



## New Member and Early Career: Understanding Your Retirement Benefits

### Welcome to DERP!

You are part of a unique retirement plan that offers:

- Stability of more than 50 years of dedicated service to the City and County of Denver.
- Top-notch, institutional-class investment funds that are professionally selected and monitored.
- Personalized retirement education and support across every stage of your career.

### What is DERP?

The Denver Employees Retirement Plan (DERP) is a comprehensive provider of retirement benefits, programs, and services for the City and County of Denver (city). As administrators of the retirement plan, we help members build, plan, and live secure retirement futures through member education, prudent investment management, and exceptional service. We make saving for retirement automatic and easy and offer a

unique retirement plan providing you and your loved ones a guaranteed monthly lifetime income upon retirement, disability, or death.

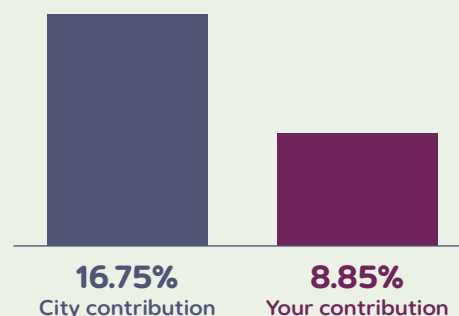
### What is a DERP Pension Benefit?

It is your foundation for a strong retirement future! You are automatically enrolled on your first day of employment and you and the city immediately begin contributing to your DERP account. Once you are vested (have five years of service credit), your DERP Pension Benefit cannot be taken away. Advantages of the DERP Pension Benefit are:

- **It's Guaranteed** - The amount you have earned cannot be taken away.
- **It's Yours for Life** - You cannot outlive your benefit.
- **It's Professionally Managed** - Your plan is maintenance free, and you do not have to make investment decisions.
- **It Can be Passed On** - You can pass your DERP Pension Benefit on to your beneficiary.

### How is Your DERP Pension Benefit Funded?

Each pay period, you and the city contribute a pretax percentage of your paycheck towards your retirement future. Your contributions are pooled with thousands of other DERP members and become part of the DERP trust fund which is invested to earn additional income using a strategy that focuses on long-term results.



## What are DERP Plus Benefits?

In addition to receiving a DERP Pension Benefit, you also have a range of additional DERP Plus Benefits to support a strong, healthy, and protected future. The DERP Plus Benefits ensure you and your loved ones are covered while you are employed and when you retire.

### While Employed

- Disability Retirement
- Active Death Retirement

### When You Retire

- Joint and Survivor
- Lump-Sum Death
- Insurance Premium Reduction

## How is Your DERP Pension Benefit Calculated as a Tier 3 Member?

Your monthly DERP Pension Benefit is calculated using three factors unique to you:

- Your Average Monthly Salary (highest 60 consecutive months salary)
- Your Membership Tier Multiplier (1.5%)
- Your Service Credit (total years and months service credit)

## What if you leave before vesting?

You can request a refund of your contributions, plus interest, or roll them over into a qualified retirement account.

- The city's contributions remain with DERP.
- You forfeit all years of service credit and any future DERP Pension Benefit eligibility.

## Your DERP Pension Benefit is One Part of a Secure Retirement Future.

Your DERP Pension Benefit provides a strong foundation for a secure retirement. It is designed to be supplemented with Social Security and your personal savings and investments. Investing in the city's Summit Savings Deferred Compensation

Plan and/or purchasing service credit with DERP will increase your income at retirement. Learn more about Summit Savings at [Denver457.com](http://Denver457.com).

## DERP is YOUR Retirement Plan. Let us help you make the most of it.

You have an active role to play in preparing for a secure retirement. We offer a range of programs and services to help you make informed retirement decisions throughout your career:

- RetireStrong Education Program
- One-on-One Member Support
- Online Resources – DERP.org and MyDERP.org

## Four Important Steps to Take as a New/Early Career Member:

<b>1. Create your MyDERP.org Account</b>	Your <b>MyDERP.org</b> account provides 24-hour access to your personal information seven days a week and it is safe, convenient, and easy to use.
<b>2. Designate Your Beneficiaries</b>	Log in to your <b>MyDERP.org</b> account and designate your primary and contingent beneficiaries. <i>Designating a beneficiary in Workday does not carry over to DERP.</i>
<b>3. Learn About Your Benefits</b>	Explore <b>DERP.org</b> , read the <b>Active Member Handbook</b> , and attend a <b>RetireStrong Education Program seminar</b> .
<b>4. Set up a Summit Savings Deferred Compensation Plan</b>	Start contributing to the Summit Savings Plan to supplement your DERP Pension Benefit. Visit <a href="http://Denver457.com">Denver457.com</a> to create a Nationwide account.

## It is Never Too Early to Start Planning and Saving.

No matter where you are in your retirement journey, the sooner you begin planning and saving, the better chance you'll have to maintain a comfortable lifestyle and pursue your retirement dreams.