

**Kansas Public Employees Retirement System
History of KPERS Final Average Salary Definition**

Effective Dates	Final Average Salary Definition
Members retired from 1962 through 1976	Average compensation for highest 5 of the last 10 years (including payments for unused leave, etc.)
Members retired from January 1, 1977 through July 1, 1987	Average compensation for highest 5 years of participating service (including payments for unused leave, etc.)
Members retired from July 2, 1987 through June 30, 1993	Average compensation for highest 4 years of service (including payments for unused leave, etc.)
Members hired before July 1, 1993 (KPERS Tier 1)	Greater of (a) average compensation for 4 highest years including payments for unused leave, etc. or (b) average compensation for 3 highest years excluding payments for unused leave, etc.
Members hired on or after July 1, 1993 (KPERS Tier 1)	Average compensation for 3 highest years (excluding payments for unused leave, etc.)
Members hired on or after July 1, 2009 (KPERS Tier 2)	Average compensation for 5 highest years (excluding payments for unused leave, etc.)

CURRENT DEFINITIONS