



# Options for Changing Your LAGERS Benefit Levels



MISSOURI LAGERS  
*A Secure Retirement for All*

# Employers Can Change Benefit Levels once every 2 years

---

- Benefit Program

Multiplier can range from 1.0-2.5%

- Retirement Age

Normal Retirement & Rule of 80

- Final Average Salary

Can be highest consecutive 60 or 36 month average.

- Public Safety Age 55

Increased Cost  
Permanent

- Employee Contributions

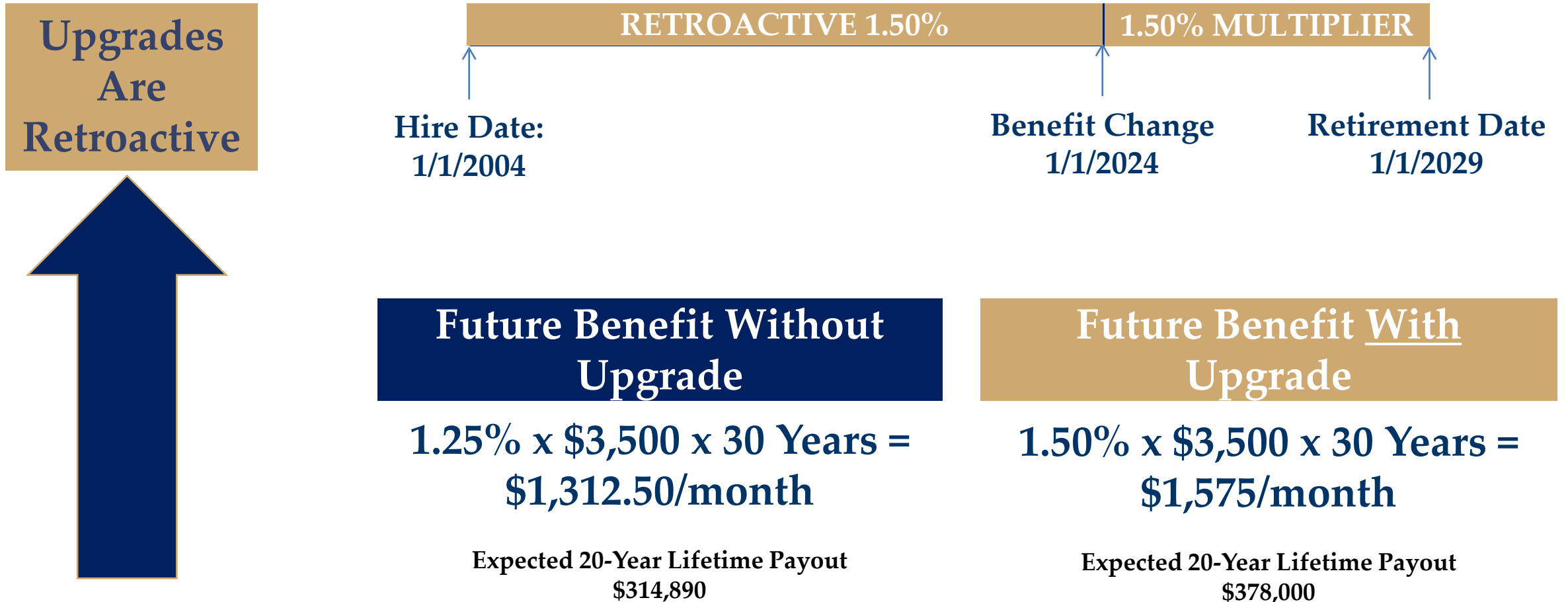
0%, 2%, 4%, 6%

Non-Contributory Refund



# Employers Can Change Benefit Levels Once Every 2 Years

Upgrades



# Advantages of Increasing the Multiplier

## Upgrades

---

- Impacts all active employees equally
- Improves employees' ability to retire at an appropriate time
- Helps to recruit workers by improving employer's workforce competitiveness
- Helps to retain workers



