Staff Retirement Plan Handbook

International Monetary Fund
Washington, D. C.

Updated May 30, 2024 (based on SRP Document amended May 1, 2023)

HUMAN RESOURCES

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INTRODUCTION

This handbook describes several of the principal provisions of the Staff Retirement Plan (SRP or the Plan) of the International Monetary Fund (IMF or the Fund). It is designed to help you understand the benefits of the SRP and to assist you in financial planning.

This handbook is not a legal document.

The SRP document is the governing instrument setting out the rights and benefits with respect to the SRP. The full text of the SRP document is long and complex. For the convenience of participants and retirees, this handbook provides a summary of several of the principal provisions of the SRP. It neither establishes nor confers any rights, and not every detail in the SRP is summarized in this handbook. Please note that the handbook may not immediately reflect amendments to the Plan, and that the Plan itself is the only document that determines the entitlement and the amount of benefits payable under, or any rights created by, the SRP.

In addition to this handbook, there are several other important resources, which can be found in HR Web:

- **The SRP Plan document.** This legal document contains detailed information about the Plan.

- **Other related documents.** These include the Staff Handbook and relevant HR Communications, Board papers, FAQs, and the Voluntary Savings Plan (VSP) Plan document and Summary Plan Description.

- **Pension calculator.** This is easy to use and will generate a personal pension projection that will be delivered to your e-mail.

- **The annual Report on the Operations of the SRP.** This provides a summary of the operations of the SRP and the Supplemental Retirement Benefit Plan as well as information on participant data, asset performance of the Retirement Funds, and financial statements.

- **Retirement seminars.** These are offered twice a year to help you plan and manage personal matters in preparation for retirement.

The Human Resources Department also offers individual counseling sessions to discuss your pension options and other questions you may have as you plan your retirement.

Send questions concerning this handbook and the provisions of the SRP via MyHR.

I. PARTICIPATION IN THE SRP

The Plan

The SRP is a contributory defined benefit plan. You are required to contribute to the SRP as a condition of participation. Benefits may be paid as a monthly pension for life, or as a combination of a lump sum (commutation) payment and a reduced monthly pension. The provisions of the Plan govern the benefits payable, which are not directly linked to the accumulated value of contributions made to the Plan. Benefits are also paid in case of withdrawal, disability retirement or death.

The IMF provides you with retirement benefits as important parts of its total compensation and benefits package. After salaries, it is the most valuable element of that package. The assets of the Plan, which are maintained in the Retirement Fund, can only be used to pay benefits and certain expenses under the Plan. The Retirement Fund is maintained separately from all other IMF assets. While the IMF reserves the right to terminate the Plan at any time, the IMF's contributions to the Plan are made with the expectation that the Plan will continue indefinitely.

As an alternative to the SRP, the IMF offers participation in the Enhanced Voluntary Savings component of the Voluntary Savings Plan (VSP), the IMF’s defined contribution plan. Under this Enhanced Voluntary Savings component of the VSP (EVSP), you can earn a matching IMF contribution if you meet certain contributory requirements. More information regarding the VSP can be found in HR Web.

Eligibility for Enrollment

Mandatory Enrollment for Open-Ended Appointments

Enrollment in either the SRP or the EVSP is mandatory if you are on an open-ended staff appointment.

Optional Enrollment for Certain Other Appointment Types

Enrollment is optional if you have one of the following appointment types:

- Staff on a term appointment of 2 or more years;
- Managing Director and Deputy Managing Directors;
- Assistant to the Managing Director whose appointment does not extend beyond the term of the Managing Director;
- Executive Director, Alternate Executive Director, or Senior Advisor to an Executive Director;

- Any Assistant or Advisor to an Executive Director; and
- Independent Evaluation Office Director and its staff on a term appointment of 2 or more years.

If you are on an appointment type other than those referenced above, you are not eligible to participate in the SRP. For example, contractual employees are not eligible to participate in the SRP. See SRP document Article 2 – Participation.

The election to participate in the Plan is irrevocable. Once you are an SRP participant, you will remain an SRP participant through your period of employment at the Fund. This participation will continue through extensions of your appointment type and through changes from one appointment type to another (so long as the new appointment type is eligible for SRP participation). This means that if your appointment type changes from one under which enrollment is mandatory to another under which enrollment is optional, you will continue to participate in the Plan. If your appointment type is changed to a limited-term appointment of less than two years—which previously made you ineligible to continue participation—you will continue participating in the SRP. However, if your employment with the Fund ceases and, later, you return to the Fund, you will not be automatically reenrolled in the SRP.

Enrollment Requirement

Within about two weeks of your appointment date, you will receive an e-mail regarding your option to enroll in the SRP or to alternatively enroll in the EVSP. **To enroll in the SRP, you must complete your enrollment via MyHR.**

- **Mandatory Enrollment for Open-Ended Appointments**

  If you are not currently participating in the SRP and receive an open-ended appointment, you have **90 calendar days from your open-ended appointment effective date** to enroll in the SRP or to enroll in the EVSP in lieu of the SRP.

  Absent an election to participate in the SRP or the EVSP, you will automatically be enrolled in the SRP as of the 91st day of your open-ended staff appointment.

- **Optional Enrollment for Certain Other Appointment Types**

  If your appointment permits optional enrollment, you have **90 calendar days from your entry on duty date** to enroll in the Plan.

  Failure to complete your enrollment via MyHR within the 90-day period will be taken as an election not to participate in the Plan, meaning that you will not be an SRP participant during your period of employment.

> You may have an opportunity to make a new election to join the SRP in connection with an extension of your appointment, **if the extension meets certain requirements**. However, if such election is available, it will not apply retroactively to your prior employment period.

The 90-day period does not apply to enrollment in the EVSP. So long as you are not a participant in the SRP, you can enroll in the EVSP anytime during your term appointment, and the effective date will be from the following pay period.

Additional Documentation

You should complete and submit a **Designation of Beneficiary** form to the HR Operations Division or srp@imf.org. The Designation of Beneficiary form is used in determining the beneficiary(ies) to whom a death benefit is payable on your behalf in the case where a spouse/domestic partner benefit is not payable to an eligible spouse or domestic partner. This form is generally distributed during the orientation session you attend on your first day at work. You may also access the blank form here (Designation of Beneficiary Form).

