan's investments underperform, all Tier IV members may be required to make an additional contribution of not more than 2%. (See RSD 2023-01 Memorandum) <p><i>Defined Contribution:</i> You must contribute 1% of your salary to the defined contribution plan.²</p>
State Contributions	<p>The State of Connecticut contributes to both the DB plan and DC plan</p> <p><i>Defined Benefit:</i> There is no State contribution assigned to individual member accounts within the DB plan. The State funds the DB plan collectively across the entire population of SERS participants.</p> <p><i>Defined Contribution:</i> The State contributes an amount equal to 1% of your salary to the DC plan.</p>

¹ Hazardous duty members or members of the Tier IV Hybrid plan must contribute an additional 3% of salary to the DB plan.

² Substitute instructors in the State Department of Education's Connecticut Technical Education & Career System participate in the Tier 4S plan and must contribute 2% of salary to the DC plan.

<p>Vesting</p>	<p><i>Defined Benefit:</i> You earn an irrevocable right to a lifetime retirement income by completing 10 years of state service.</p> <p><i>Defined Contribution:</i> Your contributions are vested immediately. The State's contributions are vested once you have completed three years of state service.</p>
<p>Retirement Age</p>	<p><i>Defined Benefit:</i> You become eligible for a full retirement income when you reach "normal retirement age." If you retire before you reach normal retirement age (an "early retirement"), your pension will be reduced.</p> <ul style="list-style-type: none"> • Normal Retirement Age is 65 with 10 years of service, or 63 with 25 or more years of service. • Early Retirement is available at age 58 with 10 years of service. • Normal Retirement for Hazardous Duty members is at any age, with 25 years of Hazardous Duty service. <p><i>Defined Contribution:</i> You may withdraw funds from your defined contribution account at any age upon your separation from State service. Distributions from your account are taxable at the time they are made.</p>
<p>Beneficiary Election and DB Benefit Options</p>	<p><i>Defined Benefit:</i> You may designate one or more beneficiaries to receive a refund of your contributions to the DB plan in the event of your death before retirement (or under certain other circumstances), by completing a CO-999 form through your Human Resources Office.</p> <ul style="list-style-type: none"> • At the time you retire, you will also have the option of selecting a form of retirement payment that will provide pension benefits after your death to the person(s) you designate. <p><i>Defined Contribution:</i> You may designate one or more beneficiaries to receive the balance in your tax-deferred account at the time of your death. To designate a beneficiary of your DC account, contact Empower at the link provided below.</p>
<p>Retiree Healthcare</p>	<p>Tier IV members may be eligible for retiree healthcare after 15 years of State service in a healthcare eligible position.</p>

Additional Resources

Summary Plan Descriptions: [Retiree Resources](#)

Empower: [Tier IV Defined Contribution website](#) or call **844-505-7283**

Healthcare: [Care Compass website](#)

Questions? Contact your Human Resources Office or the Office of the State Comptroller's Retirement Services Division at **860-702-3480** or osc.rsd@ct.gov