

**PERCENTAGE OF FINAL COMPENSATION  
PLAN P/T/W - 1.62% at 65**

Years of Service	Age at Retirement																	
	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65 and Over
10	<i>General members in Plan O/P/T/W are eligible to retire at any age with 30 years of service</i>		7.88%	12.43%	8.68%	9.09%	9.51%	9.95%	10.42%	10.94%	11.50%	12.11%	12.78%	13.27%	13.94%	14.65%	15.41%	16.21%
11			8.67%	9.11%	9.55%	10.00%	10.46%	10.94%	11.47%	12.03%	12.65%	13.32%	14.06%	14.60%	15.34%	16.12%	16.95%	17.84%
12			9.45%	9.94%	10.42%	10.91%	11.41%	11.94%	12.51%	13.13%	13.80%	14.53%	15.33%	15.93%	16.73%	17.58%	18.49%	19.46%
13			10.24%	10.77%	11.29%	11.82%	12.36%	12.93%	13.55%	14.22%	14.95%	15.74%	16.61%	17.26%	18.12%	19.05%	20.03%	21.08%
14			11.03%	11.60%	12.16%	12.73%	13.31%	13.93%	14.59%	15.32%	16.10%	16.95%	17.89%	18.58%	19.52%	20.51%	21.57%	22.70%
15			11.82%	12.43%	13.03%	13.64%	14.26%	14.92%	15.64%	16.41%	17.25%	18.17%	19.17%	19.91%	20.91%	21.98%	23.11%	24.32%
16			12.61%	13.26%	13.89%	14.54%	15.21%	15.92%	16.68%	17.50%	18.40%	19.38%	20.44%	21.24%	22.31%	23.44%	24.65%	25.94%
17			13.39%	14.09%	14.76%	15.45%	16.16%	16.91%	17.72%	18.60%	19.55%	20.59%	21.72%	22.57%	23.70%	24.91%	26.19%	27.56%
18			14.18%	14.91%	15.63%	16.36%	17.11%	17.91%	18.76%	19.69%	20.70%	21.80%	23.00%	23.89%	25.10%	26.37%	27.73%	29.19%
19			14.97%	15.74%	16.50%	17.27%	18.06%	18.90%	19.81%	20.79%	21.85%	23.01%	24.28%	25.22%	26.49%	27.84%	29.27%	30.81%
20			15.76%	16.57%	17.37%	18.18%	19.01%	19.90%	20.85%	21.88%	23.00%	24.22%	25.56%	26.55%	27.88%	29.30%	30.81%	32.43%
21			16.55%	17.40%	18.24%	19.09%	19.96%	20.89%	21.89%	22.97%	24.15%	25.43%	26.83%	27.88%	29.28%	30.77%	32.35%	34.05%
22			17.33%	18.23%	19.10%	20.00%	20.92%	21.89%	22.93%	24.07%	25.30%	26.64%	28.11%	29.20%	30.67%	32.23%	33.89%	35.67%
23			18.12%	19.06%	19.97%	20.91%	21.87%	22.88%	23.98%	25.16%	26.45%	27.85%	29.39%	30.53%	32.07%	33.70%	35.43%	37.29%
24			18.91%	19.89%	20.84%	21.82%	22.82%	23.88%	25.02%	26.26%	27.60%	29.06%	30.67%	31.86%	33.46%	35.16%	36.97%	38.91%
25			19.70%	20.72%	21.71%	22.73%	23.77%	24.87%	26.06%	27.35%	28.75%	30.28%	31.95%	33.19%	34.86%	36.63%	38.52%	40.54%
26			20.49%	21.54%	22.58%	23.63%	24.72%	25.87%	27.10%	28.44%	29.90%	31.49%	33.22%	34.51%	36.25%	38.09%	40.06%	42.16%
27			21.27%	22.37%	23.45%	24.54%	25.67%	26.86%	28.14%	29.54%	31.05%	32.70%	34.50%	35.84%	37.64%	39.56%	41.60%	43.78%
