

PLAN A

HIRE DATE ON OR AFTER 01/01/2013

Employee Contribution Rate	9.50% (tax deferred)
Accrual Rate	3% for each year of service credit
Retirement Eligibility	7 years of service credit at age 67 10 years of service credit at age 62 30 years of service credit at age 55 25 years of service credit at any age actuarially reduced
Disability Eligibility	5 years of service credit at any age
Survivor Eligibility	5 or more years of service credit with legal spouse for at least last 12 months before death - 40% at age 60 or minimum of 20% immediately (actuarially calculated) 5 or more years of service credit with minor children with no legal spouse - 30% to each child, not to exceed 60% 5 or more years of service credit with minor children and legal spouse - 60% until youngest child reaches the age of 18, then legal spouse decides on immediate (not less than 20%) or deferred benefit (40% at age 60) Eligible for retirement with legal spouse for at least last 12 months before death - automatic Option 2
Drop Eligibility	7 years of service credit at age 67 10 years of service credit at age 62 30 years of service credit at age 55
Vested	7 years of service credit (may receive benefit at 67 yrs. of age)
Refund	Must be terminated for 30 days and all contributions received by system. Subject to 20% Federal withholding and possible 10% penalty when taxes are filed with IRS.