

# What Tier Am I?

Retirement benefit tiers are determined by both type of membership and date of membership with MCERA as follows:

Membership types are broken up into three classifications, also referred to as groups: general, safety, and safety probation. Safety members are employed by the Sheriff's Department/Jail and Social Services. Safety Probation members are employed by Probation and Juvenile Hall. All other eligible employees are considered general members.

Date of membership is based on the following criteria:

- Your date of hire as a permanent employee working full-time or allocated at a minimum of 64 hours a pay period or
- Your date of transfer from a non-qualifying position to one that requires membership, or
- A date of membership prior to 1/1/2013 with another public retirement system with which you have established reciprocity may qualify you for General Tier 3, Safety Tier 2, or Safety Probation Tier 2.

You can find your tier by locating your membership type and date in the table below or by logging in to [MemberDirect](#) and viewing your account summary.

Tier	Membership Date	Final Average Salary	Max COLA	Benefit Formula
<b>General Tier 1</b>	Prior to 7/1/1984	1 year	3%	2%@58.50
<b>General Tier 1 (enhanced)* (Management, Department Heads, and Confidential MOUs)</b>	1/1/2002-12/31/2012	1 year	3%	2%@57
<b>General Tier 1 (enhanced)*</b>	10/1/2003-12/31/2012	1 year	3%	2%@57
<b>General Tier 2</b>	(replaced by Tier 3)	-	-	-
<b>General Tier 3</b>	7/1/1984-12/31/2012	3 years	3%	2%@61.25
<b>General Tier 3 (enhanced)* (Management, Department Heads, and Confidential MOUs)</b>	1/1/2002-12/31/2012	3 years	3%	2%@57
<b>General Tier 3 (enhanced)*</b>	10/1/2003-12/31/2012	3 years	3%	2%@57
<b>General Tier 4</b>	1/1/13-present	3 years	N/A	2.5%@67
<b>Safety Tier 1</b>	Prior to 6/1/1982	1 year	3%	3%@55
<b>Safety Tier 2</b>	6/1/1982-12/31/2012	3 years	3%	3%@55
<b>Safety Tier 3</b>	1/1/2013-Present	3 years	N/A	2.7%@57
<b>Safety Probation Tier 1</b>	Prior to 7/1/1984	1 year	3%	2%@50
<b>Safety Probation Tier 2</b>	7/1/1984-12/31/2012	3 years	3%	2%@50
<b>Safety Probation Tier 3</b>	1/1/2013-Present	3 years	N/A	2.7%@57

\*Enhanced Benefit Adoption Dates for General Tier 1 and 3 Members:

Benefits were enhanced for Tier 1 and Tier 3 members on these dates based on their MOU. Members were given the option to pay to convert their service credit before this date to this benefit formula. If you paid to enhance your benefit, all of your service credit will use this formula. If you did not pay to enhance your benefit, the time prior to the enhancement date will be calculated using the older benefit formula.