

General Member – Tier 1, 2 & 3 Retirement Benefit Calculation Example

Your retirement benefit is calculated based on the following formula:

Benefit = (Final Average Salary – Social Security Integration Factor) X Multiplier X Years of Service

Social Security Integration requires that the Final Average Salary (FAS) for all non-Public Employees Pension Reform Act (PEPRA) members be reduced by \$116.67. For example, if your FAS is \$3,000 per month, this is reduced by the Social Security Integration Factor of \$116.67 for a FAS amount of \$2,883.33 that will be used in the benefit calculation.

Social Security Integration ensures that neither the member’s MCERA benefit nor Social Security benefit is reduced. Members make contributions to MCERA on their compensation earnable minus the Social Security Integration Factor. Since contributions are made on this reduced amount, benefit must be paid on a corresponding amount. Doing so ensures that neither benefit is affected.

Your multiplier is determined by Government Code Section 31676.12 based on your age. For reference this code section can be found on page 206 of the [County Employees Retirement Law \(CERL\) \(PDF\)](#). This code section specifies that the multiplier is equal to 1/50th (or 0.02) multiplied by the fraction listed in the code for your age at retirement, rounded down to the nearest quarter year.

If you are 62 years of age, your multiplier is calculated as:

$$0.02 \times 1.3093 = 2.6186\%$$

If you have 10 years of MCERA service, then your benefit would be calculated as:

Table 1: 31676.12 Benefit Calculation

Item	Calculation	Amount
Final Average Salary	\$3,000.00 - \$116.67	\$2,883.33
Multiplier	0.02 X 1.3093	X 2.6186%
Years of Service	10	X 10
Benefit Amount		\$755.03