

ORDINARY DISABILITY RETIREMENT HYBRID PLAN

Ordinary disability means a mental or physical incapacity for further performance of duty that, at the time of the application for ordinary disability retirement, is likely to be permanent.

Eligibility Requirements

You are able to receive an ordinary disability retirement benefit if you meet the following requirements: (1) you have at least 10 years of creditable service excluding unused sick leave, and (2) the ERS Medical Board certifies you are permanently disabled for the further performance of duty.

You must be employed or on leave without pay (not terminated) at the time your application is filed.

Disability Process

You or a guardian appointed by family court of an incapacitated person may file an application with the ERS. Retirement can be the first day of the month except for December when retirement on the first or last day of the month is allowed, provided the effective date shall be no earlier than 30 days after the date the application is filed in the ERS office or the date you terminate service, whichever is later.

A medical report (Form 29 – Statement of Examining Physician) from your personal physician(s) is required. This report describing your disability and any other pertinent medical reports, x-rays, etc. that may be of value to the ERS Medical Board, should be submitted. The ERS Medical Board will review these reports, and make a recommendation on your case, which is subject to final approval by the ERS Board of Trustees.

If a Statement of Examining Physician (Form 29) is not submitted within 60 days from the date you filed a disability application, your application will be deemed cancelled.

You will be notified of the Board of Trustees' decision and given the opportunity to appeal any adverse decision.

Ordinary Disability Retirement Benefit

Depending on your membership date, the benefit amount of your ordinary disability retirement consists of either 2% (.02) or 1.75% (.0175) multiplied by your years of hybrid credited service and 1 ¼% (.0125) multiplied by your years of noncontributory credited service times your average final compensation (AFC) or average salary with no age reduction.

The minimum retirement allowance benefit is 25% of your AFC.

Retirement Benefit Computation

Example 1: Frank is 40 years old and has 20 years of service credit when he becomes disabled due to an ordinary disability. His annual AFC is \$20,000.

Frank's ordinary disability benefit is:

$$\begin{array}{ll} 2\% (.02) \times 20 \text{ years (20)} & = 40\% \\ 40\% (.40) \times \$20,000 & = \$8,000.00 \text{ annual benefit} \\ \$8,000.00 \text{ divided by 12 months} & = \$666.67 \text{ monthly benefit} \end{array}$$

Frank will receive a Maximum Allowance benefit of \$666.67 a month.

Example 2: Shirley is 37 years old and has 10 years of service credit when she becomes disabled due to an ordinary disability. Her annual AFC is \$20,000.

Shirley's ordinary disability benefit is:

$$\begin{array}{ll} 2\% (.02) \times 10 \text{ years} & = 20\% \\ 20\% (.20) \times \$20,000 & = \$4,000.00 \text{ annual benefit} \\ \\ \$4,000.00 \text{ divided by 12 months} & = \$333.33 \text{ monthly benefit } \underline{\text{OR}} \\ 25\% (.25) \text{ of AFC } (\$20,000) \text{ divided by 12} & = \$416.67 \text{ minimum monthly benefit,} \\ & \text{whichever is greater} \end{array}$$

Note: Since the ordinary disability retirement allowance of \$333.33 is less than the minimum 25% of AFC, the minimum of \$416.67 is payable.

Shirley will receive a Maximum Allowance benefit of \$225.00 a month.

Example 3: David is 50 years old and has 25 years of service credit when he becomes disabled due to an ordinary disability. His annual AFC is \$30,000. He has 5 years of hybrid service credit and 20 years of noncontributory service credit. David's ordinary disability benefit is:

$$\begin{array}{ll} 2\% (.02) \times 5 \text{ years} & = 10\% (.10) \\ 1.25\% (.0125) \times 20 \text{ years} & = 25\% (.25) \\ 35\% (.35) \times \$30,000 & = \$10,500 \text{ annual benefit} \\ \$10,500 \text{ divided by 12 months} & = \$875.00 \text{ monthly benefit} \end{array}$$

David will receive a Maximum Allowance benefit of \$875.00 a month.

If you need more information, please contact the following offices during office hours from 7:45 a.m. to 4:30 p.m., Monday through Friday (except Holidays):

Hawaii	(808) 974-4076; (808) 974-4077	Kauai	(808) 274-3010; (808) 274-3011
Maui	(808) 984-8181; (808) 984-8282	Oahu	(808) 586-1735
Fax No.	(808) 587-5766		

If you are on the neighbor islands and wish to contact our Oahu office, call the toll-free numbers indicated below:

Hawaii	974-4000, ext. 61735	Kauai	274-3141, ext. 61735
Maui	984-2400, ext. 61735	Molokai/Lanai	1-800-468-4644, ext. 61735