Before SRP benefits can be paid, you must furnish proof of your date of birth. **This documentation is requested upon joining the Fund.** Proof of your date of birth is critical to determining your eligibility for SRP benefits.

The best evidence of your date of birth is a copy of your birth certificate because this is an official document issued for the purpose of certifying the circumstances of birth. However, if there is a reasonable explanation as to why you cannot provide your birth certificate, you may submit secondary documentation that is corroborated, each of which indicates your date of birth. Secondary documentation includes a copy of your national passport and a signed statement explaining why your birth certificate does not exist **plus** one of the following:

- national registration card;
- baptism certificate;
- affidavit by your parents, older siblings, older relatives, or other older close family friends who know about the circumstances of your birth;
- family registration book; or
- early school diploma.

Eligible Service

The principal categories of eligible service under the SRP[1] are:

- periods when you work in the Fund and make contributions to the SRP;
- periods of Leave Without Pay for any reason subject to rules effective as of May 1, 2023 and for which you purchased your eligible service upon return and meeting certain requirements; and
- periods of eligible service that have been transferred from another international organization with which the Fund has a transfer agreement (as described below).

Eligible service does not include periods during which you held an appointment, but did not contribute to the Plan. See SRP document, Article 3 – Eligible Service.

Leave Without Pay

In order to be eligible to purchase your service from a period of Leave Without Pay (LWOP), you must have five years of SRP participation prior to starting your LWOP period. During LWOP for any reason, you will cease making contributions to the SRP. Upon returning to work after a period of LWOP for any reason, you will have 90 calendar days to elect to purchase service credit for the period of your LWOP.

The purchase will be in the form of a one-time lump sum of your missed contributions, adjusted for interest. This payment is due within 30 days after your required return to work period is completed, which is the length of time equal to your LWOP period. You may elect to purchase a partial amount of your LWOP period; however, this does not change the required return to work period.

For the duration of your career, you may purchase a maximum of five years of service (this maximum includes the purchase of any service – prior LWOP or contractual).

Rejoining the Fund and the SRP

If you leave the Fund and later rejoin the Fund and once again become an SRP participant within 90 days of your new appointment (following the same enrollment requirement discussed above), you will earn a separate benefit based on your highest average gross salary and service earned during the rehire period only. This benefit will be administered separately from any pension benefit you may

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[1] Legacy categories of eligible service which were available previously were 1) periods of Leave Without Pay in the Interest of the Fund starting before May 1, 2023, during which a participant continued to make SRP contributions; 2) periods of past eligible service that were restored (the option to restore prior service is no longer available effective May 1, 2023); and 3) periods of past contractual employment for which you purchased service credit (this was a limited time buyback period and there is no longer an option to purchase contractual service).

be currently receiving, or any deferred pension benefit earned from prior service periods. If you were already receiving an SRP monthly pension payment when you rejoined the Fund and the SRP, that monthly pension payment will continue. The maximum pension of 73 percent of highest average gross salary will apply across all periods of service.

Transfer of Eligible Service—Transfer Agreements

In order to facilitate the movement of employees between the Fund and certain other international organizations, the Fund has established agreements that provide for the transfer of eligible pension service between the respective pension schemes. Such transfer agreements exist between the Fund and the following organizations:

- Asian Development Bank
- United Nations Organizations
- Inter-American Development Bank
- International Bank for Reconstruction and Development (World Bank Group)
- European Central Bank

If you have participated in the pension scheme of one of these organizations, enrolled in the SRP, and meet the requirements of the transfer agreement with that organization, you may transfer service credit earned from the other organization to the SRP. The provisions and requirements of each transfer agreement are different. If you are considering transferring to or from one of these organizations, you should review the provisions and requirements of the relevant transfer agreement. For more information, news and updates on the transfer agreements, please follow this link.

Non-Participation While on Leave from Another Organization

While on leave from another organization, or if you are on an appointment for which you have the option to participate in neither the SRP nor the EVSP, you may decline to participate in the SRP and EVSP and continue participation in the pension scheme of your former employer. If you are on an appointment for which participation in the SRP or EVSP is mandatory, you are not eligible to make this election. If the pension scheme meets certain requirements, the Fund may agree to pay the employer's share of the contributions to that scheme up to the amount the Fund would have contributed for your participation in the SRP. The maximum amount the Fund will pay toward the pension scheme of your former employer is 14% of your Fund pensionable gross salary. Your election must be made within 90 calendar days from entry on duty to have employer contributions be retroactive to your entry on duty date. Otherwise, if you have the option to decline participation in both the SRP and the EVSP, as long as you are actively working at the Fund and not participating in the SRP and the EVSP, you may request the employer’s share of contributions be paid to the former employer’s pension plan for periods no earlier than the election date. See Staff Handbook Chapter 8.02, Section 4.

II. PENSIONABLE GROSS SALARIES AND CONTRIBUTIONS

Pensionable Gross Salaries

Fund salaries are paid on a net-of-tax basis. Staff whose salaries are subject to national income taxes generally receive an additional tax allowance, which approximates the taxes payable by them on Fund salaries. As SRP benefits are generally subject to income tax, the SRP uses the pensionable gross equivalent of net salaries as the basis for determining contributions and benefits rather than the net salaries actually paid. Since the resulting pension benefits are based on these higher gross amounts, **SRP participants and beneficiaries are responsible for paying any taxes due on their benefit payments from the SRP**; that is, no tax allowances are paid on account of SRP benefits.

Grossing-up Formulas

The grossing-up of net salaries to pensionable gross salaries is calculated using formulas which may be periodically adjusted. The original formulas were introduced in 1974. The current formulas became effective May 1, 2022 and are based on the combined tax rates of the United States, France, and Germany. The Fund has established a policy to review the grossing-up formulas at five-year intervals (more frequently if warranted).

The grossing-up formulas depend on the level of net salary. The net salary used in the formulas is the regular net-of-tax salary excluding allowances for taxes or expenses, dependency allowances, childcare allowances, expatriate allowances, education benefits, overtime payments, etc. The pensionable gross salary resulting from these formulas is applicable to the SRP (and EVSP) only; it is not a substitute for the sum of net salary and tax allowance paid to staff whose Fund salaries are subject to income tax. The current grossing-up formulas are provided below.