# Disadvantages of Increasing the Multiplier

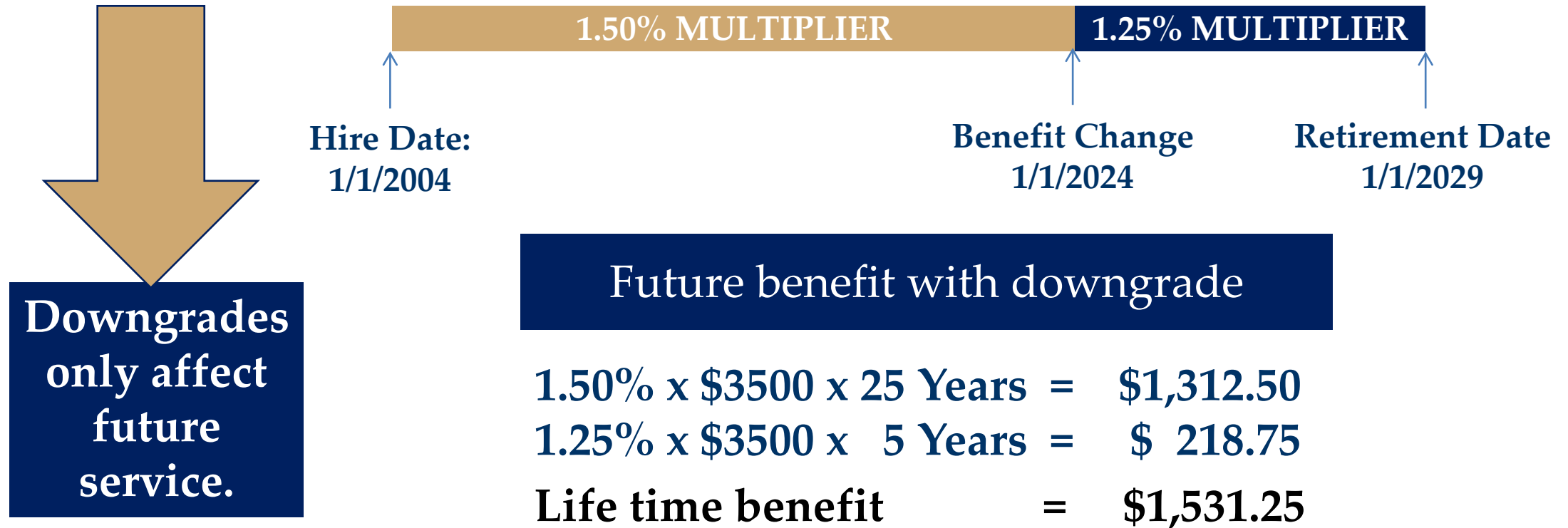
## Upgrades

---

- Employers will take on an additional unfunded liability
- Future decreases to the benefit multiplier will not erase the liability associated with this upgrade
- Higher than normal retirement rates in the years immediately following a benefit multiplier upgrade may cause additional increases to LAGERS contribution rates beyond the initial rate increase

# Employers Can Change Benefit Levels Once Every 2 Years

## Downgrades



# Employers Can Change Benefit Levels Once Every 2 Years

## Process

---

To change benefit levels, employers must do the following:

1. Request a Supplemental Actuarial Valuation
2. Make the valuation available for public view for 45 days
3. Pass a Resolution / Ordinance adopting the change
4. Send copy of Resolution / Ordinance to LAGERS within 10 days of it passing

# Employers May Adopt Coverage for a New Department

---

## Public Safety Department

- Employers may create a public safety department to allow jailers, first responder telecommunicators, and EMS an age 55 retirement.
- This is **NOT** automatic
- There will be an increased cost
- Coverage of a department is permanent





# Adding a Public Safety Department

## Process:

---

1. Complete LAGERS data form for initial valuation
  - This data form will include all active and former general employees.
2. Send data form back to LAGERS for initial valuation
  - LAGERS reviews completed form. If no edits needed, LAGERS sends to actuary.
3. LAGERS sends initial valuation letter back to employer
4. Employer make the valuation available for public view for 45 days.
  - LAGERS can provide you with sample verbiage for the 45 period.
5. Pass a Resolution / Ordinance adopting the change
  - Once the governing body is ready to move forward, sample verbiage for the resolution/ordinance is available.
6. Send copy of Resolution / Ordinance to LAGERS within 10 days of it passing

