

## **Replacement Ratio Study Synopsis (Based on 2011 Retirements)**

### **Summary of findings**

**Average age at retirement:** 59 years old

**Average years of service at retirement:** 22 years of service

#### **Average monthly retirement benefit**

- For all retirees from 1990-2011, the average monthly retirement benefit at time of retirement was \$2,160 per month, or about \$25,920 annually
- For those retirees in the most recent year (2011), the average monthly retirement benefit was \$2,672 per month, or about \$32,064 annually

#### **Average public employee salaries at retirement**

- For all retirees from 1990-2011, the final average salary at retirement was \$45,425 annually
- For 2011 retirees, the final average salary at retirement was \$62,108 annually

#### **Average salary replacement ratio (see chart on following page)**

- For all retirees from 1990-2011, the average annual retirement benefit equaled 54% of final average salary at the time of retirement
- For 2011 retirees, the average annual retirement benefit equaled 50% of final average salary
- For all retirees from 1990-2011, there were 7.6% who received annual benefits more than 100% of final average salary. The average years of service for this group was 31 years
- For 2011 retirees, there were 5.3% who received annual benefits more than 100% of final average salary. The average years of service for this group was 34 years

#### **For members who retire with 30 years of service (see chart on following page)**

- From 1990-2011, the average retirement benefit for 30-year members equaled 80% of final average salary and the average monthly benefit was \$3,468 per month
- The average retirement benefit for 30-year members peaked at 100% of final average salary in 2000 and their average monthly benefit was \$4,200 per month
- For 2011 only, the average retirement benefit for 30-year members equaled 74% of final average salary and the average monthly benefit was \$3,990 per month
- 11.49% of retirees from 1990-2011 had 30 years of service
- 10.35% of retirees in 2011 had 30 years of service

**Summary of findings (continued)**

**Average salary replacement ratio based on final average salary (FAS)**

Calendar Year	Retirees with 30 Years of Service		All Retirees in Study		
	# of Retirees in Study*	Average Replacement Ratio Based on FAS	# of Retirees in Study*	Average Replacement Ratio Based on FAS	% of Retirees Receiving >100% of FAS
1990	146	61%	1,866	44%	.0%
1991	217	61%	2,377	45%	.1%
1992	205	67%	2,432	48%	.5%
1993	289	66%	2,744	48%	.5%
1994	302	67%	3,298	49%	.3%
1995	304	66%	2,827	47%	1.0%
1996	281	70%	2,477	49%	1.4%
1997	295	83%	3,107	57%	7.5%
1998	465	89%	4,567	65%	12.0%
1999	548	93%	4,644	65%	14.0%
2000	273	100%	2,112	63%	15.8%
2001	391	99%	3,146	66%	16.5%
2002	670	96%	4,605	68%	17.4%
2003	942	93%	7,631	66%	14.4%
2004	471	84%	3,259	55%	5.5%
2005	393	84%	2,548	51%	4.4%
2006	347	83%	2,952	50%	4.3%
2007	372	84%	3,226	51%	4.9%
2008	417	80%	3,480	52%	5.0%
2009	432	77%	3,881	53%	6.2%
2010	414	75%	3,516	48%	4.3%
2011	464	74%	4,484	50%	5.3%
<b>Total/Avg</b>	<b>8,639</b>	<b>80%</b>	<b>75,154</b>	<b>54%</b>	<b>6.4%</b>

\* Includes monthly benefit payments for members retiring from active service within the preceding twelve months. Benefits related to inactive, lump sum, judge and legislator retirements are excluded.