

**PERCENTAGE OF FINAL COMPENSATION  
PLAN Q/R - 3% at 55**

| Years of Service | Age at Retirement   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |         |
|------------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
|                  | 38  | 39     | 40     | 41     | 42     | 43     | 44     | 45     | 46     | 47     | 48     | 49     | 50     | 51     | 52     | 53     | 54     | 55      |
| 10               | Safety members in Plan Q/R are eligible to retire at any age with 20 years of service |        |        |        |        |        |        |        |        |        |        |        | 22.90% | 24.08% | 25.37% | 26.78% | 28.25% | 30.00%  |
| 11               |   |        |        |        |        |        |        |        |        |        |        |        | 25.19% | 26.49% | 27.91% | 29.46% | 31.08% | 33.00%  |
| 12               |   |        |        |        |        |        |        |        |        |        |        |        | 27.48% | 28.90% | 30.45% | 32.13% | 33.90% | 36.00%  |
| 13               |   |        |        |        |        |        |        |        |        |        |        |        | 29.77% | 31.31% | 32.98% | 34.81% | 36.73% | 39.00%  |
| 14               |   |        |        |        |        |        |        |        |        |        |        |        | 32.06% | 33.72% | 35.52% | 37.49% | 39.56% | 42.00%  |
| 15               |   |        |        |        |        |        |        |        |        |        |        |        | 34.35% | 36.13% | 38.06% | 40.17% | 42.38% | 45.00%  |
| 16               |   |        |        |        |        |        |        |        |        |        |        |        | 36.64% | 38.53% | 40.59% | 42.84% | 45.21% | 48.00%  |
| 17               |   |        |        |        |        |        |        |        |        |        |        |        | 38.93% | 40.94% | 43.13% | 45.52% | 48.03% | 51.00%  |
| 18               |   |        |        |        |        |        |        |        |        |        |        |        | 41.22% | 43.35% | 45.67% | 48.20% | 50.86% | 54.00%  |
| 19               |   |        |        |        |        |        |        |        |        |        |        |        | 43.51% | 45.76% | 48.20% | 50.88% | 53.68% | 57.00%  |
| 20               | 24.71%  | 25.96% | 27.27% | 28.66% | 30.35% | 32.08% | 33.88% | 35.75% | 37.68% | 39.75% | 41.62% | 43.61% | 45.80% | 48.17% | 50.74% | 53.56% | 56.51% | 60.00%  |
| 21               | 25.95%  | 27.25% | 28.63% | 30.10% | 31.87% | 33.69% | 35.58% | 37.54% | 39.56% | 41.74% | 43.70% | 45.79% | 48.09% | 50.58% | 53.28% | 56.23% | 59.33% | 63.00%  |
| 22               | 27.19%  | 28.55% | 30.00% | 31.53% | 33.38% | 35.29% | 37.27% | 39.32% | 41.45% | 43.73% | 45.78% | 47.98% | 50.38% | 52.98% | 55.82% | 58.91% | 62.16% | 66.00%  |
| 23               | 28.42%  | 29.85% | 31.36% | 32.96% | 34.90% | 36.89% | 38.96% | 41.11% | 43.33% | 45.71% | 47.86% | 50.16% | 52.67% | 55.39% | 58.35% | 61.59% | 64.98% | 69.00%  |
| 24               | 29.66%  | 31.15% | 32.72% | 34.39% | 36.42% | 38.50% | 40.66% | 42.90% | 45.22% | 47.70% | 49.94% | 52.34% | 54.96% | 57.80% | 60.89% | 64.27% | 67.81% | 72.00%  |
| 25               | 30.89%  | 32.45% | 34.09% | 35.83% | 37.94% | 40.10% | 42.35% | 44.69% | 47.10% | 49.69% | 52.02% | 54.52% | 57.26% | 60.21% | 63.43% | 66.95% | 70.64% | 75.00%  |
| 26               | 32.13%  | 33.74% | 35.45% | 37.26% | 39.45% | 41.71% | 44.05% | 46.47% | 48.98% | 51.68% | 54.10% | 56.70% | 59.55% | 62.62% | 65.96% | 69.62% | 73.46% | 78.00%  |
| 27               | 33.36%  | 35.04% | 36.81% | 38.69% | 40.97% | 43.31% | 45.74% | 48.26% | 50.87% | 53.66% | 56.18% | 58.88% | 61.84% | 65.03% | 68.50% | 72.30% | 76.29% | 81.00%  |
| 28               | 34.60%  | 36.34% | 38.18% | 40.13% | 42.49% | 44.91% | 47.43% | 50.05% | 52.75% | 55.65% | 58.26% | 61.06% | 64.13% | 67.44% | 71.04% | 74.98% | 79.11% | 84.00%  |
| 29               | 35.84%  | 37.64% | 39.54% | 41.56% | 44.00% | 46.52% | 49.13% | 51.83% | 54.64% | 57.64% | 60.34% | 63.24% | 66.42% | 69.84% | 73.58% | 77.66% | 81.94% | 87.00%  |
| 30               | 37.07%  | 38.93% | 40.91% | 42.99% | 45.52% | 48.12% | 50.82% | 53.62% | 56.52% | 59.63% | 62.42% | 65.42% | 68.71% | 72.25% | 76.11% | 80.33% | 84.76% | 90.00%  |
| 31               | 38.31%  | 40.23% | 42.27% | 44.43% | 47.04% | 49.73% | 52.52% | 55.41% | 58.40% | 61.61% | 64.50% | 67.60% | 71.00% | 74.66% | 78.65% | 83.01% | 87.59% | 93.00%  |
| 32               | 39.54%  | 41.53% | 43.63% | 45.86% | 48.56% | 51.33% | 54.21% | 57.20% | 60.29% | 63.60% | 66.59% | 69.78% | 73.29% | 77.07% | 81.19% | 85.69% | 90.41% | 96.00%  |
| 33               | 40.78%  | 42.83% | 45.00% | 47.29% | 50.07% | 52.94% | 55.91% | 58.98% | 62.17% | 65.59% | 68.67% | 71.96% | 75.58% | 79.48% | 83.72% | 88.37% | 93.24% | 99.00%  |
| 34               | 42.01%  | 44.13% | 46.36% | 48.73% | 51.59% | 54.54% | 57.60% | 60.77% | 64.06% | 67.58% | 70.75% | 74.14% | 77.87% | 81.89% | 86.26% | 91.05% | 96.06% | 100.00% |