



What are the differences between Tiers 4, 5, and 6 in ERS?

ERS Comparison	Tier 4	Tier 5	Tier 6
Membership	9/1/83 – 12/31/09	1/1/10 – 3/31/12	On or after 4/1/12
Employee Contribution	3% for first 10 yrs, 0% after 10 yrs	3.0% for entire career	3% - \$45K or less 3.5% - > \$45K-\$55K 4.5% - > \$55K-\$75K 5.75% - > \$75K-100K 6% - over \$100K
Pension Calculation	1 2/3% per yr < 20 yrs 2% per yr for 20-30 yrs 1 ½% per yr > 30 yrs	1 2/3% per yr < 25 yrs 2% per yr for 25-30 yrs 1 ½% per yr > 30 yrs	1.67% per yr < 20 yrs, or 1.75% per yr at 20 yrs 35% plus 2% per year beyond 20 yrs
Age of First Eligibility Without Penalty	Age 55 with 30 years	Age 62 with 30 years	Age 63
Minimum yrs of srvc (aka “vesting”)	5 years	5 years	10 years, now 5 years thanks to NYSUT advocacy
Final Average Salary	Avg of 3 highest consecutive years of salary	Avg of 3 highest consecutive years of salary	5 year average with added restriction on includable salaries





What are the differences between Tiers 4, 5, and 6 TRS?

NYSTRS Comparison	Tier 4	Tier 5	Tier 6
Membership	9/1/83 – 12/31/09	1/1/10 – 3/31/12	On or after 4/1/12
Employee Contribution	3% for first 10 yrs, 0% after 10 yrs	3.5% for entire career	3% - \$45K or less 3.5% - > \$45K-\$55K 4.5% - > \$55K-\$75K 5.75% - > \$75K-100K 6% - over \$100K
Pension Calculation	1 2/3% per yr < 20 yrs 2% per yr for 20-30 yrs 1 ½% per yr > 30 yrs	1 2/3% per yr < 25 yrs 2% per yr for 25-30 yrs 1 ½% per yr > 30 yrs	1.67% per yr < 20 yrs, or 1.75% per yr at 20 yrs 35% plus 2% per year beyond 20 yrs
Age of First Eligibility Without Penalty	Age 55 with 30 years	Age 57 with 30 years	Age 63
Minimum yrs of srvc (aka “vesting”)	5 years	5 years	10 years, now 5 years thanks to NYSUT advocacy
Final Average Salary	Avg of 3 highest consecutive years of salary	Avg of 3 highest consecutive years of salary	5 year average with added restriction on includable salaries