Grossing-Up Formulas
(Effective May 1, 2022)

Net Salary (NS)	Grossing-Up Formula
Less than $90,000	(1.50 x NS) - $9,100
$90,000 to $139,999	(1.55 x NS) - $13,600
$140,000 to $169,999	(1.65 x NS) - $27,600
$170,000 and above	(1.75 x NS) - $44,600

Participant Contributions

You must contribute 7 percent of your pensionable gross salary to the Plan. These contributions are deducted each pay period from your salary.

Fund Contributions

The Fund contributes such amounts as are necessary and sufficient to fund the cost of liabilities in excess of those funded by participant contributions. The actual amount of the Fund's contribution is determined each year after an actuarial valuation and is expressed as a percentage of total pensionable gross salaries. The Fund also pays most administrative expenses of the Plan (except certain administrative expenses related to the investment of the Plan's assets, which are paid by the Plan).

The Retirement Fund

All assets of the SRP, including the contributions made by both participants and the Fund and any income from such contributions, are held in the Retirement Fund. The assets held in the Retirement Fund must be used exclusively to pay for the benefits and certain expenses under the SRP, and cannot be used by the Fund for any other purpose. Since the Fund is obligated to contribute amounts sufficient to pay these benefits and expenses, the value of assets in the Retirement Fund—even if this value should decline—has no impact on the value of the SRP benefits you have accrued.

III. TYPES OF RETIREMENT AND CALCULATIONS

This section of the handbook describes the eligibility requirements for the different types of retirement available under the SRP, and how pensions are calculated.

Basis of Pension Calculation

Pension calculations are based on years of eligible service, highest average gross salary, age at retirement, and an accrual rate. The SRP was substantially amended in 1990, 2008, 2011, 2022 and 2023. Participants with eligible service prior to May 1, 2022 will generally have their benefits calculated based on the current and revised formulas applied on a prorated basis for service earned before and after that date. This section provides the provisions in effect as of May 1, 2023 only. Benefit provisions applicable to eligible service prior to May 1, 2022 are described in the Appendix.

Normal Retirement Pension

If you cease participation on or after age 62, your normal retirement pension will become effective on the first of the month following the month in which you separated from the Fund. See SRP document, Article 4 – Retirement and Benefits, Section 4.1 – Normal Retirement.

The amount of pension earned to date is called the accrued pension. The accrued pension is the amount of pension payable at age 62 or later based on your eligible service as of the date your participation ceases.

The accrued pension is determined by using a formula based on:

- years of eligible service;
- highest average gross salary; and
- accrual percentage.

Highest average gross salary is the average of pensionable gross salaries in any 36 consecutive months of eligible service that produces the highest average. If there are no decreases in salary, the highest average will be based on the pensionable gross salaries for the final 36 months of eligible service.

The accrual formula is 2.2 percent for each of the first 25 years of eligible service, and 1.8 percent for each of the next 10 years of eligible service. There is no additional accrual after 35 years of eligible service. The maximum pension is 73 percent of highest average gross salary.

EXAMPLE
Normal Retirement Pension

Assumptions

Hire Date	November 1, 1990 (age 32)
Retirement date	November 1, 2020 (age 62)
Years of eligible service	30
Highest Average Gross Salary	$87,000

Calculation

2.2% x first 25 years of eligible service	55%
1.8% x remaining 5 years of eligible service	9%
Total accrual percentage	64%
Highest average gross salary	$87,000
x total accrual percentage	64%
Annual pension	$55,680

If you fail to timely furnish your Pension Election Form and relevant documentation required to commence payments on your pension effective date for your normal retirement benefit, the following shall apply:

(1) If the form and relevant documentation are submitted within six months from the pension effective date, then all monthly pension payments payable as of the pension effective date shall be paid as a lump sum without interest after receipt of the form and documentation.

(2) If the form and relevant documentation are submitted later than six months from the pension effective date, no monthly pension payments will be made with respect to the delay. Your monthly pension payments will commence on the first of the month after your form and relevant documentation are submitted. The amount will be based on your monthly pension benefit as of your pension effective date, adjusted by 1.5 percent for each year (1/8 percent for each month) until the month in which payment actually commenced. Such increases shall apply when determining the commutation amount.

Early Retirement Pension

Rule of Age 50

To retire under the Rule of Age 50, you must have at least three years of eligible service (and not receive any Separation Payments (formerly referred to as the Separation Benefits Fund or SBF). If you are age 55 or older, the three-year service requirement does not apply. If you do not meet the eligibility criteria under the Rule of Age 50, your pension will be determined under the other early retirement provisions (see Appendix).

You can elect to receive an immediate early retirement pension if you cease participation between the ages of 50 and 62, in which case a reduction factor will be applied to the normal retirement pension payable at age 62. If you separate before age 50, you may defer your pension until age 50 or later. The specific reduction factors that will be applied to your pension will depend on your years of eligible service at separation and your age at the time your pension commences. See SRP document, Article 4 – Retirement and Benefits, Section 4.2 – Early Retirement.

Failure to submit your Pension Election Form prior to the date in which the early retirement pension is scheduled to commence will result in forfeiture of the benefits—no retroactive payment of benefits will be made.

Calculation

Under the Rule of Age 50, the early retirement reductions are the lesser of:

(1) **Standard Rule**: 1.5 percent for each year (1/8 percent for each month) that your age when your pension begins is less than age 62, or

(2) **Rule of 85**: 1.5 percent for each year (1/8 percent for each month) that the sum of your years of eligible service (at separation) and your age (when your pension begins) is less than 85.

You may estimate your pension benefits using the pension calculator in HR Web.

