Note: While pension plans have many similarities, they also have many differences. This is a high-level comparison and definitely does not capture all of the nuances of each pension plan.

State/City Plan	Social Security	Tier for 2022 Hire	Employee Contribution	Percent Per Year of Service	HAS	Earliest Age/Service Reduced Retirement	Earliest Age/Service Full Retirement	Other
Arizona ASRS	Yes	After 6/30/2011	12.17%	Varies 2.1 - 2.3%	Highest 3 Consecutive	50 & 5	55 & 30 60 & 25 62 & 10 65 & 0.5	No COLA
Colorado PERA	No	Table 9	11%	2.5%	Highest 5 Years	55 & 25 60 & 5	50 & 35 64 & 30	Currently 1% COLA
Illinois TRS	No	Tier 2	10.24%*	2.2% 75% max	Highest 8 Consecutive	62 & 10	67 & 10	*9% typically paid by employer COLA ½ of CPI up to 3%
Indiana INPRS	Yes	Hybrid* or My Choice	3%**	1.1%	Highest 5 Consecutive	50 & 15	65 & 10 60 & 15 Rule of 85	*Using Hybrid **3% sometimes paid by employer and goes into DC plan No COLA
Iowa IPERS	Yes	Current	6.29%	2% first 30 1% 31-35 65% max	Highest 5	55	55 & 33 62 & 20 65	No COLA
Maine MainePERS	No	3	7.65%	2%	Highest 3	25 years Of service	65 & 1	COLA: CPI-U on first $20,000
Massachusetts MTRS	No	2	11% (reduced by 3% after 30 years)	Varies Based on Age Factor	Highest 5 Consecutive	60 & 10 (Age factor)	60 & 30	RetirementPlus option for more than 30 years COLA: 3% or CPI on first $13,000
Minnesota TRA	Yes	2	7.5%	1.7% prior to 6/30/06 1.9% after 6/30/06	Highest 5 Consecutive	55	66 62 & 30 has lower reduction	Currently 1% COLA
Missouri PSRS	No	Current	14.5%	Varies 2.2% to 2.5%	Highest 3*	55 & 5	Any age & 30 60 & 5 Rule of 80	*HAS includes includes employer insurance contributions 25-and-out option for early retirement with lower reductions COLA Varies: 0% to 5%
Nebraska NPERS	Yes	4	9.78%	2%	Highest 5	60	65 60 & Rule of 85	COLA: Lesser 1% or CPI-W
New Jersey TPAF	Yes	5	7.5%	Years of service/60	Highest 5	Any age & 30	65	Special retirement rules for military veterans

								No COLA
New York City TRSNYC	Yes	VI	3% - 6% depending on annual income	1 ⅔% first 20 years; 35% + 2% of years over 20	Highest 5 Consecutive	55	63 & 10	COLA: ½ of CPI up to 3% on first $18,000
New York State NYSTRS	Yes	6	3% - 6% depending on annual income	1 ⅔% if less than 20 years; 1.75% if 20 years; 35% + 2% for years over 20.	Highest 5 Consecutive	55	63	COLA: 1% to 3% on first $18,000
Ohio STRS	No	Retirement after 8/1/23	14%	2.2%	Highest 5	Any age & 30 60 & 5	Any age & 35 65 & 5	This is for the DB plan only, not the Hybrid or DC only plan. COLA currently 0%
Oregon PERS	Yes	OPSRP	6%*, sometimes paid by employer	1.5%	Highest 3	55	58 & 30 65	*5.25% goes into IAP COLA varies; 1.25-2%
Pennsylvania PSERS	Yes	Class T-G*, T-H or DC	9%**	1.25%	Highest 5	10 years of service	67 & 3 Rule of 97 & 35	*Using Class TG **2.75% into DC Plan No COLA
St. Paul SPTRFA	Yes	2	7.5%	1.7% years prior to 6/30/06; 1.9% for years after	Highest 5 Consecutive	55	66 62 & 30 has less of a reduction	COLA currently 1%
Virginia VRS	Yes	Hybrid	5%*	1%	Highest 60 Consecutive Months	60 & 5	67 & 5 Rule of 90	*1% to DC Plan COLA varies; 0%-3%
Washington TRS	Yes	2* or Hybrid	8.05%	2%	Highest 60 Consecutive Months	55 & 20	65 & 5 62 & 30	*Using Plan 2 COLA up to 3% based on Seattle CPI
Wyoming WRS	Yes	2	9.25%*	2%	Highest 60 Consecutive Months	55 & 4 Any age & 25	65 & 4 Rule of 85	*5.57% from employer No COLA