





DROP

Deferred Retirement Option Program

Effective July 1, 2024



Overview

What is DROP

How does DROP work?

Things to Consider

How do I apply?

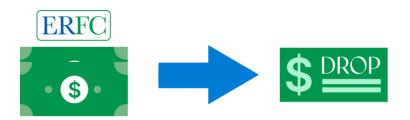


What is DROP?

DROP allows **ERFC Legacy members eligible for an unreduced retirement** the option to retire for purposes of the ERFC pension plan while continuing to work full-time for FCPS and receive a salary for a maximum of five years.

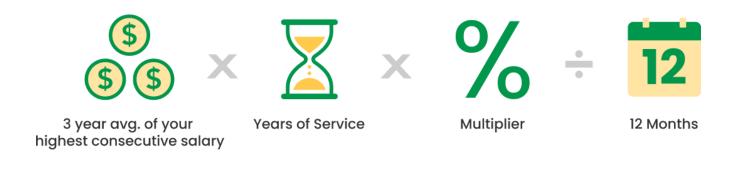


Once you enter DROP, your monthly ERFC pension benefit will be credited to a DROP account that's payable to you at the end of the DROP period.



What is DROP?

The amount credited monthly to your DROP account will be the Legacy benefit formula calculation as of the date you enter DROP.



During DROP, your ERFC pension benefit will receive annual cost-of-living adjustments (COLAs) and your DROP account will earn 4% annual interest compounded monthly **(unless the Board of Trustees adopts a lower rate for a particular fiscal year)**. Interest on your DROP account will only be applied for full months, not partial months.



How does DROP work?

Overview	Program Eligibility	Sick Leave/Disability & DROP	Retirement Application and Payment Option
DROP Benefit Estimates	Sample DROP Estimate	What happens when I exit DROP?	Healthcare Benefits

How does DROP work? — Overview





You'll continue to work for FCPS, receive a salary, and be treated as an active employee for all other purposes (promotions, raises, and benefits).

Please Note: If your employment with FCPS is terminated or you move to an FCPS position that's not covered by ERFC, you must exit DROP.



While you'll no longer contribute to or add additional years of service credit to your ERFC pension, you will continue contributing to your VRS pension.



FCPS contributions to ERFC continue.

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Prior to entering DROP, you must submit ERFC 41A and all required retirement forms and make your ERFC pension payment option election.

ERFC 1 ERFC 22D ERFC 41A



You'll continue to earn leave at the same rate and receive eligibility service for purposes of the health subsidy and length of service awards.

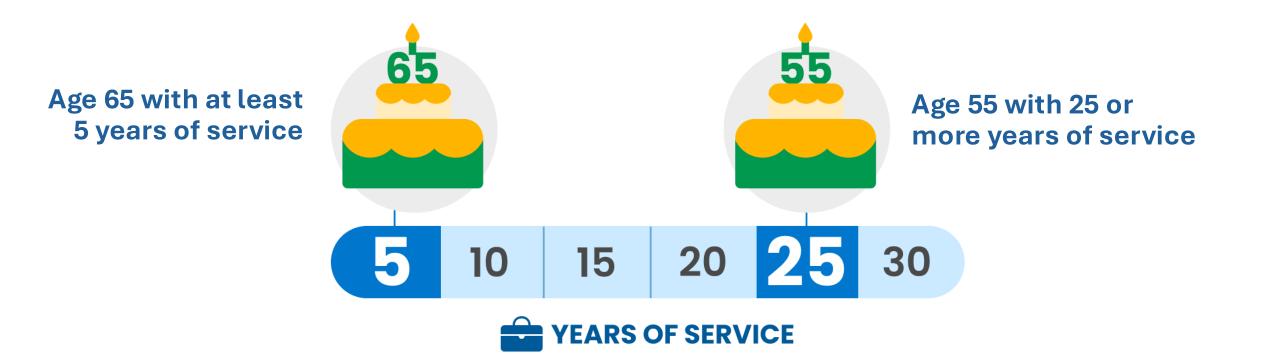
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To exit DROP, first submit an HR-2 in StaffConnect to end employment with FCPS and retire. Then complete your DROP exit packet forms.

