



# ERFC Legacy

Hired Before July 1, 2001

## The Plan for Full-Time

Teachers | Educational Personnel | Instructional Assistants | Administrators  
Administrative Support Staff | Technical Staff



Fairfax County  
PUBLIC SCHOOLS  
ENGAGE • INSPIRE • THRIVE

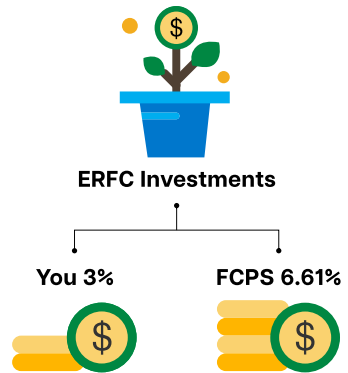
# What is ERFC?

ERFC is a **defined-benefit pension plan** that supplements the primary benefits you'll earn from the Virginia Retirement System (VRS) and Social Security.

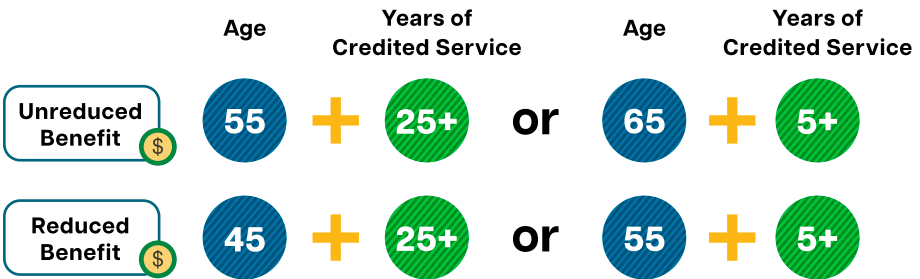
After **five years** of full-time service, you're **vested** and are eligible for an ERFC benefit when you retire.

## Who contributes to my pension?

Tax-deferred monthly contributions start with your first full paycheck.



## When can I retire?



## How is my benefit calculated?



## What are my payment type options?

### STANDARD BENEFIT

You receive **higher monthly payments** until you reach your full Social Security age.

At full Social Security age, your monthly benefit will **be reduced** (whether or not you begin receiving Social Security).

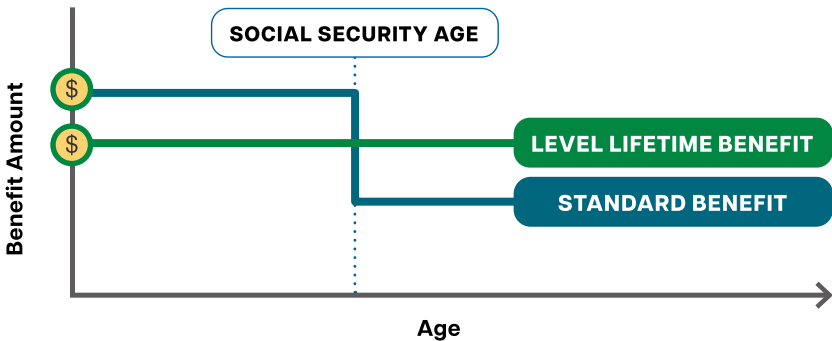
If you retire **before age 55**, there may be an **additional reduction** at age 55.

### LEVEL LIFETIME BENEFIT

You receive the **same monthly benefit amount** for life, no matter when you begin Social Security.

Your benefit **does not reduce** at full Social Security age (whether or not you begin receiving Social Security).

This option is equivalent in total value to the Standard Benefit.



## What is the Deferred Retirement Option Program (DROP)?

If you're eligible for an unreduced retirement, DROP allows you to retire with the ERFC pension but continue working full time for FCPS for a maximum of five years.

Once you enter DROP, your monthly ERFC pension benefit will go to an interest-bearing DROP account. When you exit the program, you'll receive the funds in your DROP account and you'll start receiving your monthly ERFC pension via direct deposit.



Learn more at [erfcension.org/retirement-plans/erfc-legacy/drop](https://erfcension.org/retirement-plans/erfc-legacy/drop).

## What are my benefit options?

### BASIC BENEFIT

Pays only you throughout your retirement lifetime. No survivor option.