EXAMPLE
Rule of Age 50

Assumptions

Age at retirement	50
Years of eligible service	20
Highest Average Gross Salary	$54,545
Total accrual percentage	44.0%
Unreduced gross pension (payable at age 62)	$24,000

Rule of Age 50

Age for unreduced pension (i.e., Normal Retirement)	62
Minus actual retirement age	50
Net years for reduction	12
x reduction factor	1.5%
Percentage reduction	18.0%
Annual unreduced pension	$24,000
Minus reduction (18% of $24,000)	$4,320
Reduced pension	$19,680

Rule of 85

Years for unreduced pension	85
Minus retirement age	50
Minus years of eligible service	20
Net years for reduction	15
x reduction factor	1.5%
Percentage reduction	22.5%
Annual unreduced pension	$24,000
Minus reduction (22.5% of $24,000)	$5,400
Reduced pension	$18,600
Actual pension payable at age 50 (i.e., the higher of the two calculations)	**$19,680**

Deferred Early Retirement Pension

Eligibility

You may elect to defer receipt of your early retirement pension if you cease active participation under one of the following conditions:

- prior to age 50, with at least 3 years of eligible service—you may defer to a point between ages 50 and 62;
- between ages 50 and 55, with at least 3 years of eligible service—you may defer up to age 62; or
- after age 55—you may defer up to age 62 regardless of the amount of eligible service.

Election of a deferred pension cannot be made if you are age 62 or older.

EXAMPLES
Deferred Early Retirement

1. If Jane Doe separates at the age of 56 after 20 years of service, she will be eligible for either an immediate pension or deferred pension, which she may elect to commence at any time between ages 56 and 62.
2. If John Doe separates at the age of 48 with 10 years of service, he will not qualify for an immediate pension. However, he will be eligible to receive a deferred pension, commencing any time between ages 50 and 62.

Calculation

The amount of a deferred early retirement pension is the pension accrued up to the date the participant ceases participation in the Plan. Cost-of-living increases apply to deferred pensions when age plus eligible service equal at least 50. Deferred early retirement pensions are reduced in accordance with the calculations described under the Standard Rule or the Rule of 85, whichever is applicable.

Disability Pension

Eligibility

If prior to the age of 65, you become totally incapacitated for the performance of any duty which the Fund might reasonably call upon you to perform, and the incapacity is likely to continue for 12 months or longer, you may apply to receive a disability pension. The disability pension becomes effective upon approval by the Pension Committee (following a recommendation by the Administration Committee) provided you have continued to make contributions to the Plan until the date of approval.

Evaluation of incapacity and processing of the application for disability are coordinated between the Human Resources Department and an appointed external advisor. If you are receiving a disability pension, you may be required to be medically examined up to once a year.

You can review the application process for disability retirement in HR Web.

If an employee is determined to be eligible for permanent total disability under GAO 8, Chapter 8.01, Section 5.1.1, payments under the Fund's Workers' Compensation policy and the SRP (whether in respect of a disability or regular pension) are coordinated to avoid excess benefits. For further information, please submit an inquiry to MyHR .

Calculation

The disability pension is equal to the accrued pension at the time of disability retirement, but is subject to a minimum amount. The minimum is the lesser of two amounts: 50 percent of highest average gross salary at the time of disability retirement or the normal retirement pension as if service had continued to age 65 with no change in highest average gross salary after the proposed date of disability retirement. See SRP document, Article 4 – Retirement and Benefits, Section 4.3 – Disability Retirement.

Withdrawal Benefits

Payment of a lump sum withdrawal terminates eligibility for any other benefits under the SRP.

Mandatory Withdrawal

You are required to take a one-time withdrawal payment if you separate before age 55 with less than 3 years of eligible service.

Optional Withdrawal

You may elect to receive a one-time withdrawal payment instead of a deferred or immediate pension if you cease participation on or after age 55 or with at least 3 years of eligible service.

If you are eligible for a one-time withdrawal payment as described above, but you already opted for a deferred pension, you may change your mind and elect the withdrawal payment before your pension becomes effective.

If you have an eligible spouse or domestic partner, your election to take an optional one-time lump sum withdrawal benefit forfeits any potential surviving spouse/domestic partner benefit. Your spouse or domestic partner must consent to any election which would reduce or eliminate the survivor benefit.

Calculation

Lump sum withdrawal benefits are denominated and paid only in U.S. dollars. The formula used for the lump sum calculation is 20 percent of the highest average gross salary for each of the first 10 years of eligible service (1 and 2/3 percent for each month).

The maximum lump sum withdrawal benefit is 200 percent of the highest average gross salary. See SRP document, Article 4 – Retirement and Benefits, Section 4.5 – Withdrawal Benefits.

EXAMPLE
Withdrawal Benefits

Assumptions

Highest average gross salary	$100,000
Eligible service	8 years

Calculation

Lump sum = Highest average gross salary x 20% x eligible service	$160,000 ($100,000 x .20 x 8)

IV. DEATH BENEFITS

In the event of death during service or retirement, a pension will be paid to your eligible surviving spouse or domestic partner, your children up to age 19 (or up to age 22 if they are full-time students), and your disabled children. See SRP document, Article 4 – Retirement and Benefits, Section 4.4 – Death Benefits and Section 4.9 – Pension to Surviving Spouse or Surviving Domestic Partner.

For someone to be an eligible surviving spouse or domestic partner, that person must be the same spouse or domestic partner you were married to or in a domestic partner relationship with on the last day of your contributory service in the Fund and on the date of death.

Death benefit payments to a surviving spouse or domestic partner (and others), may have significant tax implications under U.S. estate tax law. Death duty may also be owed in some cases, in your home country or a third country. For additional information, contact the Human Resources Department.

Death in Service

Spouse/Domestic Partner Pension

In the event of your death in service, your surviving spouse or domestic partner will receive a pension effective the day following the date of death. Your eligible spouse or domestic partner will receive a lifetime pension equal to one-half of the disability pension you could have received had you retired on a disability pension on the date of death. This spouse/domestic partner pension cannot be less than the smaller of:

- 30 percent of your highest average gross salary; and
- full amount of the disability pension you could have received.

EXAMPLE
Surviving Spouse/Domestic Partner Pension
(Death in Service)

Age at death	55
Years of eligible service	20
Highest average gross salary	$106,000
Annual disability pension	$53,000
(a) 50% of disability pension	$26,500
(b) 30% of highest average gross salary	$31,800
(c) 100% of disability pension	$53,000

Annual surviving spouse/domestic partner pension is at least (a) but not less than the smaller of (b) or (c): $31,800.