28			22.06%	23.20%	24.32%	25.45%	26.62%	27.86%	29.19%	30.63%	32.20%	33.91%	35.78%	37.17%	39.04%	41.02%	43.14%	45.40%
29	22.85%	24.03%	25.18%	26.36%	27.57%	28.85%	30.23%	31.73%	33.35%	35.12%	37.06%	38.49%	40.43%	42.49%	44.68%	47.02%		
30	21.17%	22.36%	23.64%	24.86%	26.05%	27.27%	28.52%	29.85%	31.27%	32.82%	34.50%	36.33%	38.33%	39.82%	41.83%	43.95%	46.22%	48.64%
31	21.88%	23.11%	24.42%	25.69%	26.92%	28.18%	29.47%	30.84%	32.31%	33.91%	35.65%	37.54%	39.61%	41.15%	43.22%	45.42%	47.76%	50.26%
32	22.59%	23.85%	25.21%	26.52%	27.79%	29.09%	30.42%	31.84%	33.36%	35.01%	36.80%	38.75%	40.89%	42.48%	44.61%	46.88%	49.30%	51.88%
33	23.29%	24.60%	26.00%	27.34%	28.66%	30.00%	31.37%	32.83%	34.40%	36.10%	37.95%	39.96%	42.17%	43.80%	46.01%	48.35%	50.84%	53.51%
34	24.00%	25.34%	26.79%	28.17%	29.53%	30.91%	32.32%	33.83%	35.44%	37.20%	39.10%	41.17%	43.45%	45.13%	47.40%	49.81%	52.38%	55.13%
35	24.70%	26.09%	27.58%	29.00%	30.39%	31.82%	33.27%	34.82%	36.48%	38.29%	40.25%	42.39%	44.72%	46.46%	48.80%	51.28%	53.92%	56.75%
36	25.41%	26.83%	28.36%	29.83%	31.26%	32.72%	34.23%	35.82%	37.53%	39.38%	41.40%	43.60%	46.00%	47.79%	50.19%	52.74%	55.46%	58.37%
37	26.11%	27.58%	29.15%	30.66%	32.13%	33.63%	35.18%	36.81%	38.57%	40.48%	42.55%	44.81%	47.28%	49.11%	51.59%	54.21%	57.00%	59.99%
38	26.82%	28.33%	29.94%	31.49%	33.00%	34.54%	36.13%	37.81%	39.61%	41.57%	43.70%	46.02%	48.56%	50.44%	52.98%	55.67%	58.54%	61.61%
39	27.53%	29.07%	30.73%	32.32%	33.87%	35.45%	37.08%	38.80%	40.65%	42.67%	44.85%	47.23%	49.83%	51.77%	54.37%	57.14%	60.08%	63.23%
40	28.23%	29.82%	31.52%	33.14%	34.74%	36.36%	38.03%	39.80%	41.70%	43.76%	46.00%	48.44%	51.11%	53.10%	55.77%	58.60%	61.62%	64.86%
45	31.76%	33.54%	35.46%	37.29%	39.08%	40.91%	42.78%	44.77%	46.91%	49.23%	51.75%	54.50%	57.50%	59.73%	62.74%	65.93%	69.33%	72.96%
50	35.29%	37.27%	39.40%	41.43%	43.42%	45.45%	47.54%	49.75%	52.12%	54.70%	57.50%	60.55%	63.89%	66.37%	69.71%	73.26%	77.03%	81.07%
55	38.82%	41.00%	43.33%	45.57%	47.76%	50.00%	52.29%	54.72%	57.33%	60.17%	63.25%	66.61%	70.28%	73.01%	76.68%	80.58%	84.73%	89.18%
60	42.35%	44.72%	47.27%	49.72%	52.10%	54.54%	57.04%	59.69%	62.54%	65.64%	69.00%	72.66%	76.67%	79.64%	83.65%	87.91%	92.44%	97.28%
62	43.76%	46.21%	48.85%	51.37%	53.84%	56.36%	58.94%	61.68%	64.63%	67.83%	71.30%	75.08%	79.22%	82.30%	86.44%	90.84%	95.52%	100.00%