



CONNECT

Building a culture of connectivity.

CULTIVATE

Cultivating an environment of accountability.

EMPOWER

Empowering our workforce to be best in class.

City of Cincinnati
Retirement

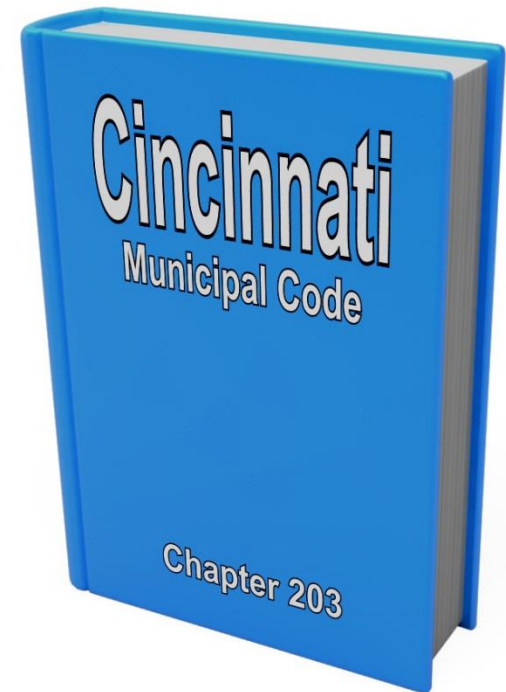


CRS History

Established in 1931, the Cincinnati Retirement System was the first Ohio pension plan for general city employees – it is older than Social Security and OPERS.

The Cincinnati Retirement System is governed by Cincinnati Municipal Code, Chapter 203.

City Council has authority to change the Municipal Code.





What is the CRS?

The Cincinnati Retirement System (CRS) is a Defined Benefit Pension Plan for employees of the City of Cincinnati.

In a Defined Benefit Pension Plan, your available pension benefits are determined by a formula based on your length of service (service credit), your final average salary, and an established multiplier.



Why am I in a Pension Plan?

As a public employee in the State of Ohio, you DO NOT pay into Social Security (Medicare taxes only) – you are paying into a public pension plan.

Under Federal Law (effective July 1, 1991), ALL public employees in Ohio MUST be enrolled in one of the 5 statewide pension plans or the 1 municipal pension plan (Cincinnati Retirement System).

Membership in the CRS is a condition of employment for all non-sworn City employees.

You remain enrolled in your pension plan membership for the duration of your employment with the City of Cincinnati.

While you are employed, you do not have access to your employee contributions.



Pension Contributions

Your CRS contributions are pre-tax for Federal and State taxes and post tax for City income tax purposes.

CRS benefits are taxable for Federal and State purposes once they are paid to the member either through a monthly pension or a refund.

Employees are required to contribute 9.0% of their pensionable earnings to the C.R.S. each pay period.

Only your employee contributions accrue to your account balance – the City's contributions are not owned by you, the member.

The withdrawal (refund) of your contributions terminates your membership in CRS, eliminates your service credit and voids your eligibility for a monthly pension benefit.



Social Security Facts

As a public employee in the State of Ohio, you DO NOT pay into Social Security (Medicare taxes only) – you are paying into a public pension plan.

Social Security benefits may be reduced because you receive a public pension (*Federal Law - Windfall Elimination Provision*)

Social Security survivor benefits from an eligible spouse may be eliminated because you receive a public pension (*Federal Law - Government Pension Offset provision*)



Earning Service Credit

You begin earning service credit on your first day of employment.

Members earn service credit for every hour of paid employment (for base hours ONLY – no service credit for overtime hours).

One year of full time paid employment (2080 base hours paid) = one year of service credit.

Members in a non-pay status (such as LWP, Suspension without pay, Military w/o Pay, etc.) do not earn service credit during that time.

No Pay = No Pension Contributions = No Service Credit



Purchasing Service Credit

CRS members can purchase service credit for their employment with another public entity that occurred PRIOR to their employment with the City of Cincinnati AND during which employment they were enrolled in a Defined Benefit Plan.

Ohio Public employment service (State/County/Municipality).

Federal & Out of State employment service (\$250 application fee required).

Military service prior to CRS membership – maximum of 3 years for active duty military service.

Any prior public service that occurred before 7/1/1991 must have been full time employment.

