

# Plan COMPARISON CHART



Florida Retirement System

## Comparing the Plans: Investment Plan and Pension Plan

For complete plan details, refer to the Summary Plan Descriptions on MyFRS.com.

|                                                                | Investment Plan                                                                                                                                                                                                                                                                                | Pension Plan                                                                                                                                                                                                                                  |
|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>This is a ...</b>                                           | <b>401(k)-type investment plan.</b><br>It is designed primarily for employees who want greater control over their retirement plan and who want flexibility in how their benefit is paid at retirement.                                                                                         | <b>Traditional retirement pension plan.</b><br>It is designed for employees who are not comfortable with choosing investments and managing their own portfolio, and who want a guaranteed monthly retirement benefit.                         |
| <b>You qualify for a benefit after ...</b>                     | <b>1 year of service.</b><br>Once you complete 1 year of service, you own all contributions and earnings in your account. If you leave FRS employment sooner, you own your employee contributions and any earnings on your contributions.                                                      | <b>8 years of service.</b><br>Once you complete 8 years of service, you qualify for a benefit which is payable when you reach retirement age as defined by the plan. If you leave FRS employment sooner, you own your employee contributions. |
| <b>Plan investment choices are made by ...</b>                 | <b>You.</b><br>You are responsible for choosing investments from a diversified set of funds and for managing your account.                                                                                                                                                                     | <b>The State.</b><br>The State is responsible for managing the Pension Plan Trust Fund.                                                                                                                                                       |
| <b>Your benefit is ...</b>                                     | <b>Based on your account balance.</b><br>Your account balance is based on your and your employer's contributions, the performance of your investments, and account fees and expenses.                                                                                                          | <b>Based on a formula.</b><br>Your benefit is guaranteed and is based on a formula using your salary, years of service, FRS membership class, and age.                                                                                        |
| <b>When you retire, your benefit can be paid to you as ...</b> | <b>A lump sum, a rollover, an annuity, a customized payment schedule, or any combination of these.</b>                                                                                                                                                                                         | <b>Monthly payments for your lifetime.</b><br>You will have options that provide continuing payments to your qualified beneficiary after your death.                                                                                          |
| <b>Who contributes to the plan?</b>                            | Both plans require you to contribute 3% of your salary, beginning with your first paycheck. You cannot change the amount you contribute. Your employer also contributes a fixed percentage of your gross salary to the plan you choose. Contribution rates are set by the Florida Legislature. |                                                                                                                                                                                                                                               |

### Have Questions?

Get answers from an experienced, unbiased financial planner. There is no charge to you.

**MyFRS Financial Guidance Line • 1-866-446-9377, Option 1 (TRS 711)**

8:00 a.m. to 6:00 p.m. ET, Monday through Friday, except holidays.

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## Additional Plan Features

|                                                                                                                                                                                                                                                                                                                                                                                | Investment Plan                                                                                                                                                                                                                                                                                                                               | Pension Plan                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>What happens if I work long enough to qualify for a benefit, but leave and go to work for ...</b>                                                                                                                                                                                                                                                                           | <p><b>... another FRS-participating employer?</b></p> <p>You remain enrolled and contributions will continue to be made to your account.</p> <p><b>... an employer that doesn't participate in the FRS?</b></p> <p>You will have the option of leaving your money in the plan or taking a distribution.</p>                                   | <p>You remain enrolled and your benefit will continue to grow.</p> <p>Your benefit will be frozen until you either begin receiving monthly retirement benefits or return to an FRS-participating employer.</p>                                                                                                                                                |
| <b>Is there a survivor benefit if I die in the line of duty?</b>                                                                                                                                                                                                                                                                                                               | Yes.                                                                                                                                                                                                                                                                                                                                          | Yes.                                                                                                                                                                                                                                                                                                                                                          |
| <b>Will my benefit payments be adjusted to reflect increases in the cost of living?</b>                                                                                                                                                                                                                                                                                        | Only if you purchase a fixed annuity that offers it.                                                                                                                                                                                                                                                                                          | No.                                                                                                                                                                                                                                                                                                                                                           |
| <b>Would I be eligible to participate in the Deferred Retirement Option Program (DROP)?</b>                                                                                                                                                                                                                                                                                    | No.                                                                                                                                                                                                                                                                                                                                           | Yes, as of your normal retirement date.                                                                                                                                                                                                                                                                                                                       |
| <b>Would I receive the Health Insurance Subsidy (HIS) to help me pay for health insurance in retirement?</b>                                                                                                                                                                                                                                                                   | Yes, if you satisfy the service requirements.                                                                                                                                                                                                                                                                                                 | Yes, if you satisfy the service requirements.                                                                                                                                                                                                                                                                                                                 |
| <b>Are there any benefits if I become permanently disabled?</b>                                                                                                                                                                                                                                                                                                                | Yes.                                                                                                                                                                                                                                                                                                                                          | Yes.                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>Once I'm enrolled in one plan, can I switch to the other?</b></p> <p>While you are actively working for an FRS-participating employer, regardless of the plan you choose, you may switch plans once by using your 2<sup>nd</sup> Election. Reemployed retirees in the Investment Plan as of July 1, 2017 or after are not eligible to use a 2<sup>nd</sup> Election.</p> | <p>Yes. If you are actively working, earning salary and service credit, you can switch from the Investment Plan to the Pension Plan. You will have to buy into the Pension Plan, using the money in your Investment Plan account. If your balance doesn't cover the cost, you will have to make up the difference out of your own pocket.</p> | <p>Yes. If you are actively working, earning salary and service credit, you can switch from the Pension Plan to the Investment Plan. You may either leave your Pension Plan benefit in place (if you have at least 8 years of service) or transfer it into the Investment Plan. Transferred amount is subject to the Pension Plan's vesting requirements.</p> |

This publication is a summary of the retirement options available to new FRS-covered employees and is written in non-technical terms. It is not intended to include every program detail. Complete details can be found in Chapter 121, Florida Statutes, the rules of the State Board of Administration of Florida in Title 19, and the Department of Management Services in Title 60, Florida Administrative Code. In case of a conflict between the information in this publication and the statutes and rules, the provisions of the statutes and rules will control. Before you make an election or select any investment funds, you should review the Fund Profiles, the Investment Fund Summary, and the Annual Fee Disclosure Statement posted in the "Investment Funds" section on MyFRS.com.