



Which option is right for you? For Political Subdivision Employees

As a new employee entering into PERF-covered employment, you have 60 days from your start date to choose between two retirement options. You will receive a PIN number with instructions on how to access your online account in order to make an election. If you do not make a choice, you will default to the PERF Hybrid plan. Your choice, or default to the Hybrid plan, is irrevocable. For more information about your options, visit www.in.gov/inprs/hybridvsmychoice.htm.

Plan Type	PERF Hybrid Annuity Savings Account (ASA) and Defined Benefit (DB)	My Choice: Retirement Savings Plan (Formerly known as the PERF ASA Only Plan)
Election	Default option if no election is made in 60 days	60 days to choose this plan
Contributions	Fixed 3% of gross wages/May elect to make pre- or post-tax voluntary contributions not to exceed 10 percent of gross wages	
	Variable percent set annually by INPRS board*	
Vesting	For fixed contributions (3% of gross wages): 100% vesting from date of hire	
	DB: 10 years of service	Variable percent: 20 percent vesting increases for every full year of participation up to 5 years
Benefit Eligible	For fixed contributions (3% of gross wages): Available upon separation of employment	
	DB: Available upon separation of employment and age and service requirements: <ul style="list-style-type: none"> ■ age 50 to 59 and 15 years of service ■ age 55 and 30 years of service ■ age 60 and 15 years of service ■ age 65 and 10 years of service ■ age 70 and 20 years of service** 	Variable percent: Available upon separation of employment and based on full years of participation: <ul style="list-style-type: none"> 1 year = 20% 2 years = 40% 3 years = 60% 4 years = 80% 5 years = 100%
Retirement Options	DB is a lifetime pension benefit that can be taken by itself. The ASA is available as a lump sum, a direct rollover to another plan or combined with your DB for a larger monthly benefit.	Available as a lump sum, direct rollover or a lifetime monthly annuity (minimum account balance required)
Disability	Payment of pension benefit if disabled and have at least 5 years of service	Full withdrawal of 3% fixed contributions and vested percentage of variable percent

*Regardless of the set annual rate, the PERF Hybrid defined benefit pension amount is an average of annual compensation based on 20 quarters, years of service and a multiplier of 1.1 percent. Effective 1/1/17 through 12/31/17, the normal cost of 4 percent is part of the rate employers will pay into the PERF Hybrid Plan. Effective 1/1/17 through 12/31/17, employers can pay 0 to 4 percent into an employee's My Choice: Retirement Savings Plan. Effective 1/1/18 through 12/31/18, the normal cost of 4.1 percent is part of the rate employers will pay into the PERF Hybrid Plan. Effective 1/1/18 through 12/31/18, employers can pay 0 to 4.1 percent into an employee's My Choice: Retirement Savings Plan. Contribution amounts covering unfunded pension liability are not made to My Choice: Retirement Savings Plan accounts.

**See the Public Employees' Retirement Fund Member Handbook.