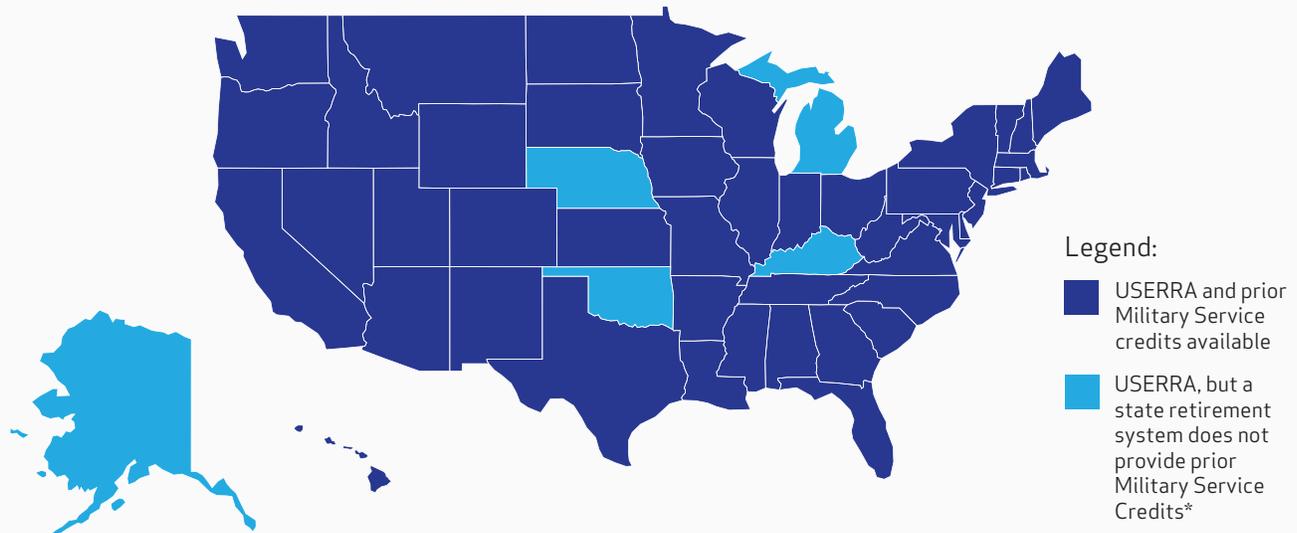


PUBLIC PENSION PLANS HONOR THOSE WHO SERVED IN MILITARY SERVICES

States Allow Veterans to Obtain Service Credits for Time in Armed Services



Nearly every state retirement system goes beyond the federal requirements for retirement benefits in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). This law guarantees that employees who leave their jobs to serve in the Uniformed Services have the opportunity for their retirement benefits continue to accrue during their active duty. USERRA allows employees to be made whole upon returning to their civilian employers.

Public defined benefit (DB) pensions across the country honor those who defended our nation with service credits based on service in the military. These public plans go beyond allowing Military Service credits to just those employees who leave for a time to serve in the armed forces; they also honor those men and women who served in the military during times of armed conflict and national emergency before they worked for state and local governments. Military Service credits for prior service enable veterans to receive added retirement income benefits from public DB plans when they do not have a military pension. States set their policies for Military Service credits beyond USERRA.

Employees can obtain service credits based on military service in a large majority of states when veterans pay the employee's share of cost for such service credits. Also, a number of states like Maryland pay the cost of Military Service credits. Five or more years of Military Service credits can be added to the service credits employees earn each year that they are employed in 70 percent of states while the other states set limits at fewer years. More information and details on how each state offers Military Service credits in DB pensions can be found on state retirement system [websites](#). Public employees covered by defined contribution (DC) plans have USERRA coverage for service interruptions due to military service but prior service credits are not available in individual retirement (DC) accounts.

*In Kentucky, the Kentucky Teachers' Retirement System allows members to purchase service credit for military service prior to KTRS employment. In Michigan, the Public School Employees Retirement System and the Municipal Employees' Retirement System allow members to purchase service credit for military service prior to their employment.

