



Which option is right for you? For Local Government Employees

As a new employee entering PERF-covered employment, you may have a choice between two retirement plan options. Your employer can confirm if this choice is available to you. You will receive a PIN number with instructions on how to access your online account to make an election. If you do not make a choice, you will default to the plan your employer chooses. Your choice, or default is irrevocable. For more information about your options, visit www.in.gov/inprs/hybridvsmchoice.htm.

Plan Type	PERF Hybrid Plan Defined Contribution (DC) Account and Defined Benefit (DB)	My Choice: Retirement Savings Plan
Election	60 days to choose this plan	60 days to choose this plan
Contributions	Member contributions are a fixed, mandatory 3% of gross wages/ May elect to make post-tax voluntary contributions not to exceed 10 percent of gross wages ¹	Member contributions are a fixed, mandatory 3% of gross wages/ May elect to make post-tax voluntary contributions not to exceed 10 percent of gross wages ¹
	Employer contributions fund the DB at an actuarially determined rate and are separate from the fixed 3% of gross wages contributed to DC accounts ²	Normal cost employer contribution rate ranges from 0-4.2% effective Jan. 1, 2025, through Dec. 31, 2025, for participating employers.
Vesting	For mandatory contributions (3% of gross wages): 100% vesting from date of hire	
	DB: 10 years of service	Employer Contribution: 20% vesting increase for every full year of participation up to 5 years
Benefit Eligibility	DB: Available upon separation of employment and age and service requirements: <ul style="list-style-type: none"> ■ age 50 to 59 with 15 years of service ■ age 55 with 30 years of service (Rule of 85) ■ age 60 with 15 years of service ■ age 65 with 10 years of service ■ age 65 with 20 years of service³ 	Employer Contribution: 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 monthly retirement benefit that can be taken by itself. The DC account is available as a lump sum, a partial or systematic withdraw, a direct rollover to another plan, or a lifetime monthly annuity (minimum account balance required).	Available as a lump sum, partial or systematic withdraw, direct rollover, or a lifetime monthly annuity (minimum account balance required).
Disability	Payment of retirement benefit if disabled by Social Security Administration and have at least 5 years of service.	Full withdrawal of 3% mandatory contributions and vested percentage of employer contribution.

¹Voluntary post-tax contributions election is available immediately.

²For more information on employer contribution rates, visit <https://www.in.gov/inprs/employers/er-contribution-rate-info/>.

³See Millie Morgan information in the Public Employees' Retirement Fund Member Handbook.