



Seattle City Employees' Retirement System

SCERS Plan 1 Retirement Benefit Age-and-Service Factor Table

SCERS Plan 1 members can use this chart for a rough estimate of your pension benefit at retirement. Your actual benefit will be based on the higher result of two calculations. One uses actual service time worked and your highest average fifty-two pay period salary. The other is based on your contributions and interest balance. You are a SCERS Plan 1 member if you have membership eligibility before January 1, 2017.

Retirement Eligibility

Age	At least sixty-two	At least fifty-seven	At least fifty-two	Any age
Service Credit Years	Five to nine	Ten to nineteen	Twenty to twenty-nine	Thirty

What is a factor? Think of it as a percentage of your salary. We multiply your years of service by the factor to get the total percentage of your average salary that will become your benefit amount.

How to use this chart:

1. Find your estimated years of service at retirement on the left and the age when you plan to retire along the top
2. Multiply the number where the selected column and row intersect by the number of years of service at retirement. This is the percentage of your highest salary (received consecutively over fifty-two pay periods—roughly two years) that you will receive. Multiply this percentage by your highest final average salary to get your estimated benefit.

Years of Service	Retirement Age													
	52	53	54	55	56	57	58	59	60	61	62	63	64	65
28 plus	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
27	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
26	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
25	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
24	1.60	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
23	1.50	1.60	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
22	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
21	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00	2.00
20	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.00	2.00	2.00	2.00	2.00
10-19						1.52	1.58	1.64	1.70	1.76	1.82	1.88	1.94	2.00
5-9											1.82	1.88	1.94	2.00

Example: The chart shows that at age fifty-eight with twenty-five years of creditable service, your factor would be two. Your years of service, twenty-five, multiplied by your factor, two, equals 50 percent. Then, multiply 50 percent by your monthly compensation (let's say it's \$2,000), and the rough estimate of your SCERS Plan 1 monthly benefit at age fifty-eight would be \$1,000.