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## Understanding Your Benefits Under the FRS Pension Plan

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## Florida Retirement System (FRS)

FRS created in December 1970

Employee Non-Contributory


- (Jan. 1, 1975 – June 30, 2011)

3% Employee Contributions effective July 1, 2011

FRS Investment Plan offered beginning July 1, 2002

- Initial Plan Choice Period
  - Members employed on July 1, 2002, or initially enrolled prior to Jan. 1, 2018
  - Members initially enrolled on Jan. 1, 2018, or later
- One time Second Election


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## FRS Plan Comparison

Pension Plan	Investment Plan
<ul style="list-style-type: none"> <li>Defined Benefit</li> <li>Administered by the Division of Retirement</li> <li>Based on Benefit Formula Calculation</li> <li>Provides a Lifetime Benefit Upon Retiring</li> <li><a href="http://frs.fl.gov">frs.fl.gov</a></li> </ul>	<ul style="list-style-type: none"> <li>Defined Contribution</li> <li>Administered by the State Board of Administration</li> <li>Based on Cash Value at Retirement</li> <li><a href="http://MyFRS.com">MyFRS.com</a></li> </ul>

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## Financial Guidance

**My FRS Financial Guidance Line**  
(866) 446-9377

Plan Choice Guidance

EY Financial Planners

Free, unbiased financial planning and counseling services

Chat live with EY Financial Planner

MyFRS.COM

Access financial planning tools and resources

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## Pension Plan Vesting

Vesting means meeting the service requirements to become eligible for a future FRS retirement benefit

Initial Enrollment in FRS	Vesting Provisions	Membership Tier
Members enrolled on July 1, 2001, through June 30, 2011	Six-year vesting requirement	<b>1</b>
Members enrolled on or after July 1, 2011	Eight-year vesting requirement	<b>2</b>

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## Normal Retirement Date

The normal retirement date is the date you first become eligible to receive an unreduced retirement benefit based on your age or years of service

- This is also when you become first eligible to participate in the Deferred Retirement Option Program (DROP)
- The age or years of service required are based on when you first enrolled, or joined, the FRS

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## Normal Retirement Date


Members enrolled before July 1, 2011 – Tier 1 members:

- Vested and age 62; or
- 30 years of service, whichever occurs first

Members enrolled after July 1, 2011 – Tier 2 members:

- Vested and age 65; or
- 33 years of service, whichever occurs first

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## Special Risk Normal Retirement Date


Members enrolled before July 1, 2011 – Tier 1 members:

- Vested and age 55; or
- 25 years of Special Risk Class service, whichever occurs first

Members enrolled after July 1, 2011 – Tier 2 members:

- Vested and age 60; or
- 30 years of Special Risk Class service, whichever occurs first


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## Normal Retirement Date

- **If reaching by age**, your Normal Retirement date would be the first of the month you turn that age
- **If reaching by years** of service, your Normal Retirement date would be the first of the month following the month you attain the years of service

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## What is DROP?

- Retiring under the FRS Pension Plan upon DROP entry
- Delaying termination of employment up to 60 months
- Not subject to 3 percent employee contributions
- Monthly retirement benefits accrue in your DROP account
- DROP interest – Effective annual interest rate of 1.3 percent
- Cost-of-Living Adjustment (COLA) – Tier 1 Members Only

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## DROP – Normal Retirement

First eligible to enter DROP at Normal Retirement date

### K-12 Instructional Personnel

- May enter DROP at Normal Retirement or anytime after and participate in DROP for 60 months

### All other FRS Pension Plan Members

- Unless eligible to defer your 60-month DROP participation period, would have to enter DROP at normal retirement date to participate for 60 months
- 12-month election window

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## Deferring DROP


### **For members enrolled prior to July 1, 2011 – Tier 1:**

- Special Risk Class: Normal Retirement prior to age 52
- All other Classes: Normal Retirement prior to age 57

### **For members enrolled on or after July 1, 2011 – Tier 2:**

- Special Risk Class: Normal Retirement prior to age 55
- All other Classes: Normal Retirement prior to age 60
- 12-month election window
- Elected Officers

