



Calculating Your Retirement Benefit

TIER 4 GENERAL MEMBERSHIP (62/5, 57/5, 55/25)

January 2017

To be eligible for an unreduced pension, you must satisfy the age and service requirements specified in your plan. This brochure covers three plans in Tier 4 – 62/5, 57/5 and 55/25 – and all three contain the same formula to calculate a retirement benefit. Each year of service is calculated at a certain percentage contingent upon the years of Credited Service you've accumulated. The calculation is as follows:

| | |
|---|--|
| Members with less than 20 years of Credited Service | 1.67% for each year |
| Members with 20-30 years of Credited Service | 2% for each year |
| Members with more than 30 years of Credited Service | 2% for each year up to 30 years, PLUS 1.5% for each year in excess of 30 |

In addition to these percentages, a key factor in the calculation of your retirement benefit is your Final Average Salary (FAS). In general, your FAS is a three-year average of wages earned. For more information on FAS, please refer to Brochure #929.

The charts in this brochure contain hypothetical FAS amounts and years of service. At the intersection of these two factors you will find a dollar amount that represents your Maximum Retirement Allowance, i.e., your annual retirement benefit amount without optional modification.

Here is an example of how the chart works for a member with 10 years of service and an FAS of \$45,000:

| IF YOU MAKE BETWEEN \$25,000 - \$55,000 | | | | | | | |
|---|------------|------------|------------|-------------|-------------|-------------|-------------|
| Final Average Salary | | | | | | | |
| | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | \$55,000 |
| 5 | \$2,083.33 | \$2,500.00 | \$2,916.67 | \$3,333.33 | \$3,750.00 | \$4,166.67 | \$4,583.33 |
| 6 | \$2,500.00 | \$3,000.00 | \$3,500.00 | \$4,000.00 | \$4,500.00 | \$5,000.00 | \$5,500.00 |
| 7 | \$2,916.67 | \$3,500.00 | \$4,083.33 | \$4,666.67 | \$5,250.00 | \$5,833.33 | \$6,416.67 |
| 8 | \$3,333.33 | \$4,000.00 | \$4,666.67 | \$5,333.33 | \$6,000.00 | \$6,666.67 | \$7,333.33 |
| 9 | \$3,750.00 | \$4,500.00 | \$5,250.00 | \$6,000.00 | \$6,750.00 | \$7,500.00 | \$8,250.00 |
| 10 | \$4,166.67 | \$5,000.00 | \$5,833.33 | \$6,666.67 | \$7,500.00 | \$8,333.33 | \$9,166.67 |
| 11 | \$4,583.33 | \$5,500.00 | \$6,416.67 | \$7,333.33 | \$8,250.00 | \$9,166.67 | \$10,083.33 |
| 12 | \$5,000.00 | \$6,000.00 | \$7,000.00 | \$8,000.00 | \$9,000.00 | \$10,000.00 | \$11,000.00 |
| 13 | \$5,416.67 | \$6,500.00 | \$7,583.33 | \$8,666.67 | \$9,750.00 | \$10,833.33 | \$11,916.67 |
| 14 | \$5,833.33 | \$7,000.00 | \$8,166.67 | \$9,333.33 | \$10,500.00 | \$11,666.67 | \$12,833.33 |
| 15 | \$6,250.00 | \$7,500.00 | \$8,750.00 | \$10,000.00 | \$11,250.00 | \$12,500.00 | \$13,750.00 |

This member would have an annual Maximum Retirement Allowance of \$7,500. Members can choose the Maximum Retirement Allowance or select a retirement option that continues their pension to a surviving beneficiary. All options will be presented in a retirement options letter which is sent about 6-8 weeks after a member's effective retirement date. This example assumes NO outstanding loans or deficits at the time of retirement. In the case of an outstanding loan, please refer to the chart (on the back page) titled "Outstanding Loan Reduction" to see how the retirement benefit will be reduced.