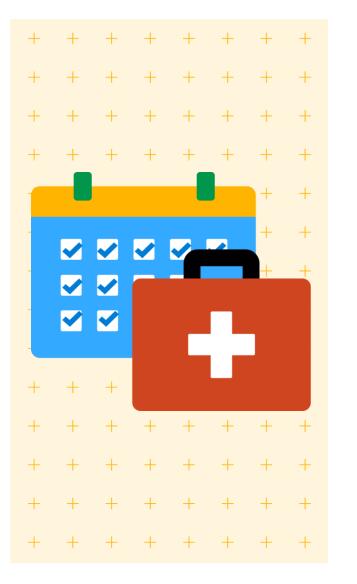
HR-2

ERFC 41B ERFC 3 Tax Forms

You must be a Legacy member (Hire Date: Before July 1, 2001) eligible for an unreduced retirement:





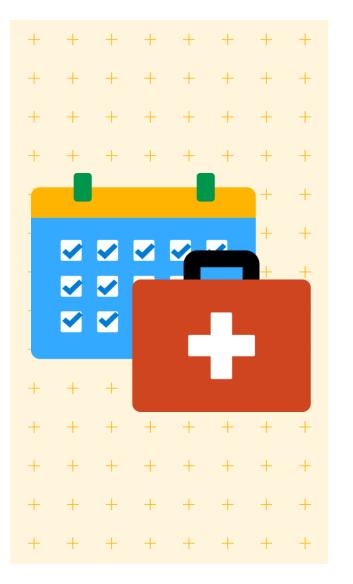


Sick leave will be converted to retirement service credit at DROP entry and used to calculate the monthly retirement benefit that will be credited to your DROP account.

When you submit your Application to Enter DROP (ERFC 41A), you can choose to hold back up to 40 hours of sick leave. Sick leave that is converted to retirement service credit cannot be used in any other manner.

You'll enter DROP with the 14 days of sick leave granted to you on July 1 at the start of the current fiscal year (if you haven't used them), plus any sick leave hours you chose to hold back.





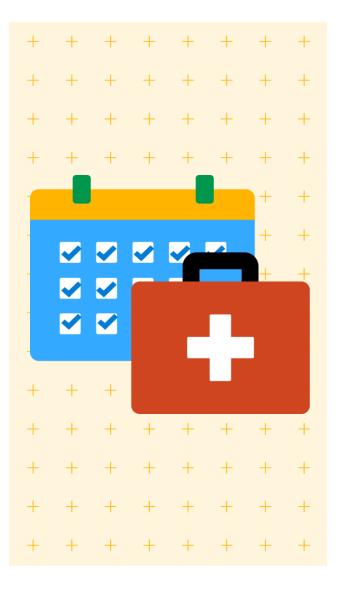
While in DROP, you'll continue to earn both annual and sick leave at the same rate you did before entering DROP. Any sick leave earned during DROP is "**use it or lose it**."

You will not be able to apply any unused sick leave accrued during DROP or any unused sick leave carried over from before the DROP period toward years of service credit.

Your retirement benefit will not be re-calculated when you leave DROP.

How does DROP work? — Disability & DROP





If you're on short-term disability or workers' compensation, your participation in DROP doesn't change.

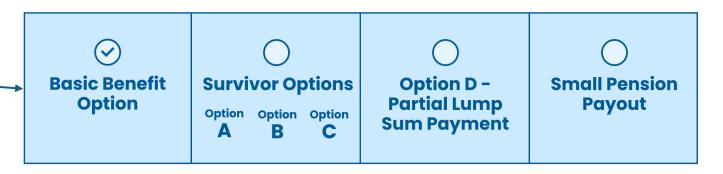
If you enter long-term disability or take a leave of absence (LOA), you must exit DROP.



After you submit your Application to Enter DROP (ERFC 41A) and receive email confirmation, go to <u>ERFCDirect</u> and select "Correspondence" to access your DROP entry packet, which includes your ERFC retirement application (ERFC 22D). This form must be submitted at the time you enter DROP.

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ERFC 22D is where you'll choose your ERFC pension payment option. You can go to <u>ERFCDirect</u> to run estimates before making this election.





This election is irrevocable after you enter DROP, except for limited circumstances as permitted under the ERFC Plan.

How does DROP work? — DROP Benefit Estimates



1 Log in to <u>ERFC*Direct*</u>.



Click "Create an Estimate" on the left toolbar. Choose "DROP" in the "Type" dropdown.