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## Terminating DROP


**DROP termination packet (provided by the division):**

- DP-Term form
- DP-PAYT form

**DROP accumulation payout options:**

- Lump-sum payment
- Direct rollover to an eligible retirement plan
- Partial lump-sum payment and partial direct rollover

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## Benefit Formula

Years of Creditable Service	X	Percentage Value per Year	X	Average Final Compensation
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= Gross **Annual** Option 1 Benefit  
 ÷ 12 months  
 = Gross **Monthly** Option 1 Benefit

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## Years of Service

Is the total of all years and parts of years you worked in a covered position with an FRS employer

- Service credit awarded monthly if salary is reported by employer for that month
- Service credit tracked by fiscal year (July – June)
- Service credit awarded each month based upon your reported work period; e.g., 9, 10, 11 or 12 month

Plus, years of service can include any optional service credit that you purchase

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## Optional Service

Refunded Service – [Form FR-9](#)

Leave of Absence – [Form FR-28](#)


In-State/Out-of-State Service – [Form FR-30](#) or DD-214

Purchasing Optional Service

- Personal remittance; or
- Trustee to Trustee transfer from another eligible tax-deferred account; see [Form PRO-1](#) and FRS Member Handbook

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## Years of Service – Accrual Value

Regular Class Service Initially Enrolled prior to July 1, 2011	Regular Class Service Initially Enrolled on or after July 1, 2011
Age 62 or 30 years = 1.60%	Age 65 or 33 years = 1.60%
Age 63 or 31 years = 1.63%	Age 66 or 34 years = 1.63%
Age 64 or 32 years = 1.65%	Age 67 or 35 years = 1.65%
Age 65 or 33 years = 1.68%	Age 68 or 36 years = 1.68%

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## Years of Service – Accrual Value

All other classes regardless of when initially enrolled:

<b>Senior Management Service Class</b>
2.00%
<b>Special Risk Class</b>
Service prior to July 1, 1974 - 2.00 %
Service on or after July 1, 1974 - 3.00%
<b>Elected Officers' Class</b>
Judges and Justices – 3.33%
All others - 3.00%

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## Average Final Compensation

**If initially enrolled prior to July 1, 2011 – Tier 1:**

- Average of your highest five fiscal years of salary
- Fiscal year is July through June


**If initially enrolled on or after July 1, 2011 – Tier 2:**

- Average of your highest eight fiscal years of salary

**Average Final Compensation (AFC) can include:**

- Lump Sum Annual Leave Payout - Up to 500 hours
  - Agency Limitations (Consult your Human Resource Office)
  - Special Comp earned within the last 11 months prior to retirement

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## Average Final Compensation

**AFC calculation of Tier 1 member who retired effective Jan. 1, 2019**  
12-month work period employee

Fiscal Year	Service Credit	Salary in Fiscal Year	Explanation
2019	.50	\$15,000.00	Annualized ( $\$15,000.00 / .50$ service credit) = \$30,000.00 is in the highest five and therefore \$15,000.00 earned in this .50 of a fiscal year will be used in the AFC.
2018	1.00	\$29,000.00	
2017	1.00	\$28,000.00	
2016	1.00	\$27,000.00	
2015	1.00	\$26,000.00	
2014	.50	\$12,500.00	Fiscal year salary of \$25,000.00 times the percentage needed to make a full five fiscal years of salary = .50 service credit. - $\$25,000 \times .50 = \$12,500$ to be used in AFC.
Totals	5 years	\$137,500	$(\$137,500 / 5) = \text{AFC of } \$27,500.00$

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## Average Final Compensation

**AFC calculation of same member retiring effective Jan. 1, 2019,  
with annual leave payout**

Fiscal Year	Service Credit	Salary in Fiscal Year	Explanation
2019	.50	\$15,000.00	Annualized ( $\$21,900.00 / .50$ service credit) = \$43,800 is in the highest five and therefore \$15,000.00 earned in this .50 of a fiscal year will be used in the AFC .
	→ Annual Leave →	\$6,900.00	
		→ \$21,900.00	
2018	1.00	\$29,000.00	
2017	1.00	\$28,000.00	
2016	1.00	\$27,000.00	
2015	1.00	\$26,000.00	
2014	.50	\$12,500.00	Fiscal year salary of \$25,000.00 times the percentage needed to make a full five fiscal years of salary = .50 service credit. - $\$25,000 \times .50 = \$12,500$ to be used in AFC.
Totals	5 years →	144,400.00	$(144,400/5) = \text{AFC of } \$28,800.00$ AFC with annual leave payout

