

**BENEFIT PROVISIONS EVALUATED AND/OR CONSIDERED  
(DECEMBER 31, 2008)**

**REGULAR RETIREMENT** (no reduction factor for age):

*Eligibility* - T.P.O.A., T.F.S.O.A. and T.C.O.A. members: 25 years of service; or age 60 with 10 years of service. General AFSCME, General Clerical Members, Classified or Exempt: Age 50 with 27 years of service; or age 55 with 25 years of service; or age 60 with 10 years of service.

*Mandatory Retirement Age* - None.

*Annual Amount*

<u>Division</u>	<u>Benefit</u>	<u>Supplemental Benefit</u>
T.P.O.A.	2.80% * FAC to 25 years 1.00% * FAC 26-30 years	
T.C.O.A.	2.80% * FAC to 25 years 1.00% * FAC 26-30 years	
T.F.S.O.A.	2.25% * FAC * Service	0.25% * FAC * Service
General AFSCME	2.25% * FAC * Service	0.25% * FAC * Service
General Classified/Exempt	2.25% * FAC * Service	0.25% * FAC * Service
General Clerical	2.25% * FAC * Service	0.25% * FAC * Service

*Type of Final Average Compensation* - Highest 3 years out of last 10. Some lump sums are included but payment of sick or vacation leave is not included.

**EARLY RETIREMENT (AGE REDUCTION FACTOR USED):**

*Eligibility* - Age 55 with 10 years of service.

*Annual Amount* - Computed as regular retirement benefit but reduced by 1/2% for each month by which retirement precedes age 60.

**DEFERRED RETIREMENT (vested benefits):**

*Eligibility* - 10 years of service. Benefit payable at age 60.

*Annual Amount* - Same as regular retirement but based on credited service and final average compensation at termination.

**DUTY DISABILITY RETIREMENT:**

*Eligibility* - No age or service requirement. Worker's compensation must be payable.

*Annual Amount* - Same as regular retirement. Upon termination of worker's compensation the benefit is recomputed to grant service credit for the period in receipt of worker's compensation. Minimum benefit is based on 10 years of credited service (66 2/3% of final average compensation for non-command/exempt public safety members, while in receipt of worker's compensation).