

PENSION COMPARISON

Tier 4		Tier 6
3% 10 Years	Basic Contribution	3% under 45K 3.5% @ 45-55K, 4.5% @ 55-75K 5.75% @ 75-100K
@62 >20 Yrs 1.67% per Year @62>20 Yrs 2% per Year	Age & Benefit	@ 63 > 20 = 1/60 FAS x Yr @63 >20 = 35% FAS+2%/Yr over 20
5 Years Early Out Collects on 25 th Anniversary	Vest	10 Years Early Out Collects @ 63
6.25%	25 No Age Contribution	6.25%
¾ HAT Heart	Enhancements	¾ HAT Heart
3 Highest-10% Look back No Limit OT	Final Average Salary	5 Highest-8% Look Back Up To 15K OT
50% FAS	Retirement Benefit	50% FAS
3% of Wages + 5% Interest	Military Service (All Buy Backs)	6% of Wages + 5% Interest

Members enrolling later than March 31, 2012 are TIER 6 **WITHOUT** LOSS OF PREVIOUSLY ENACTED PENSION ENHANCEMENTS
CURRENTLY ENROLLED TIER 4 MEMBERS HAVE **NO** CHANGE

