



# ARE YOU THINKING ABOUT RETIRING SOON?

With projections that today's TERS members will enjoy longer lifespans, the Tacoma Employees' Retirement System (TERS) Board of Administration recently updated our plan's actuarial and option factors, which are used to calculate your retirement benefit and the options you can choose for your named beneficiaries.

## WHEN YOU RETIRE, WE WANT YOU TO HAVE A RETIREMENT BENEFIT YOU CAN COUNT ON

Our plan's updated actuarial and option factors may affect each TERS member in different ways, with some new retirees in 2026 seeing increased initial pensions and other new retirees in 2026 seeing slightly lower pensions. This is all based on the following key factors:

- Normal contributions
- Years of service
- Average final compensation

These updated factors will take effect on January 1, 2026. The active members most likely to be impacted are those with 25 or more years of service, as well as those who have separated and deferred and are planning to retire in the first half of 2026. These changes will not affect TERS members who are already retired.

**WANT TO EVALUATE THE IMPLICATIONS OF RETIRING IN 2025 INSTEAD OF 2026?**

**CHECK OUT TERS' ONLINE RETIREMENT CALCULATOR FOR ESTIMATED PROJECTIONS.**

Make an informed decision about when to retire. The Retirement Department can help. For more information or for help with TERS' online retirement calculator, email [TERSretirement@cityoftacoma.org](mailto:TERSretirement@cityoftacoma.org), call (253) 502-8200, or visit [cityoftacoma.org/TERS](http://cityoftacoma.org/TERS).

## NOTE:

For TERS members looking to retire in 2027 or beyond, our plan's updated actuarial and option factors will simply take effect. In addition, periodic adjustments will occur in the future as needed.