If there is no eligible surviving spouse or domestic partner, then a lump sum death benefit is payable to your designated beneficiary or beneficiaries in your Designation of Beneficiary form (as discussed under the section “Enrollment Requirement—Additional Documentation” above). The lump sum benefit is the sum of your accumulated contributions and the annual amount of pensionable gross salary. If you had at least 2 years of eligible service, then the lump sum death benefit is not less than twice the annual amount of your pensionable gross salary.

Death During Retirement

Spouse/Domestic Partner Pension

In the event of your death during retirement, a pension equal to half your pension will be payable to your eligible surviving spouse or domestic partner.

The amount payable to your eligible surviving spouse or domestic partner is calculated based on your pension before reduction (if any) for a pension to a designated survivor (as discussed under “Pension Payments—Option to Provide a Pension to Designated Survivor” below).

The amount payable to your eligible surviving spouse or domestic partner may be reduced if you elect a commutation (see “Pension Payments—Commutation Option” below). If you became a participant prior to May 1, 2023 and elect to commute no more than one-third of your pension, then the amount payable to your surviving spouse or domestic partner is calculated based on your pension before reduction for any commutation; otherwise, their benefit is calculated based on your pension after reduction for any commutation.

The spouse/domestic partner pension is effective on the first of the month following the date of your death. If you were retired on a disability pension, the spouse/domestic partner pension would be equal to half the disability pension, provided the spouse/domestic partner pension is not less than 30 percent of your highest average gross salary or your disability pension, whichever is smaller. If you had ceased participation and died before age 55, and were not yet in receipt of a pension, then the spouse/domestic partner pension would be equal to half the pension you would have been entitled to at age 55.

If there is no eligible surviving spouse or domestic partner at your death after your pension became effective, there will then be a lump sum death benefit payable in accordance with the terms of your Designation of Beneficiary form equal to:

(1) the excess, if any, of your contributions with interest to your pension effective date over the pension and commutation (if any) payments made, plus

(2) a percentage of your annual pension. This is based on your annual pension after reduction for any pension to a designated survivor and any commutation payment unless you became a participant prior to May 1, 2023 and elect to commute no more than one-third of your pension (in which case it is before reduction for any commutation). The percentage is 200 percent if death occurs before age 65, and decreases thereafter by 20 percentage points each year to 50 percent at age 73 or over (using the nearest age).

If there is no eligible surviving spouse or domestic partner at your death before your pension became effective, there will then be a lump sum death benefit payable in accordance with the terms of your Designation of Beneficiary form equal to your withdrawal benefit at separation, adjusted for interest to the date of your death.

EXAMPLE
Lump Sum Death Benefit
(Death in Retirement)

Age at retirement	55
Age at death	58
Annual pension	$39,000
(a) accumulated contributions	$116,000
(b) benefits paid to date of death	$117,000
(c) net of (a) minus (b)	$0
(d) 2 x annual pension	$78,000
Death benefit equals (c) + (d)	$78,000

Children's Benefits

In the event of your death in service or in retirement, or if you are receiving a disability pension, benefits are payable to or on behalf of your children:

- up to the age 19;
- up to age 22, if full-time students; or
- who become incapacitated before age 22, payable as long as they are incapacitated.

Children eligible for these benefits must have been born either prior to or within 10 months after your death. The benefit payments are made monthly. Payments on behalf of minors are payable to the surviving spouse/domestic partner or legal guardian. See SRP document, Article 4 – Retirement and Benefits, Section 4.10 – Children’s Benefits.

If there is a living parent, the amount of the child's annual benefit is equal to one-third of the pension that you were or would have been entitled to on the date of death. Death benefits payable to an eligible child are subject to a minimum ($3,596 per year, as of 2022) and a maximum ($7,193 per year, as of 2022) which are adjusted for cost of living each year in the same manner as the pension benefits. There is a family maximum of three times the maximum child benefit ($21,581 per year, as of 2022).

If there is no living parent, the benefit to each of your eligible children is increased by whichever is greater: the minimum or 25 percent of your pension.

If there is more than one child, then the benefit is increased by the greater of the maximum or 50 percent of your pension, divided equally among the children.

The amount payable to your eligible children may be reduced if you elect a commutation (see “Pension Payments—Commutation Option” below). If you became a participant prior to May 1, 2023 and elect to commute no more than one-third of your pension, then the amount payable to your eligible children is calculated based on your pension before reduction for any commutation; otherwise, their benefit is calculated based on your pension after reduction for any commutation.

The children’s benefits are adjusted each year on May 1 to account for inflation.

V. PENSION PAYMENTS

Pension Payments and Effective Dates

All SRP pensions are calculated as annual amounts but are payable monthly (on the last business day of the month). All pensions become effective on the first of the month, except for the following death benefits which become effective on the day following your date of death: surviving spouse/domestic partner pension (if you die while in service) and children's benefits.

Please note that, in order to commence your pension, you must have a full termination of employment with the Fund. This requirement will not be satisfied unless there is a full cessation of salary and benefits and may not be satisfied if there is any explicit understanding between you and the Fund that you will return to service at the Fund, whether in the same or a different appointment type.

If you elect to receive an immediate pension, you must complete a Pension Election Form prior to your pension effective date (preferably 4 weeks in advance). Payment of an early retirement pension cannot commence until your election and relevant documentation have been received.

Commutation Option

If you are entitled to receive a normal or early retirement pension, you may elect to convert up to three-quarters (75%) or all (100%) of the pension to a lump sum payment referred to as a commutation. The election to commute must be made prior to the effective date of the pension. An election to commute 100% of the pension as a lump sum payment terminates eligibility for any other benefits under the SRP. See SRP document, Article 15 – Commutation of Pension Payments.

Commutations are paid in U.S. dollars, generally within one month following the pension effective date. If you receive a disability pension, you may elect a commutation of the early retirement pension you would have been entitled to receive prior to the commencement of your disability pension.

The amount of the lump sum is calculated as a multiple of the commuted portion of pension, and is based on the age of the participant on the effective date of the pension.

The commutation election reduces the spouse/domestic partner pension and children's benefits described above if you became a participant on or after May 1, 2023 or if you were participating prior to this date and commute more than one-third of your pension. The commutation election also reduces a pension to a designated survivor as described below, regardless of when you became a participant.