### SMALL PENSION PAYOUT

If your Basic Benefit pension is **\$100 or less** per month, you will receive a onetime payout.



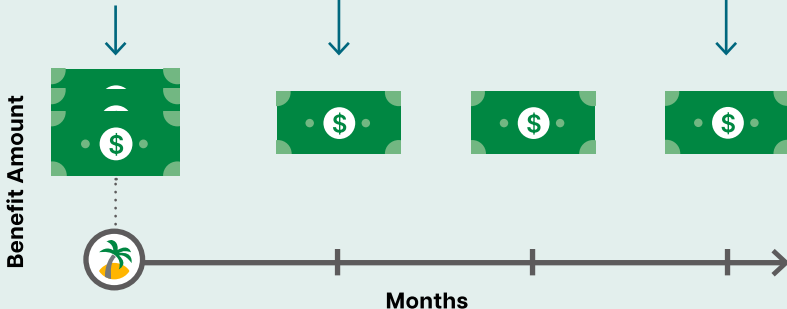
**or Less**

### OPTION D—PARTIAL LUMP SUM PAYMENT

You receive a partial lump sum payment at retirement and a reduced monthly retirement benefit. The lump sum can be as small as \$1,000 or as large as your total accumulated contributions, minus interest and purchased service credit amounts. This payment option has no provision for payments to survivors or your estate.

A taxable, single lump sum payment at the start of retirement

A reduced monthly payment



## What are my benefit options? (continued)

### SURVIVOR OPTIONS

A survivor is the person you name to receive your ERFC pension benefit after your death.

#### Option A

##### 100% Survivor Option

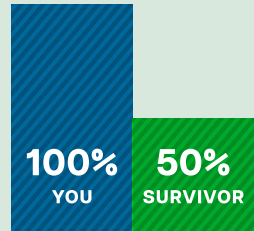
You receive a reduced benefit. Your survivor receives 100% of that reduced benefit. Your survivor must be your spouse or former spouse (if you have an approved Domestic Relations Order).



#### Option B

##### 50% Survivor Option

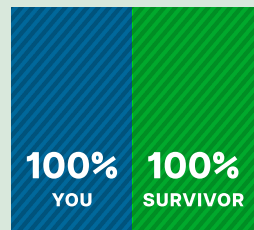
Reduces your benefit and pays your survivor 50% of that reduced benefit. Your survivor must be your spouse, former spouse (if you have an approved Domestic Relations Order), someone age 40 or older who relies on you for 50% or more of your income for at least one year prior to retirement, or a dependent child who is physically or intellectually disabled.



#### Option C

##### 120 Payments Certain Option

Reduces your benefit by 4%. If you pass away before receiving all 120 payments, your survivor receives the remaining payments. You may name anyone as your survivor. If you live beyond 120 payments, you continue receiving your reduced ERFC pension, but no survivor benefit will be paid after your death.





## Your Secure Pension Portal



[www.erfc.direct](http://www.erfc.direct)

- ✓ Run retirement benefit estimates
- ✓ Keep your beneficiaries up-to-date
- ✓ Check your member statement annually

## Other Resources

### FCPS HUMAN RESOURCES

Search Human Resources on [fcps.edu](http://fcps.edu)  
571-423-3000

### FCPS EMPLOYEE ASSISTANCE PROGRAM (EAP)

Financial Specialist Services  
Search EAP on [fcps.edu](http://fcps.edu)  
855-355-9097

### VRS

[www.varetire.org](http://www.varetire.org)  
888-827-3847 | 804-649-8059

### SOCIAL SECURITY

[www.ssa.gov](http://www.ssa.gov)  
800-772-1213

### MEDICARE

[www.medicare.gov](http://www.medicare.gov)  
800-633-4227

### LOCATION

3110 Fairview Park Drive  
Suite 300  
Falls Church, VA 22042-4525

### OFFICE HOURS

M-F 8 AM-4:30 PM

### CALL

703-426-3900  
(Toll-Free) 844-758-3793

### EMAIL

[erfcretirement@fcps.edu](mailto:erfcretirement@fcps.edu)

### WEB

[erfcension.org](http://erfcension.org)

