

# Determining Your SURS Retirement Plan

For the purposes of evaluating which retirement plan is best for you, please keep in mind the Tier II maximum pensionable earnings cap for Fiscal Year 2022 is \$116,740.42.

## Retirement Savings Plan (RSP)

- **A good plan to consider if/when:**
  - You anticipate your annual earnings surpassing \$88,000 (approximately 75% of the maximum pensionable earnings under Traditional or Portable Plans)
  - You aren't sure if you plan to stay at the University more than 10 years, or until you retire
  - You would like the flexibility to take your investments with you if/when you leave the University
  - You prefer to manage your own investment strategies and are comfortable accepting the risks and rewards of your choices
  - You would like to have the option of purchasing a monthly annuity or receiving a lump sum benefit so you can manage your own retirement income

## Portable Plan

- **A good plan to consider if/when:**
  - You anticipate your annual earnings to be less than \$88,000 (approximately 75% of the maximum pensionable earnings)
  - You don't anticipate making more than the maximum pensionable earnings
  - You plan to stay at the University more than 10 years, but you might not choose to retire with the University
  - You want the ability to take your accrued retirement benefits with you when you separate from the University
  - You aren't interested in selecting your own investments, but would prefer to allow a SURS-selected professional to manage your investments
  - Upon retirement, you would like to have a lifetime monthly annuity benefit based on a pre-determined formula

## Traditional Plan

- **A good plan to consider if/when:**
  - You anticipate your annual earnings to be less than \$88,000 (approximately 75% of the maximum pensionable earnings)
  - You don't anticipate making more than the maximum pensionable earnings
  - You plan on staying at the University more than 10 years, or you plan on staying until you retire
  - Survivor benefits for your family are important to you and you like the additional 1% survivor death benefit that this plan provides
  - You aren't interested in selecting your own investments, but would prefer to allow a SURS-selected professional to manage your investments
  - Upon retirement, you prefer to have a lifetime monthly annuity benefit based on a pre-determined formula

This document is intended to serve as a useful tool as you evaluate which SURS retirement plan is best for you. This information is provided with the understanding that it is a source of information and does not constitute legal, tax, or other professional advice. If legal advice or other professional advice is required, the services of a professional advisor should be sought.