→ Versus the \$27, 500.00 AFC without annual leave payout

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## Benefit Formula Calculation

**Regular Class Service Member at Normal Retirement Tier 1:**

Years of Service	X	% Value/Year	X	Average Final Compensation
30	X	1.60%	X	\$25,000.00
= Gross Annual Option 1 Benefit of \$12,000.00				
Divide by 12				
= Gross Monthly Option 1 Benefit of \$1,000.00				

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## Benefit Formula Calculation

**Special Risk Class Service Member at Normal Retirement Tier 1:**

Years of Service	X	% Value/Year	X	Average Final Compensation
25	X	3.00%	X	\$25,000.00
= Gross Annual Option 1 Benefit of \$18,750.00				
Divide by 12				
= Gross Monthly Option 1 Benefit of \$1,562.50				

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## Benefit Formula Calculation

**Tier 1 Member at Normal Retirement with dual membership:**

Years of Service	X	% Value per year	X	AFC	Option 1 Annual Benefit
25 years Special Risk	X	3.00%	X	\$25,000.00	\$18,750.00
5 years Regular Class	X	1.60%	X	\$25,000.00	\$2,000.00
Total Option 1 Annual Benefit Amount					\$20,750.00
Divide by 12 to get Monthly Option 1 Benefit					\$1,729.17

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## Early Retirement

Service Retirement before Normal Retirement Date

Benefit Reduced 5% for each year under Normal Retirement age or prorated share thereof:

- If initially enrolled prior to July 1, 2011, Normal Retirement age is 62
- If initially enrolled on or after July 1, 2011, Normal Retirement age is 65

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## Benefit Payment Options


Benefit Payment Option 1 and Option 2

- Beneficiary can be anyone

Benefit Payment Option 3 or Option 4

- Beneficiary must be a qualified joint annuitant, including:
  - Your spouse
  - Your parent, grandparent, or a person for whom you are the legal guardian, claimed as a 50 percent dependent on your federal income tax
  - Your natural or legally adopted child who is either under age 25 or is physically or mentally disabled and incapable of self-support (regardless of age)

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## Cost of Living Adjustment (COLA)

**Tier 1 members - Member enrolled prior to July 1, 2011**

- Three percent COLA – on service earned prior to July 1, 2011
- No COLA on service earned on or after July 1, 2011


**COLA calculation at retirement:**

$$\frac{\text{Years of service prior to July 1, 2011}}{\text{Total years of service at retirement}} \times 3 \text{ percent} = \text{COLA}$$

**26/30 X 3% = 2.60 percent**

**26/33.75 X 3% = 2.31 percent**

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## Division Forms

DMS CUSTOMER SATISFACTION SURVEY | SITE MAP | CONTACT US | WFLORIDIANET

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in

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[Florida Department of Management Services](#) > [Workforce Operations](#) > [Retirement](#) > [Forms](#) > All Forms

**All Forms**

All forms are listed individually in alphabetical order in the following table.

Form ID	Form Description
ADDCHL (15)	Mailing Address Change Request Form - FRS Pension Payment Recipients Only
BEN-001 (15)	Beneficiary Designation Form - Active Members Only
BVB-1 (15)	Birth Verification Form (Request for Proof of Age)
CEST-1 (15)	New Employee Certification Form
DE-11 (15)	Application for Service Retirement and the DROP
DE-12 (15)	Notice of Election to Participate in the DROP and Resignation of Employment
DE-EXT (15)	Extension of DROP for Specified K-12 Instructional Personnel
OPTIONAL APPLICATION FOR EXTENDED DROP PARTICIPATION (15)	Optional Application for Extended DROP Participation for Law Enforcement Officers
DRP-PART	DRDP Selected Payout Method. This form is automatically sent to the DROP participant by the Division three months in advance of the member's DROP termination date to select his or her DROP payout method (lump payment, annuity, or a combination thereof) upon termination from DRDP. Contact the DRDP Termination and Refund Payment Section if you have not received this form within the time frame specified or if you are terminating DRDP early. This form is not available electronically.
DRP-100 (15)	Certification of monthly salaries for service on which no contributions were reported or for the purchase of past service
DRP-100CALC (15)	Certification and explanation of salary amounts to assist in audits for leaves of absence and salary adjustments

