

Response to Retirement Work Group Questions

Request By: Tammie Wondong

Question: What is the projected number of general County employees that would be eligible for the pre-Social Security supplement under plans C and D given the average age (38) of new hires?

Response: The pre-Social Security supplement is provided to Employees' and Uniformed system normal service retirees from the date of retirement until the retiree becomes eligible for full Social Security benefits. As a result, any employee that is eligible to retire prior to their normal Social Security retirement age is potentially eligible to receive the pre-Social Security supplement. The age of eligibility for full Social Security benefits ranges from age 65 to age 67 depending on year of birth.

Under the Employees' Retirement System Plans C and D, employees are eligible for normal service retirement when they are 55 or older and meet the Rule of 85, or at age 65 with a minimum of five years of service. Therefore, any employee hired at age 61 or younger could retire at age 66 or younger, and would potentially be eligible to receive the pre-Social Security supplement. Approximately 98 percent of recent hires in the Employees' system were age 61 or younger at the time they were hired. It should be noted that employees who retire under the eligibility rule that allows retirement at age 65 with a minimum of five years of service would receive the pre-Social Security supplement for a maximum of two years.

Under the Uniformed Retirement System, employees are eligible for normal service retirement after 25 years of service, or at age 55 with a minimum of six years of service. Therefore, any employee hired at age 60 or younger could retire at age 66 or younger, and would potentially be eligible to receive the pre-Social Security supplement. Essentially all recent hires in the Uniformed system were age 60 or younger at the time they were hired.