

VSERS GROUP COMPARISONS	GROUP A	GROUP C	GROUP D	GROUP F <i>Hired before 7/1/08</i>	GROUP F <i>Hired on or after 7/1/08</i>												
Employee Contributions	6.65% of gross salary	8.53% of gross salary	6.65% of gross salary	6.65% of gross salary	Same												
Employer Contributions	21.4% of gross salary (includes pension & post employment benefits)	21.4% of gross salary (includes pension & post employment benefits)	21.4% of gross salary (includes pension & post employment benefits)	21.4% of gross salary (includes pension & post employment benefits)	Same												
Average Final Compensation (AFC)	Highest 3 consecutive years, including unused annual leave payoff	Highest 2 consecutive years, including unused annual leave payoff	Final salary at retirement	Highest 3 consecutive years, excluding unused annual leave payoff	Same												
Benefit Formula	1.67% x creditable service	2.5% x creditable service	3.33% x creditable service (after 12 years in Group D)	1.25% x service prior to 12/31/90 + 1.67% x service after 1/1/91	Same												
Maximum Benefit Payable	100% of AFC	50% of AFC	100% of Final Salary	50% of AFC	60% of AFC												
Normal Retirement (no reduction)	Age 65 or 62 with 20 years of service	Age 55 (mandatory)	Age 62	Age 62 or with 30 years of service	Age 65 or a combination of age & service credit that equals 87												
Post-Retirement COLA	Full CPI if greater than 1%, up to a maximum of 5% after 12 months of retirement	Full CPI if greater than 1%, up to a maximum of 5% after 12 months of retirement	Full CPI if greater than 1%, up to a maximum of 5% after 12 months of retirement	50% CPI until 1/1/2014; 100% of CPI thereafter, from a minimum of 1% up to a maximum of 5%, after reaching age 62, or (if retired after June 30, 1997) 30 years service	50% CPI until 1/1/2014; 100% of CPI thereafter, from a minimum of 1% up to a maximum of 5%, after reaching age 65 or age and service to equal 87												
Early Retirement Eligibility	Age 55 with 5 years of service or 30 years of service (any age)	Age 50 with 20 years of service	Age 55 with 5 years of service	Age 55 with 5 years of service	Same												
Early Retirement Reduction	Actuarially reduced benefit if under 30 years of service	No reduction	3% per year from age 62	6% per year from age 62	<table border="1"> <thead> <tr> <th>Ser. Years</th> <th>Monthly Red.</th> </tr> </thead> <tbody> <tr> <td>35+</td> <td>1/8th of 1%</td> </tr> <tr> <td>30-34</td> <td>1/4th of 1%</td> </tr> <tr> <td>25-29</td> <td>1/3rd of 1%</td> </tr> <tr> <td>20-24</td> <td>5/12th of 1%</td> </tr> <tr> <td>< 20</td> <td>5/9th of 1%</td> </tr> </tbody> </table>	Ser. Years	Monthly Red.	35+	1/8 th of 1%	30-34	1/4 th of 1%	25-29	1/3 rd of 1%	20-24	5/12 th of 1%	< 20	5/9 th of 1%
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Post-Retirement Survivorship Options	100% and 50% (with or without pop-ups), all actuarially reduced based on age of beneficiary	70% spousal survivorship with no reduction in retiree's benefit	100% and 50% (with or without pop-ups), all actuarially reduced based on age of beneficiary	100% and 50% (with or without pop-ups), all actuarially reduced based on age of beneficiary	Same												

Benefit Eligibility - Other (Vested Rights, Disability, Death-in-Service)	5 years of service (vested and disability) 10 years of service, or age 55 with 5 years (death-in-service)	5 years of service (vested and disability) 10 years of service (death-in-service)	5 years of service (vested and disability) 12 years of service, or age 55 with 5 years (death-in-service)	5 years of service (vested and disability) 10 years of service, or age 55 with 5 years (death-in-service)	Same
Disability Benefit	Unreduced, accrued benefit with minimum of 25% of AFC	Unreduced, accrued benefit with minimum of 25% of AFC, with children's benefit of 10% of AFC to maximum of 3 concurrently, if injured on the job 50% of AFC	Unreduced, accrued benefit with minimum of 25% of AFC	Unreduced, accrued benefit with minimum of 25% of AFC	Same
Death-in-Service Benefit	Disability benefit or early retirement benefit, whichever is greater, with 100% survivorship factor applied plus children's benefits up to maximum of three concurrently	70% of accrued benefit with no actuarial reduction applied, plus children's benefit	Disability benefit or early retirement benefit, whichever is greater, with 100% survivorship factor applied plus children's benefits up to maximum of three concurrently	Disability benefit or early retirement benefit, whichever is greater, with 100% survivorship factor applied plus children's benefits up to maximum of three concurrently	Same
Medical Benefits	80% of total premium	80% of total premium	80% of total premium	80% of total premium	The amount the State pays toward your medical coverage is based on your years of service at retirement as follows: 5-9 yrs Buy-in 10-14 yrs 40% State pays 15-20 yrs 60% State pays 20+ yrs 80% State pays Also, with 20 yrs. service, you may recapture (access) subsidized health insurance at 80% upon initiation of retirement benefits comparable to regular retirement, even if you terminated prior to your early retirement date.
Plan Description	Group A	Group C	Group D	Group F	Group F