

## Proposed Changes for Retirees

	Current Benefits	Proposed Benefits																														
Supplemental Benefit and Additional Benefit Cap*	<p style="text-align: center;">Benefit caps set at follows:</p> <p style="text-align: center;">\$15.00 for the Supplemental benefit and \$150.00 for the Additional benefit</p> <p>Retirements on or before December 31, 1998 are receiving a supplemental benefit based on points. Those amounts will also be capped as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Points</th> <th>Age 55</th> <th>Age 60</th> </tr> </thead> <tbody> <tr> <td>90</td> <td>225.00</td> <td>450.00</td> </tr> <tr> <td>80</td> <td>180.00</td> <td>360.00</td> </tr> <tr> <td>70</td> <td>105.00</td> <td>210.00</td> </tr> <tr> <td>60</td> <td>60.00</td> <td>120.00</td> </tr> </tbody> </table>	Points	Age 55	Age 60	90	225.00	450.00	80	180.00	360.00	70	105.00	210.00	60	60.00	120.00	<p style="text-align: center;">Benefit caps would be set at follows:</p> <p style="text-align: center;">\$12.3657 for the Supplemental benefit and \$100.62 for the Additional benefit</p> <p>Retirements on or before December 31, 1998 are receiving a supplemental benefit based on points. Those amounts would also be capped as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Points</th> <th>Age 55</th> <th>Age 60</th> </tr> </thead> <tbody> <tr> <td>90</td> <td>185.48</td> <td>370.96</td> </tr> <tr> <td>80</td> <td>148.39</td> <td>296.78</td> </tr> <tr> <td>70</td> <td>86.53</td> <td>173.06</td> </tr> <tr> <td>60</td> <td>49.45</td> <td>98.90</td> </tr> </tbody> </table>	Points	Age 55	Age 60	90	185.48	370.96	80	148.39	296.78	70	86.53	173.06	60	49.45	98.90
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COLA **	COLA equal to change in CPI with maximum COLA of 5%	COLA equal to change in CPI would remain unchanged but maximum COLA lowered from 5% to 3%																														
COLA Eligibility	If retirement occurred prior to 01/01/2010 COLA begins at age 55. For those that retired on or after 01/01/2010, COLA begins at actual age 60.	If under age 50 when changes become effective, COLA would not begin until actual age 65																														

\* Those receiving less than these amounts would continue to receive COLA until they reach the new Cap

\*\* Rules would be amended to eliminate uncertainty of whether COLA's are a vested benefit which has been part of the lawsuit.