If you have an eligible spouse or domestic partner, your election to commute all or a portion of your benefit may reduce any potential surviving spouse/domestic partner benefit. Specifically, reduction applies: if your SRP participation date is before May 1, 2023 and you elect to commute greater than one-third of your pension OR if your SRP participation date is after April 30, 2023. Your spouse or domestic partner must consent to any election which would reduce or eliminate the survivor benefit.

EXAMPLE
Commutation

Age at retirement	55
Annual pension before commutation	$36,000
Amount commuted from annual pension (1/3 of pension)	$12,000
Commutation factor (based on age)	15.725
Lump sum commutation payment	$188,700 (12,000 x 15.725)
Annual pension after commutation	$24,000

Currency of Payment

Election of Payment in a Currency Other than U.S. Dollars

You may elect to receive all or part of your pension in the currency of a country other than the United States if you qualify under one of the following conditions:

- you are a national of the country for which the currency is elected and provide proof of repatriation, or
- you can furnish evidence that you have established and intend to maintain permanent residence in that country.

Evidence of repatriation or permanent residence must be submitted to the Administration Committee and you must elect to receive at least 25 percent of your pension in the non-U.S. currency. You may make this election within 90 days following the effective date of your pension. If the currency option is not exercised during this initial period, it cannot be exercised until permanent residence has been established and maintained for at least 12 months while retired. Your election will be effective in the month following approval by the Administration Committee.

After your initial election, you may elect to increase the portion paid in non-U.S. currency on no more than three occasions. The U.S. currency portion, if any, may be decreased, but cannot be increased unless you reestablish permanent residence in the U.S. If you change your permanent residence to a third country, you may make a new election to receive all or a portion of your pension in the currency of that country and U.S. dollars.

The non-U.S. portion of the pension is converted from U.S. dollars by using a fixed exchange rate, which is the average of the rates at the end of the 60 months immediately preceding your pension effective date. If a currency election is made after retirement, the exchange rate used to convert from U.S. dollars to the other currency is the same 60-month average rate that would have been used on your pension effective date. Adjustment for cost-of-living increase for the local currency portion of your pension is based on the national consumer price index (CPI) of the country of permanent residence. See SRP document, Article 16 – Payments and Currencies, Section 16.3 – Election of Other Currency for Pensions.

EXAMPLE
Currency Conversion

Annual pension	$40,000
Currency election	50% U.S. Dollars / 50% Euros
5-year exchange rate	0.9 (Euro to USD)
COLA (based on national consumer price index, CPI)	5% U.S / 7% France
First year pension in USD	$20,000
U.S. COLA (5%)	$1,000
Adjusted USD portion of pension	$21,000
First year pension in Euros	€ 18,000
French COLA (7%)	€ 1,260
Adjusted Euro portion of pension	€ 19,260
Total annual pension	**$21,000 plus €19,260**

Option to Provide a Pension to Designated Survivor

If you are eligible to receive a pension, you may elect to provide a survivor pension to any designated individual in exchange for a reduction in your own pension. This election can also be made to provide an additional pension to your eligible surviving spouse/domestic partner. The election to provide a survivor pension must be made at least 30 days prior to the effective date of your pension. The amount of the reduction in your pension depends on the difference between your age and the age of your designated survivor as of your pension effective date.

There are two restrictions placed on the election of this option:

- the amount of survivor pension (plus the surviving spouse/domestic partner pension, if applicable), may not be greater than the amount of your reduced pension; and
- the reduced amount of your pension (after reduction on account of this option) must be greater than one half the amount of your pension before reduction for this option.

This election is irrevocable once it becomes effective, even if your designated survivor dies before you. That is, once your pension is reduced to accommodate the election of a survivor pension, the amount reduced from your pension cannot be restored. See SRP document, Article 4 – Retirement and Benefits, Section 4.6 – Reduced Pensions with Pension to Survivor.

If you have an eligible spouse or domestic partner, your spouse or domestic partner must consent to this election with the understanding that it would reduce the pension payable during your lifetime.

EXAMPLE
Survivor Pension

Your age at retirement	55
Survivor's age	45
Unreduced annual pension	$30,000
(a) Annual pension available to provide a survivor pension	$15,000
(b) Factor reflecting the difference in your and your survivor's age	0.7744
(c) Annual pension reduced for payment over 2 lives: (a) x (b)	$11,600
Total annual pension payable to you while both you and your survivor are living: (a) + (c)	$26,600
Total annual pension payable if only your survivor lives: (c)	$11,600

Survivor Election During Retirement

If you marry, re-marry, or establish a domestic partner relationship during retirement, you may elect to provide a survivor pension to your new spouse/domestic partner. This election must be made within one year of the marriage or within one year of establishment of the domestic partner relationship, and becomes effective on the first of the 13th month from the commencement of the marriage or domestic partnership. This election results in a reduction in your pension based on two factors: the amount of the survivor pension elected and the difference between your age and that of your spouse/domestic partner. Once effective, this election is irrevocable, even if your spouse/domestic partner dies before you. This means that once the election becomes effective, the amount reduced from your pension to create the survivor pension cannot be restored.

Court-Ordered Payments for Spouses/Former Spouses and Children

If you are required to do so by a court order, you may direct that a portion of your retirement benefits be paid to one or more former spouses, to a current spouse from whom there is a legal separation, or for child support. In addition, your spouse or former spouse, child or children (or their guardians) may request that the Administration Committee give effect to a court order requiring such payments. See SRP document, Article 11 – Nonalienation of Benefits, Section 11.3.

Payments that relate to spousal support and the division of marital property would be limited to 50 percent of the SRP benefit attributable to your eligible service during the marriage (or marriages). Child support payments are additional, and could increase the maximum amount that could be redirected from your SRP benefits up to 66-2/3 percent of your total pension. While allowing payments to be made from the SRP in accordance with a court order, these limits safeguard the primary purpose of the Plan which is to provide pensions to participants.

Requests to redirect SRP payments pursuant to a court order must be submitted to the Administration Committee, and would be given effect only prospectively.

Cost-of-Living Increases

All pension payments are eligible for annual cost-of-living increases applicable each May 1. An initial cost-of-living increase is applied to immediate pensions on the retirement effective date and to deferred pensions as of the first of the month following the date when the sum of your age and eligible service equals 50.