This page is for Members with between 5-15 years of service

IF YOU MAKE BETWEEN \$25,000 - \$55,000

Final Average Salary

| | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | \$55,000 |
|----|------------|------------|------------|-------------|-------------|-------------|-------------|
| 5 | \$2,083.33 | \$2,500.00 | \$2,916.67 | \$3,333.33 | \$3,750.00 | \$4,166.67 | \$4,583.33 |
| 6 | \$2,500.00 | \$3,000.00 | \$3,500.00 | \$4,000.00 | \$4,500.00 | \$5,000.00 | \$5,500.00 |
| 7 | \$2,916.67 | \$3,500.00 | \$4,083.33 | \$4,666.67 | \$5,250.00 | \$5,833.33 | \$6,416.67 |
| 8 | \$3,333.33 | \$4,000.00 | \$4,666.67 | \$5,333.33 | \$6,000.00 | \$6,666.67 | \$7,333.33 |
| 9 | \$3,750.00 | \$4,500.00 | \$5,250.00 | \$6,000.00 | \$6,750.00 | \$7,500.00 | \$8,250.00 |
| 10 | \$4,166.67 | \$5,000.00 | \$5,833.33 | \$6,666.67 | \$7,500.00 | \$8,333.33 | \$9,166.67 |
| 11 | \$4,583.33 | \$5,500.00 | \$6,416.67 | \$7,333.33 | \$8,250.00 | \$9,166.67 | \$10,083.33 |
| 12 | \$5,000.00 | \$6,000.00 | \$7,000.00 | \$8,000.00 | \$9,000.00 | \$10,000.00 | \$11,000.00 |
| 13 | \$5,416.67 | \$6,500.00 | \$7,583.33 | \$8,666.67 | \$9,750.00 | \$10,833.33 | \$11,916.67 |
| 14 | \$5,833.33 | \$7,000.00 | \$8,166.67 | \$9,333.33 | \$10,500.00 | \$11,666.67 | \$12,833.33 |
| 15 | \$6,250.00 | \$7,500.00 | \$8,750.00 | \$10,000.00 | \$11,250.00 | \$12,500.00 | \$13,750.00 |

IF YOU MAKE BETWEEN \$60,000 - \$90,000

Final Average Salary

| | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 | \$90,000 |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5 | \$5,000.00 | \$5,416.67 | \$5,833.33 | \$6,250.00 | \$6,666.67 | \$7,083.33 | \$7,500.00 |
| 6 | \$6,000.00 | \$6,500.00 | \$7,000.00 | \$7,500.00 | \$8,000.00 | \$8,500.00 | \$9,000.00 |
| 7 | \$7,000.00 | \$7,583.33 | \$8,166.67 | \$8,750.00 | \$9,333.33 | \$9,916.67 | \$10,500.00 |
| 8 | \$8,000.00 | \$8,666.67 | \$9,333.33 | \$10,000.00 | \$10,666.67 | \$11,333.33 | \$12,000.00 |
| 9 | \$9,000.00 | \$9,750.00 | \$10,500.00 | \$11,250.00 | \$12,000.00 | \$12,750.00 | \$13,500.00 |
| 10 | \$10,000.00 | \$10,833.33 | \$11,666.67 | \$12,500.00 | \$13,333.33 | \$14,166.67 | \$15,000.00 |
| 11 | \$11,000.00 | \$11,916.67 | \$12,833.33 | \$13,750.00 | \$14,666.67 | \$15,583.33 | \$16,500.00 |
| 12 | \$12,000.00 | \$13,000.00 | \$14,000.00 | \$15,000.00 | \$16,000.00 | \$17,000.00 | \$18,000.00 |
| 13 | \$13,000.00 | \$14,083.33 | \$15,166.67 | \$16,250.00 | \$17,333.33 | \$18,416.67 | \$19,500.00 |
| 14 | \$14,000.00 | \$15,166.67 | \$16,333.33 | \$17,500.00 | \$18,666.67 | \$19,833.33 | \$21,000.00 |
| 15 | \$15,000.00 | \$16,250.00 | \$17,500.00 | \$18,750.00 | \$20,000.00 | \$21,250.00 | \$22,500.00 |