All service credit purchases/transfers MUST be completed before your separation from service.



Naming Beneficiaries

Per CMC 203, beneficiaries for your CRS Account can be anyone or any organization that you would like to gift. You can also designate your Estate or a Trust that you set up.

If you die in service your accumulated employee pension contributions plus interest will be paid out to your primary beneficiary (a one time lump sum payment – not a monthly pension). If your primary beneficiary is deceased, the payment will be issued to your alternate (secondary) beneficiary.

Please make sure your beneficiaries are kept current and updated after any life events (marriages, divorce, death. Contact the Retirement Office directly – CRS does not rely on information provided to other City agencies.





Your Group Assignment

Pension Plan Design changes were approved by City Council in 2011.

On July 1, 2011, every active member of the CRS was assigned to a Group based on their age on that date AND their total service credit on that date.

Each Group has different rules for retirement eligibility and pension benefit multipliers.

City employees who are hired ON or AFTER January 1, 2010 are assigned to Group G. You are assigned to Group G.

Group G members hired after January 1, 2016 do not have Healthcare availability from CRS at retirement



Retirement Eligibility / Group G

Normal Retirement- Upon reaching age 62 with at least 30 years service credit OR upon reaching age 67 with at least 5 years service credit.

Deferred Retirement – Members who are vested (minimum 5 years service credit) and separate from employment BEFORE retirement eligibility may defer their retirement - provided that their pension contributions are kept on deposit with CRS. A monthly pension benefit is payable on the 1st day of the month following the member's 67th birthday. Deferred monthly pension benefit amount is static and fixed at time of member's separation from service (member's Final Average Salary (FAS) and Service Credit do not change after separation).

Early Retirement – Reduced monthly pension at age 57 with minimum 15 years service. Available pension benefits are permanently reduced (actuarial calculation).



Retirement Benefits

Members become vested at 5 years service credit (Vesting means you become eligible for a monthly pension benefit UPON reaching retirement eligibility requirements).

Paid as a monthly pension for the duration of your life and your designated Optionee only (unless you select Whole (Single) Life – the pension stops when you die).

Once you separate from employment service (resign, fired, or laid off) you are eligible to apply for a refund of your contributions. A refund of your contributions terminates your membership in CRS and voids your eligibility for a pension benefit for the refunded service.



Calculating Your Pension Benefit

Service credit total **X** Formula Factor (Multiplier)
X Average Highest Compensation (AHC)

Formula Factor (your multiplier)

0-30 years of service = 2.2%

> 30 years of service = 2.0%

Average Highest Compensation is a monthly average of the your highest 60 consecutive months of earnings occurring anywhere during your membership in CRS.



Introducing MEMBER DIRECT

MEMBER DIRECT: An internet portal that allows active members independent access to personal retirement account information.

Visit CRSMemberDirect.org and sign up with your personal email address today. **Choosing a city email address will cause unnecessary confusion upon retirement.**

- Review Account Summary and Nominated Beneficiary
- Download and Complete Forms
- Create Personal Benefit Estimate
- Survey HELP & FAQ Sections



Your Eggs in One Basket

Pension + Investments = More \$ for Retirement

City sponsors 2 Deferred Compensation Plans (457 Plans)

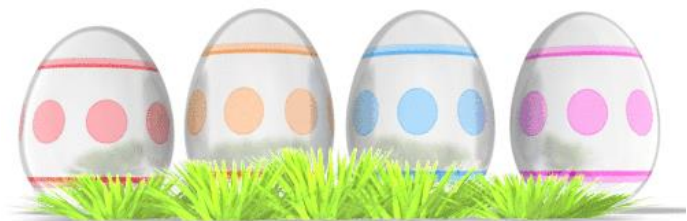
- ICMA Retirement Corporation
- Ohio Deferred Compensation

Deferred Comp contribution limits set by IRS - 2019 annual limit is \$19,000

- Over Age 50 limit is \$25,000
- Deferred Comp contributions are pre-tax

City Match per year - AFSCME \$150, CODE \$750, UnRep. \$750

Other Personal Investments and Savings





Questions?

Please visit the CRS Website located at:

<http://www.cincinnati-oh.gov/retirement/>

Or email us at:

retirement@cincinnati-oh.gov

Our office is located at:

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801 Plum Street

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