The initial cost-of-living adjustment is prorated based on the number of months between the pension effective date and the end of the fiscal year. Thus, a pension effective August 1 would receive 75 percent (9/12) of the cost-of-living adjustment effective the preceding May 1.

U.S. dollar pensions are adjusted using the U.S. Consumer Price Index for All Urban Consumers. Cost-of-living increases for pensions payable in currencies other than U.S. dollars are based on the consumer price indices for countries as reported in the International Financial Statistics published by the Fund.

The Fund has the right to limit the cost-of-living increase in any year to 3 percent, although it has never exercised this right. See SRP document, Article 4 – Retirement and Benefits, Section 4.11 – Pension Supplements.

VI. SUPPLEMENTAL RETIREMENT BENEFIT PLAN

The Supplemental Retirement Benefit Plan (SRBP) receives pension contributions and pays pension benefits that exceed the pay and benefit limits imposed by U.S. law on "qualified" pension plans such as the SRP. To determine if any of your benefits are payable from the SRBP, you may refer to your pay advice, which will reflect your contributions to the plan.

Effective May 1, 2023, the SRBP will be administered to be aligned with the SRP as amended as of that date. An updated SRBP document will be forthcoming.

SRBP Payments to U.S. Citizens (Not Applicable to Other Participants)

Because of a U.S. law enacted in 2004 that is known as "Section 409A," if you are a U.S. citizen ***and*** you have benefits payable from the SRBP (due to your pay and/or benefits exceeding the qualified plan limits), the portion of your SRBP benefits which accrued after 2004 will be paid according to special rules in the SRBP. The portion of your SRBP benefits which accrued prior to 2005 will be paid at the same time and in the same form (annuity or lump sum) as your benefits from the SRP.

The payment provisions for the post-2004 SRBP benefits are complex, and they vary depending upon your eligibility to begin receiving a pension at the time of your separation from the Fund:

- **If you are eligible for an immediate pension under the SRP upon separation**, the post-2004 portion of your SRBP benefit will be paid as a monthly pension without commutation, starting in the month following your separation. The SRBP monthly pension without commutation will commence even if you elect to defer receipt of your SRP pension and/or choose a commuted lump sum payment from the SRP portion of your pension.

  The SRBP allows participants in this situation to elect to have their post-2004 SRBP pension paid with commutation and/or deferred. However, the election must be made at least 12 months prior to separation, and payment of the commutation and/or deferred benefit cannot commence until five years after separation.

- **If you are not eligible for an immediate pension under the SRP upon separation, but you are eligible for a deferred pension**, the value of your post-2004 SRBP benefit will be paid as a lump sum, 12 months after your separation date. The post-2004 SRBP lump sum will be paid even if you elect to defer your SRP pension or choose a lump sum withdrawal benefit from the SRP.

  The SRBP allows participants in this situation to make an election, upon separating from the Fund, to either: (1) defer the post-2004 SRBP lump sum payment for at least six years; or (2) *commence the post-2004 SRBP benefit in the form of an annuity, with or without commutation, at least six years after separating from the Fund.*

- **If you are not eligible for a deferred pension upon separation, and the only benefit available to you under the plan is a lump sum withdrawal benefit**, the payment of your withdrawal benefit will include the SRP and SRBP portions, i.e., the special SRBP payment provisions for post-2004 benefits do not apply in this case.

If you receive Separation Payments (formerly referred to as the Separation Benefits Fund or SBF), the impact of these special SRBP rules could be different than is described above. Please contact the SRP Team to determine how your benefit payments will be affected.

VII. ADMINISTRATION OF THE PLAN

The overall responsibility for carrying out the provisions of the Plan lies with the **Pension Committee,** which is composed of seven members, each with an alternate. The members of the Committee are the Managing Director, ex officio, four Executive Directors elected biennially by the Executive Directors, one staff member appointed by the Managing Director, and one staff member elected biennially by the participants.

The Pension Committee decides all matters of a general policy arising under the Plan.
It has authority to make and establish such rules, policies, and procedures for the overall administration and functioning of the Plan and the collection, investment, management, safekeeping, and disbursement of the Retirement Fund. It makes periodic valuations of the fixed and contingent assets and liabilities of the Plan.

The Pension Committee appoints the **Administration Committee,** which is composed of seven members. The Administration Committee, subject to the supervision and the control of the Pension Committee, is responsible for the administration of the Plan.

The Pension Committee appoints the **Investment Committee,** which is composed of nine members. The Investment Committee, subject to the supervision and the control of the Pension Committee, determines and directs the management and investment of the Retirement Fund.

VIII. APPEALS PROCEDURES

Requests for review of final decisions of the SRP Administration Committee may be brought before the IMF Administrative Tribunal. In order to have a decision reviewed by the Tribunal, the Applicant must have exhausted administrative remedies. Participants must have sought reconsideration by the Administration Committee in accordance with its Rules of Procedure for such appeals.

Questions concerning appeals procedures of the SRP should be addressed via MyHR.

APPENDIX

Benefit Provisions Applicable to Service Prior to May 1, 2022

Pensionable Gross Salary

The grossing-up formulas for service on and after May 1, 2011 through April 30, 2022 are as follows:

Net Salary (NS)	Grossing-up Formula
Less than $60,000	(1.61 x NS) - $7,300
$60,000 to $89,999	(1.45 x NS) + $2,300
$90,000 to $169,999	(1.75 x NS) - $24,700
$170,000 to $259,999	(1.78 x NS) - $29,800
$260,000 and above	(1.75 x NS) - $22,000

Note: The accrual formula applicable from May 1, 2011 is 2.2 percent of Highest Average Gross Salary for each of the first 25 years of eligible service and 1.8 percent for each of the next 10 years of service. The maximum benefit accrual is 73 percent of Highest Average Gross Salary.