This page is for Members with between 16-25 years of service

IF YOU MAKE BETWEEN \$25,000 - \$55,000

| | | Final Average Salary | | | | | | |
|-------------------------|----|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | \$55,000 |
| Years of Service | 16 | \$6,666.67 | \$8,000.00 | \$9,333.33 | \$10,666.67 | \$12,000.00 | \$13,333.33 | \$14,666.67 |
| | 17 | \$7,083.33 | \$8,500.00 | \$9,916.67 | \$11,333.33 | \$12,750.00 | \$14,166.67 | \$15,583.33 |
| | 18 | \$7,500.00 | \$9,000.00 | \$10,500.00 | \$12,000.00 | \$13,500.00 | \$15,000.00 | \$16,500.00 |
| | 19 | \$7,916.67 | \$9,500.00 | \$11,083.33 | \$12,666.67 | \$14,250.00 | \$15,833.33 | \$17,416.67 |
| | 20 | \$10,000.00 | \$12,000.00 | \$14,000.00 | \$16,000.00 | \$18,000.00 | \$20,000.00 | \$22,000.00 |
| | 21 | \$10,500.00 | \$12,600.00 | \$14,700.00 | \$16,800.00 | \$18,900.00 | \$21,000.00 | \$23,100.00 |
| | 22 | \$11,000.00 | \$13,200.00 | \$15,400.00 | \$17,600.00 | \$19,800.00 | \$22,000.00 | \$24,200.00 |
| | 23 | \$11,500.00 | \$13,800.00 | \$16,100.00 | \$18,400.00 | \$20,700.00 | \$23,000.00 | \$25,300.00 |
| | 24 | \$12,000.00 | \$14,400.00 | \$16,800.00 | \$19,200.00 | \$21,600.00 | \$24,000.00 | \$26,400.00 |
| | 25 | \$12,500.00 | \$15,000.00 | \$17,500.00 | \$20,000.00 | \$22,500.00 | \$25,000.00 | \$27,500.00 |

IF YOU MAKE BETWEEN \$60,000 - \$90,000

| | | Final Average Salary | | | | | | |
|-------------------------|----|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 | \$90,000 |
| Years of Service | 16 | \$16,000.00 | \$17,333.33 | \$18,666.67 | \$20,000.00 | \$21,333.33 | \$22,666.67 | \$24,000.00 |
| | 17 | \$17,000.00 | \$18,416.67 | \$19,833.33 | \$21,250.00 | \$22,666.67 | \$24,083.33 | \$25,500.00 |
| | 18 | \$18,000.00 | \$19,500.00 | \$21,000.00 | \$22,500.00 | \$24,000.00 | \$25,500.00 | \$27,000.00 |
| | 19 | \$19,000.00 | \$20,583.33 | \$22,166.67 | \$23,750.00 | \$25,333.33 | \$26,916.67 | \$28,500.00 |
| | 20 | \$24,000.00 | \$26,000.00 | \$28,000.00 | \$30,000.00 | \$32,000.00 | \$34,000.00 | \$36,000.00 |
| | 21 | \$25,200.00 | \$27,300.00 | \$29,400.00 | \$31,500.00 | \$33,600.00 | \$35,700.00 | \$37,800.00 |
| | 22 | \$26,400.00 | \$28,600.00 | \$30,800.00 | \$33,000.00 | \$35,200.00 | \$37,400.00 | \$39,600.00 |
| | 23 | \$27,600.00 | \$29,900.00 | \$32,200.00 | \$34,500.00 | \$36,800.00 | \$39,100.00 | \$41,400.00 |
| | 24 | \$28,800.00 | \$31,200.00 | \$33,600.00 | \$36,000.00 | \$38,400.00 | \$40,800.00 | \$43,200.00 |
| | 25 | \$30,000.00 | \$32,500.00 | \$35,000.00 | \$37,500.00 | \$40,000.00 | \$42,500.00 | \$45,000.00 |