Run an estimate for the first day of the month you want to enter DROP.

Benefit estimate illustrates:

The monthly pension amount at DROP entry and the amount you would have earned had you continued to work for five more years without entering DROP.

Your accumulated DROP balance and the monthly pension amount that would begin in five years after the DROP period.

Estimate assumes 4% annual interest and annual COLAs. Note: The Board of Trustees may adopt a lower annual interest rate for a particular fiscal year.

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703-428-3900 (entpension org Monthi	Estimate Created:	4/25/2024	1:26:13 PM	Benefit Type: Plan Name:	DROP (Se ERFC	arvice Retirement)			ROP Monthly Benefit	DROP Acci Balance
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Member's Date of Birth: 11/18/1974	Full Social Security	12/1/204	2 Full Social Sec Ape:	urity 67.00	Bene	ficiary Age at ament		55.00	\$1,146.13	\$56,654.
Full Social Security Date: 12/1/2042									\$1,180.51	\$73,285.
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Full Social Security Age	Year DROP	Monthly	DROP Acct Balance		Year	DROP Monthly Benefit	DROP Acct Balance	1		
Option A: 100% Survivor	1	\$1,698.72	\$20,746.20		1	\$1,092.58	\$13,343.5	9		
Age 55 to Full SS Age Full Social Security Age	2	\$1,749.69	\$42,866.12		2	\$1,125.36	\$27,570.5	2		
Put social security Age		\$1,802.18	\$66.509.63		3	\$1,159,12				
Option B: 50% Survivor		\$1,856.25	\$91,756.87		4	\$1,193.89				
Age 55 to Full SS Age	5	\$1,911.94	\$118,691.70		5	\$1,229.71		5		
Full Social Security Age								-		
Option B: Potential to Survivor	Option A: 1	00% Survi	vor - Standard		OF	otion A: 100% Su Lifetim				
Age 55 to Full SS Age Full Social Security Age	Year DROF	Monthly	DROP Acct Balance		Year	DROP Monthly Benefit	Balance	1		
Option C: 120 Payments Certain	1	\$1,443.91	\$17,634.25		1	\$928.68				
Age 55 to Full SS Age	2	\$1,487.23	\$36,436.11		2	\$956.54	\$23,434.6	2		
Full Social Security Age	3	\$1,531.84	\$56,532.94		3	\$985.24	\$36,360.3	s		
	4	\$1,577.79	\$77,992.83		4	\$1,014.80	\$50,162.8	5		
Option D: Partial Lump Sum	5	\$1,625.13	\$100,887.17		5	\$1,045.24	\$64,887.9	1		
Age 55 to Full SS Age Full Social Security Age Lume Sum Amount: \$17,432,43	Option B: 1	i0% Surviv	ror - Standard		0	ption B: 50% Su		1		
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same, whichever occurs nest, no change	2	\$1,592.22	\$39,008.25		2	\$1,024.08	\$25,089.2	7		
		\$1,639.99	\$60,523.90		3	\$1,054.80				
	4	\$1,689.19	\$83,498.91		4	\$1,086.44	\$53,704.5	2		
	5	\$1,739.86	\$108,009.57		5	\$1,119.03	\$69,469.1	2		
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How does DROP work? — Sample DROP Estimate

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	•	Benefit Estimate C	alculation Sun	nmary for:	John Do	oe (***-**-2222)
Estimate Created:	4/25/2024 1:26:		Benefit Type: Plan Name:	DROP (Service Retirement ERFC)	
Membership Date:	09/2000	Retirement Date:	12/1/2030	Beneficiary Name:	Doe,	Johnny T
Member's Date of Birth:	11/18/1974	Age at Retirement:	55.00	Beneficiary Date of Bi	rth:	11/5/1974
Full Social Security Date:	12/1/2042	Full Social Security Age:	y 67.00	Beneficiary Age at Retirement:		55.00

DROP Account Estimates

The table below displays your DROP account balance at the end of each year of DROP Participation. Also displayed is the amount of your ongoing monthly benefit (including cost-of-living adjustments, COLA if applicable) if you were to exit DROP at the end of the respective year.

NOTE: The computed DROP Account Balance is the accumulation of the monthly DROP benefit, COLA if applicable, and interest earned using the current DROP interest rate. Your DROP account will earn 4% annual interest compounded monthly (unless the Board of Trustees adopts a lower rate for a particular fiscal year.) Interest on your DROP account will only be applied for full months, not partial months.

