



Retirement Code Descriptions

For State HR offices

Department of Technology,
Management, and Budget

Retirement Code	Benefit Structure	Description	Pension	Employer Contribution to Employee's 401(k)	Healthcare Option
04	Defined Benefit	Original hire date prior to March 31, 1997 -pays 4% employee contribution as of 4/1/12 to fund pension system	YES	NO	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
01	Defined Benefit- Supplemental Covered	Original hire date prior to March 31, 1997- works in care or supervision of prisoners -pays 4% employee contribution as of 4/1/12 to fund pension system	YES	NO	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
26	Defined Benefit -Conservation Officer	Original hire date prior to March 31, 1997- works as a Conservation Officer -pays 4% employee contribution as of 4/1/12 to fund pension system	YES	NO	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
44*	DB/DC Blend *	Was a DB Member (04) during the 2012 reform and elected to convert to DC as of 4/1/12. (04) Members who elected DB30 will become 44 upon attainment of 30 years of service.	YES- Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
41*	DB/DC Blend - Supplemental Covered*	Was a DB Supplemental Covered Member (01) during the 2012 reform and elected to convert to DC as of 4/1/12. (01) Members who elected DB30 will become 41 upon attainment of 30 years of service.	YES- Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
46*	DB/DC Blend- Conservation Officer*	Was a DB Conservation Officer (26) during the 2012 reform and elected to convert to DC as of 4/1/12. (26) Members who elected DB30 will become 46 upon attainment of 30 years of service.	YES- Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
49*	DB/DC Blend - Legislative Employee*	Was a DB Legislative Member (04L) during the 2012 reform and election to convert to DC as of 4/1/12. (04L) Members who elected DB30 will become 49 upon attainment of 30 years of service.	YES- Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
4B	DB/DC Blend	A former DB member (including covered and conservation officers) who is rehired on or after January 1, 2012 and prior to January 1, 2014.	YES- if the employee reaches vesting prior to termination. If employee does not vest, they will return as 4N with no pension benefit. Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%

***New hires and Rehires should not be placed in these codes**



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4V	DB/DC Blend	A former DB member (including covered and conservation officers) who is rehired with 10 or more years of service, on or after January 1, 2012.	YES- Based on wages & years of service in the DB plan. DC time will be used towards vesting, but will not be included in pension calculation	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
40	DB-DC Transfer	A former DB member who elected to convert to Defined Contribution plan in March 31, 1997, or upon rehire between March 31, 1997-December 31, 2011.	NO	4% mandatory 3% match	Premium Subsidy Based on maximum Subsidy allowed by statute; currently 80%
40	Defined Contribution with Graded Subsidy	A participant first hired on or after March 1997, and who elected or defaulted to the Graded Subsidy insurance in the 2012 reform <i>note: DC participants who made a healthcare election or defaulted during the reform, will be rehired into the retirement code they elected</i>	NO	4% mandatory 3% match	Graded Subsidy Starts at 30% with 10 years of service and increases by 3% each year until reaches maximum Subsidy allowed by statute.
4M	Defined Contribution with PHF & Monetized Payment	A participant first hired on or after March 1997, and who elected the Monetized Lump Sum payment in lieu of insurance, in the 2012 reform <i>note: DC participants who made a healthcare election or defaulted during the reform, will be rehired into the retirement code they elected</i> A DC participant with 10 or more years of service rehired on or after January 1, 2014.	NO	4% mandatory 3% match 2% match for PHF	No Subsidized Healthcare May purchase retiree healthcare at full cost if enrolling immediately upon termination. Cannot enroll self or dependents at a future date. Monetized Lump Sum is deposited to participant's 401(k) and 457 account. If necessary an HRA is created. The monetized lump sum payment does not have to be used for healthcare (unless it is in an HRA) but it is recommended to do so.
4N	Defined Contribution with PHF and HRA	A participant first entered on payroll on or after January 1, 2012. A DB or DC employee rehired on or after January 1, 2014 with less than 10 years of service.	NO	4% mandatory 3% match 2% match for PHF	No Subsidized Healthcare May purchase retiree healthcare at full cost if enrolling immediately upon termination. Cannot enroll self or dependents at a future date. With 10 years of service eligible for \$1,000-\$2,000 into an HRA account for healthcare