This page is for Members with between 26-35 years of service

IF YOU MAKE BETWEEN \$25,000 - \$55,000

Final Average Salary

| | | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | \$55,000 |
|-------------------------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Years of Service | 26 | \$13,000.00 | \$15,600.00 | \$18,200.00 | \$20,800.00 | \$23,400.00 | \$26,000.00 | \$28,600.00 |
| | 27 | \$13,500.00 | \$16,200.00 | \$18,900.00 | \$21,600.00 | \$24,300.00 | \$27,000.00 | \$29,700.00 |
| | 28 | \$14,000.00 | \$16,800.00 | \$19,600.00 | \$22,400.00 | \$25,200.00 | \$28,000.00 | \$30,800.00 |
| | 29 | \$14,500.00 | \$17,400.00 | \$20,300.00 | \$23,200.00 | \$26,100.00 | \$29,000.00 | \$31,900.00 |
| | 30 | \$15,000.00 | \$18,000.00 | \$21,000.00 | \$24,000.00 | \$27,000.00 | \$30,000.00 | \$33,000.00 |
| | 31 | \$15,375.00 | \$18,450.00 | \$21,525.00 | \$24,600.00 | \$27,675.00 | \$30,750.00 | \$33,825.00 |
| | 32 | \$15,750.00 | \$18,900.00 | \$22,050.00 | \$25,200.00 | \$28,350.00 | \$31,500.00 | \$34,650.00 |
| | 33 | \$16,125.00 | \$19,350.00 | \$22,575.00 | \$25,800.00 | \$29,025.00 | \$32,250.00 | \$33,475.00 |
| | 34 | \$16,500.00 | \$19,800.00 | \$23,100.00 | \$26,400.00 | \$29,700.00 | \$33,000.00 | \$36,300.00 |
| | 35 | \$16,875.00 | \$20,250.00 | \$23,625.00 | \$27,000.00 | \$30,375.00 | \$33,750.00 | \$37,125.00 |

IF YOU MAKE BETWEEN \$60,000 - \$90,000

Final Average Salary

| | | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 | \$90,000 |
|-------------------------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Years of Service | 26 | \$31,200.00 | \$33,800.00 | \$36,400.00 | \$39,000.00 | \$41,600.00 | \$44,200.00 | \$46,800.00 |
| | 27 | \$32,400.00 | \$35,100.00 | \$37,800.00 | \$40,500.00 | \$43,200.00 | \$45,900.00 | \$48,600.00 |
| | 28 | \$33,600.00 | \$36,400.00 | \$39,200.00 | \$42,000.00 | \$44,800.00 | \$47,600.00 | \$50,400.00 |
| | 29 | \$34,800.00 | \$37,700.00 | \$40,600.00 | \$43,500.00 | \$46,400.00 | \$49,300.00 | \$52,200.00 |
| | 30 | \$36,000.00 | \$39,000.00 | \$42,000.00 | \$45,000.00 | \$48,000.00 | \$51,000.00 | \$54,000.00 |
| | 31 | \$36,900.00 | \$39,975.00 | \$43,050.00 | \$46,125.00 | \$49,200.00 | \$52,275.00 | \$55,350.00 |
| | 32 | \$37,800.00 | \$40,950.00 | \$44,100.00 | \$47,250.00 | \$50,400.00 | \$53,550.00 | \$56,700.00 |
| | 33 | \$38,700.00 | \$41,925.00 | \$45,150.00 | \$48,375.00 | \$51,600.00 | \$54,825.00 | \$58,050.00 |
| | 34 | \$39,600.00 | \$42,900.00 | \$46,200.00 | \$49,500.00 | \$52,800.00 | \$56,100.00 | \$59,400.00 |
| | 35 | \$40,500.00 | \$43,875.00 | \$47,250.00 | \$50,625.00 | \$54,000.00 | \$57,375.00 | \$60,750.00 |

Outstanding Loan at Retirement

An outstanding loan at retirement will permanently reduce your retirement benefit. The amount of the reduction in your benefit depends on your age at retirement and the size of the loan. The chart on the right illustrates the benefit reduction in dollars for every one thousand dollars of an outstanding loan amount (based on a table of factors used for Calendar Year 2017 retirements).

| Outstanding Loan Reduction | | | | |
|-----------------------------------|---------|--|------------|---------|
| Age | | | Age | |
| 55 | \$61.13 | | 63 | \$72.90 |
| 56 | \$62.32 | | 64 | \$74.81 |
| 57 | \$63.58 | | 65 | \$76.83 |
| 58 | \$64.92 | | 66 | \$79.00 |
| 59 | \$66.34 | | 67 | \$81.31 |
| 60 | \$67.84 | | 68 | \$83.79 |
| 61 | \$69.42 | | 69 | \$86.42 |
| 62 | \$71.11 | | 70 | \$89.23 |