DROP Account

Basic Benefit Option - Standard					
Year	DROP Monthly Benefit	DROP Acct Balance			
1	\$1,698.72	\$20,746.20			
2	\$1,749.69	\$42,866.12			
3	\$1,802.18	\$66,509.63			
4	\$1,856.25	\$91,756.87			
5	\$1,911.94	\$118,691.70			

Ontion	A	100%	Survivor	- Standard

Year	DROP Monthly Benefit	DROP Acct Balance
1	\$1,443.91	\$17,634.25
2	\$1,487.23	\$36,436.11
3	\$1,531.84	\$56,532.94
4	\$1,577.79	\$77,992.83
5	\$1,625.13	\$100,887.17

Option	B:	50%	Survivor	- Standard
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Year	DROP Monthly Benefit	DROP Acct Balance
1	\$1,545.84	\$18,879.09
2	\$1,592.22	\$39,008.25
3	\$1,639.99	\$60,523.90
4	\$1,689.19	\$83,498.91
5	\$1,739.86	\$108,009.57

Year	DROP Monthly Benefit	DROP Acct Balance
1	\$1,092.58	\$13,343.50
2	\$1,125.36	\$27,570.52
3	\$1,159.12	\$42,777.47
4	\$1,193.89	\$59,015.82
5	\$1,229.71	\$76,339.60

Ор	Option A: 100% Survivor - Level Lifetime	
Year	DROP Monthly Benefit	DROP Acct Balance
1	\$928.68	\$11,341.85
2	\$956.54	\$23,434.62
3	\$985.24	\$36,360.3
4	\$1,014.80	\$50,162.85
5	\$1,045.24	\$64,887.9

0	otion B: 50% Surv Lifetime	
Year	DROP Monthly Benefit	DROP Acct Balance
1	\$994.25	\$12,142.63
2	\$1,024.08	\$25,089.27
3	\$1,054.80	\$38,927.62
4	\$1,086.44	\$53,704.52
5	\$1,119.03	\$69,469.12

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Retirement from FCPS (HR-2) form	\sim

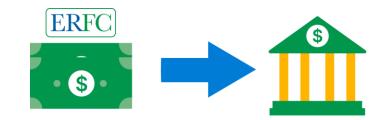
After five years (or sooner), you'll submit a **Retirement** from FCPS (HR-2) form in FCPS StaffConnect to terminate employment with FCPS and retire.

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You'll submit the **DROP Exit Packet** to ERFC, which includes how you want to receive your DROP account balance.



You'll contact FCPS HR Benefits to make decisions regarding health and dental insurance. Contact VRS to make decisions regarding life insurance.



You'll begin receiving your monthly ERFC pension via direct deposit.

You'll have the option to receive your DROP account balance one of three ways:



Lump sum payment to you (taxable income)



Rollover to an IRA or other qualified retirement plan (no immediate taxable income)



Combination of lump sum payment and rollover

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Contact FCPS HR Benefits with all questions regarding healthcare benefits.



StaffConnect

571-423-3200, option 3

Things to Consider

During DROP



Employee benefits continue (e.g., promotions, leave, healthcare, deductions, etc.).



Employee contributions to ERFC stop.

FCPS contributions to ERFC continue.

You're retired only for purposes of the ERFC retirement plan.

- Salary increases during DROP have no impact on future pension amounts. Your retirement benefit will not be re-calculated when you exit DROP.
- During DROP, your ERFC pension benefit will receive annual retiree COLA increases.
- You may participate in DROP only once.

How do I apply?



The DROP Entry Application Packet can be accessed in <u>ERFCDirect</u>. If possible, apply six months in advance. However, your application must be received by ERFC at least **60 days prior** to program entry.

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Your DROP entry date must be on the **first of the month** AND it must be the **same date as your ERFC retirement date**.



To have your packet approved, you must:

- Complete all required forms and have them notarized
- Have your supervisor sign the application (ERFC 41A)
- Provide birth documentation for you and your nominated survivor (if applicable)



Questions?

If you have any questions about your DROP estimate or how to apply, call us at **703-426-3900** or email us at **erfcretirement@fcps.edu** and we'll be happy to help.

