



Illustration of Career Average Defined Benefit Plan

Benefit Formula: 1.75% of Salary

Age	Years of Service	Annual Salary*	Without Indexation		With 3% Indexation	
			Benefit Amount	Percentage of Final Pay	Benefit Amount	Percentage of Final Pay
26	1	\$ 8,250	\$ 144	1.75%	\$ 144	1.75%
27	2	9,487	310	3.27%	315	3.32%
28	3	10,626	496	4.67%	510	4.80%
29	4	11,609	700	6.03%	729	6.28%
30	5	12,538	919	7.33%	970	7.74%
31	6	13,434	1,154	8.59%	1,234	9.19%
32	7	14,314	1,405	9.81%	1,522	10.63%
33	8	15,180	1,670	11.00%	1,833	12.07%
34	9	16,045	1,951	12.16%	2,169	13.52%
35	10	16,920	2,247	13.28%	2,530	14.95%
36	11	17,808	2,559	14.37%	2,917	16.38%
37	12	18,716	2,886	15.42%	3,332	17.80%
38	13	19,652	3,230	16.44%	3,776	19.22%
39	14	20,615	3,591	17.42%	4,250	20.62%
40	15	21,604	3,969	18.37%	4,756	22.01%
41	16	22,620	4,365	19.30%	5,294	23.41%
42	17	23,660	4,779	20.20%	5,867	24.80%
43	18	24,725	5,212	21.08%	6,476	26.19%
44	19	25,813	5,663	21.94%	7,122	27.59%
45	20	26,923	6,134	22.79%	7,807	29.00%
46	21	28,054	6,625	23.62%	8,532	30.41%
47	22	29,204	7,136	24.44%	9,299	31.84%
48	23	30,387	7,668	25.24%	10,110	33.27%
49	24	31,602	8,221	26.01%	10,966	34.70%
50	25	32,866	8,796	26.76%	11,870	36.12%
51	26	34,181	9,395	27.48%	12,825	37.52%
52	27	35,548	10,017	28.18%	13,831	38.91%
53	28	36,970	10,664	28.84%	14,893	40.28%
54	29	38,449	11,337	29.48%	16,013	41.65%
55	30	39,987	12,036	30.10%	17,193	43.00%
56	31	41,586	12,764	30.69%	18,437	44.33%
57	32	43,250	13,521	31.26%	19,747	45.66%
58	33	44,980	14,308	31.81%	21,126	46.97%
59	34	46,779	15,127	32.34%	22,579	48.27%
60	35	48,650	15,978	32.84%	24,107	49.55%
61	36	50,596	16,864	33.33%	25,716	50.83%
62	37	52,620	17,784	33.80%	27,408	52.09%
63	38	54,725	18,742	34.25%	29,188	53.34%
64	39	56,914	19,738	34.68%	31,060	54.57%
65	40	59,190	20,774	35.10%	33,027	55.80%

* Reflects current salary increase assumption for school members

HB 2194 Benefit = 1.75% x High 5 x YOS = \$38,366 or 64.82% of final pay.



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Benefit Formula: 1.75% of Salary

Age	Years of Service	Annual Salary*	Without Indexation		With 3% Indexation	
			Benefit Amount	Percentage of Final Pay	Benefit Amount	Percentage of Final Pay
41	1	\$ 15,000	\$ 263	1.75%	\$ 263	1.75%
42	2	17,250	564	3.27%	572	3.32%
43	3	19,320	902	4.67%	928	4.80%
44	4	21,107	1,272	6.03%	1,325	6.28%
45	5	22,796	1,671	7.33%	1,763	7.74%
46	6	24,426	2,098	8.59%	2,244	9.19%
47	7	26,025	2,554	9.81%	2,766	10.63%
48	8	27,600	3,037	11.00%	3,332	12.07%
49	9	29,173	3,547	12.16%	3,943	13.52%
50	10	30,763	4,086	13.28%	4,600	14.95%
51	11	32,378	4,652	14.37%	5,304	16.38%
52	12	34,029	5,248	15.42%	6,059	17.80%
53	13	35,731	5,873	16.44%	6,866	19.22%
54	14	37,482	6,529	17.42%	7,728	20.62%
55	15	39,281	7,216	18.37%	8,647	22.01%
56	16	41,127	7,936	19.30%	9,626	23.41%
57	17	43,019	8,689	20.20%	10,668	24.80%
58	18	44,955	9,476	21.08%	11,775	26.19%
59	19	46,933	10,297	21.94%	12,949	27.59%
60	20	48,951	11,154	22.79%	14,194	29.00%
61	21	51,007	12,046	23.62%	15,513	30.41%
62	22	53,098	12,975	24.44%	16,907	31.84%
63	23	55,249	13,942	25.24%	18,381	33.27%
64	24	57,459	14,948	26.01%	19,938	34.70%
65	25	59,757	15,993	26.76%	21,582	36.12%

* Reflects current salary increase assumption for school members

HB 2194 Benefit = 1.75% x High 5 x YOS = \$24,199 or 40.50% of final pay.