The grossing-up formulas for service on and after May 1, 1990 through April 30, 2011 are as follows:

Net Salary (NS)	Grossing-up Formula
Less than $20,000	(1.38 x NS) - $2,100
$20,000 to $29,999	(1.61 x NS) - $6,700
$30,000 to $49,999	(1.72 x NS) - $10,000
$50,000 to $79,999	(1.68 x NS) - $8,000
$80,000 and above	(1.86 x NS) - $22,400

Note: The accrual formula applicable from May 1, 1990 is 2.2 percent of Highest Average Gross Salary for each of the first 25 years of eligible service and 1.8 percent for each of the next 10 years of service. The maximum benefit accrual is 73 percent of Highest Average Gross Salary.

The grossing-up formulas for service prior to May 1, 1990 are as follows:

Net Salary (NS)	Grossing-up Formula
Less than $8,000	$4,000 + (100/75) x (NS - $3,500)
$8,000 to $12,199	$10,000 + (100/70) x (NS - $8,000)
$12,200 to $17,399	$16,000 + (100/65) x (NS - $12,200)
$17,400 to $22,199	$24,000 + (100/60) x (NS - $17,400)
$22,200 to $26,599	$32,000 + (100/55) x (NS - $22,200)
$26,600 and above	$40,000 + (100/50) x (NS - $26,600)

Note: The pre-1990 accrual formula is 2.0 percent of Highest Average Gross Salary for each year of eligible service up to 35 years. The maximum benefit accrual is 70 percent of Highest Average Gross Salary. If the participant has eligible service prior to May 1, 1974, the accrual is reduced by one third the difference, if any, between 2 percent of the highest average gross salary and 2.5 percent of highest average net salary for each year of eligible service prior to May 1, 1974.

The total pre-1990 accrual, after any such reduction, cannot exceed 70 percent of the highest average salary.

Transition Provisions (for participants with service before and after May 1, 2022)

Special arrangements apply to the calculation of benefits payable to or on account of participants with service both before and after May 1, 2022. For such participants, accrued pensions are calculated by combining the benefits calculated in accordance with the pre-2022 and post-2022 formulas, with each being prorated according to the service occurring in the various periods.

An example illustrating these transitional arrangements is provided later in this handbook.

SRP Remuneration Bases and Contribution Rates Prior to May 1, 2022

Period	Remuneration Base and Contribution Rate
For periods ending on or before April 23, 1959	6.0 % of net remuneration
For pay periods beginning on or after April 23, 1959, and ending on or before July 20, 1967	7.0% of net remuneration
For pay periods beginning (i) on or after July 20, 1967 through April 17, 1974, and (ii) April 18, 1974 through April 30, 1974	7⅔% of net remuneration
Beginning May 1, 1974 and ending August 31, 1976	6½% of gross remuneration
Beginning September 1, 1976 and ending April 30, 1990	7.0% of gross remuneration (Schedule B, para. 18 of the SRP Plan Document)
Beginning May 1, 1990 and ending April 30, 2011	7.0% of gross remuneration (Schedule B, para. 22 of the SRP Plan Document)
Beginning May 1, 2011 and ending April 30, 2022	7.0% of gross remuneration (Schedule A, para. 8 of the SRP Plan Document)

Additional Early Retirement Provisions

Age 55 with Separation Benefits

If you receive Separation Payments (formerly referred to as the Separation Benefits Fund or SBF) you can elect to receive an immediate early retirement pension between the ages of 55 and 62 if you have at least three years of eligible service. If you are younger than age 55, you may defer your pension benefit to a point between ages 55 and 62, provided you have at least three years of eligible service; or you may be eligible to commence at an earlier age under the Rule of Age 75 (see below).

If electing an early retirement pension, early retirement reductions are the lesser of:

(1) 3 percent for each year (1/4 percent for each month) that your age (when your pension begins) is less than age 62, or

(2) Rule of 85: 1.5 percent for each year (1/8 percent for each month) that the sum of your years of eligible service (at separation) and your age (when your pension begins) is less than 85.

Rule of Age 75

If you are not eligible to retire under the Rule of Age 50 due to receiving Separation Payments (formerly referred to as the Separation Benefits Fund or SBF), you may be eligible for early retirement under the Rule of 75. To be eligible under the Rule of 75 after receiving Separation

Payments, you must be at least age 50 but not yet age 55, have at least three years of eligible service, and the sum of your years of eligible service (at separation) and your age (when your pension begins) must be at least 75.

Under the Rule of Age 75, your early retirement benefit is:

(1) reduced by the lesser of:

(a) 3 percent for each year (1/4 percent for each month) that your age at age 55 is less than age 62 (i.e., 7 years), or

(b) Rule of 85 as of age 55: 1.5 percent for each year (1/8 percent for each month) that the sum of your years of eligible service (at separation) and your age at age 55 is less than 85;

(2) further reduced by 5 percent for each year (5/12 percent for each month) that your age when your pension begins is less than age 55

EXAMPLE
Service Occurring Across Multiple Plan Amendments

Assumptions

Appointment date:	5/1/1987 (age 32)
Retirement date:	4/30/2012 (age 57 with 25 years of service)
Final net salary at retirement:	$50,000

Pre-1990 Plan

Highest Average Gross Salary	$82,114
Accrual at 2.0% x 25 years	50%
Highest Average Gross Salary x accrual %	$41,057
Years of service before 5/1/1990	3
Total years of service	25
First Service Period Pension (Part A)	$4,926 ($41,057 x 3/25)

5/1/1990 to 4/30/2011 Plan

Highest Average Gross Salary	$71,970
Accrual at 2.2% x 25 years	55%
Highest Average Gross Salary x accrual %	$39,583
Years of service (5/1/1990 - 4/30/2011)	21
Total years of service	25
Second Service Period Pension (Part B)	$33,249 ($39,583 x 21/25)

5/1/2011 Plan

Highest Average Gross Salary	$69,427
Accrual at 2.2% x 25 years	55%
Highest Average Gross Salary x accrual %	$38,184
Years of service (5/1/2011 - 4/30/2012)	1
Total years of service	25
Third Service Period Pension (Part C)	$1,527 ($38,184 x 1/25)
Combined Pension (Part A + Part B + Part C)	$39,072

Early Retirement Reduction	
Years for unreduced pension	85
minus retirement age	-57
minus years of service	-25
net years for reduction	3
times reduction factor	x1.5%
Reduction %	4.50%
Final pension (combined pension minus 4.5%)	$37,314