Forms are available on the division's website ([frs.myflorida.com](https://frs.myflorida.com)):

- [All Forms](#)
- [Active Member Forms](#)
- [DROP Forms](#)
- [Retiree Forms](#)

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## Application for Retirement


Applications accepted up to six months prior to effective retirement or DROP entry date

Service Retirement Application – [Form FR-11](#)

DROP:

- DROP Retirement Application – [Form DP-11](#)
- Notice of Election to Participate in DROP and Resignation of Employment – [Form DP-ELE](#)

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## Other Requirements

[Form FRS-11o](#) - Option Selection Form

[Form SA-1](#) - Spousal Acknowledgement Form

Birth Date Verification - For member and Joint Annuitant if you selected Option 3 or 4

- See [BVR-1 publication](#) for additional information

Copy of recorded Marriage Certificate if you select benefit payment option 3 or 4 and list your spouse as your joint annuitant

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## Direct Deposit Required

**State Employees:** Retirement benefit will be directly deposited to the same account as their pay

**Non-State employees** need to set up the direct deposit of their retirement benefit through their FRS Online account as follows:

- **For Service Retirements** - Set up upon receipt of the Acknowledgement of your Service Retirement Application from the division
- **For DROP participants** - Upon receipt of your DROP Termination packet sent three months prior to your DROP termination date

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## Retiree Forms Packet

[Form W-4P](#), Withholding Certificate for Pension Payments

- You can and should do this on your FRS Online Account

[Form HIS-1](#), Health Insurance Certification for Pension Plan Members

- Complete and submit after you have terminated employment

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## Termination & Reemployment

### Termination requirement – 1<sup>st</sup> – 6<sup>th</sup> calendar months

- Providing paid or unpaid services (directly or indirectly) to an FRS participating employer during the termination requirement period will void your retirement

### Reemployment limitations – 7<sup>th</sup> – 12<sup>th</sup> calendar months

- Must suspend/repay and forfeit benefit received for any months you provide paid or unpaid services (directly or indirectly) to an FRS participating employer during the reemployment limitation period
- **Exception:** A retired law enforcement officer reemployed as a school resource officer are exempt from reemployment limitations during the 7th – 12th calendar months


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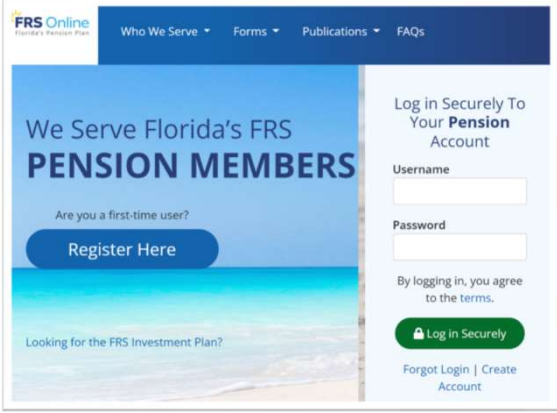
## Renewed Membership

- Renewed Membership – Closed effective 07/01/2010
- Renewed Membership re-opened effective 07/01/2017, for reemployed retirees of the state-administered defined contribution plans
- Any FRS Pension Plan retiree initially reemployed with an FRS participating employer on or after July 1, 2010, is not eligible to participate in any state-administered retirement plan

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## FRS Online – Login



FRS Online ([frs.fl.gov](https://frs.fl.gov)) is a secure website that provides active and retired FRS Pension Plan members access to their account for services and retirement information

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## FRS Online – Active Members


▼
Member Services

- Service History
- Current Estimate
- Create Estimate
- Beneficiary
- Annual Statement
- Refund Application
- Upload Document

Active members may:

- View years of service
- View an estimate or create a new estimate
- View or update beneficiary information
- View Annual Statement
- Apply for a refund of employee contributions
- Upload documents to the division for processing


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## FRS Online – DROP Participants

DROP participants may:

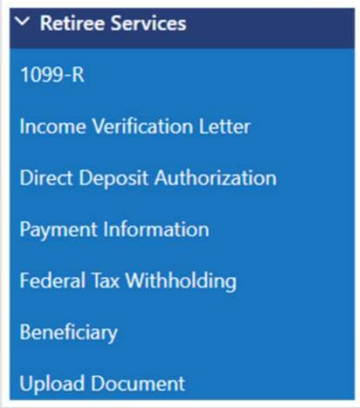
- View DROP participation information
- View or update beneficiary information
- View years of service
- Upload documents to the division for processing



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## FRS Online – Retirees



Retirees may:

- View 1099-R
- View Income Verification Letter
- View or update Direct Deposit Authorization
- Update Federal Tax Withholding
- View or update beneficiary
- Upload documents to the division for processing

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# FRS Online – All Users

All FRS Online users may:

- Update profile settings
- Update communication preferences
- View messages sent to their FRS Online inbox

Note: Retirees may update their address

▼ ⚙️
**My Account**

Profile Settings


Communication Preferences

My Inbox

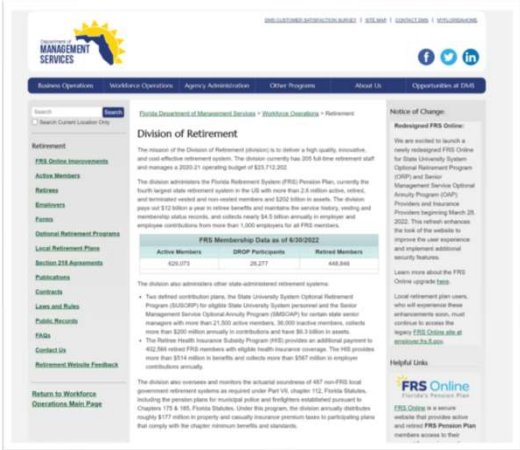
📞 Contact Us

🚪 Logout

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# Division Website




The screenshot shows the Division of Retirement website with a navigation menu on the left and a main content area. The main content area includes a 'Notice of Change' section and a table of FRS Membership Data as of 9/30/2022.

FRS Membership Data as of 9/30/2022		
Active Members	OPRP Participants	Retired Members
628,073	28,277	468,866

Resources are available on the division's website ([frs.myflorida.com](https://frs.myflorida.com)):

- [Active Members](#)
- [Retirees](#)
- [Forms](#)
- [Publications](#)

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# Division Publications

[Florida Department of Management Services](#) > [Workforce Operations](#) > [Retirement](#) > Publications

### Publications

The publications on these pages are available to download and print as Adobe Acrobat files (in PDF format). Please note that these publications are provided under the agreement that you will not alter them either in form or content.

- [Actuarial Valuations](#)
- [Annual Reports](#)
- [Participating Employers \(FS\)](#)
- [Retirement Guides](#)
- [Retirement Newsletters](#)
- [Summary Plan Description FRS Pension Plan \(FS\)](#)
- [Summary Plan Description FRS Investment Plan \(FS\)](#)

Important publication for all members include:

- [Retirement Guides](#)
- [Retirement Newsletters](#)

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# Retirement Guides



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## Retirement Guides

FRS  
Pension Plan  
**Ready. Set. Retire.**  
2022 Edition

FRS  
Pension and Investment Plan  
**Survivor Benefits**  
2022 Edition

FRS  
Pension and Investment Plan  
**Disability Benefits**  
2022 Edition

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## Division of Retirement

**FRS Online:** [frs.fl.gov](https://frs.fl.gov)  
**Division website:** [frs.myflorida.com](https://frs.myflorida.com)

Call the Division of Retirement	
<b>Toll-Free Phone:</b>	(844) 377-1888
<b>Local Phone:</b>	(850) 907-6500
<b>MyFRS Financial Guidance</b> ( <a href="https://MyFRS.com">MyFRS.com</a> )	(866) 446-9377

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