

Summary of Plan Comparisons				
			RRS General DB Vs. VRS Plan 1 & 2	
No.	Compare	RRS General DB	VRS Plan 1	VRS Plan 2
1	Eligibility	Before July 1, 2006 / Executives before or after July 1, 2006	Before July 1, 2010 & Vested as of January 1, 2013	After July 1, 2010 - December 31, 2013 or before July 1, 2010 but not vested as of January 1, 2013
2	Defined Benefit Plan (DB)	X	X	X
3	Defined Contribution Plan (DC)			
4	Employee Mandatory Contributions %	1.00%	5%	5%
5	Employee Voluntary Contributions % Limit	3.57%		
6	Employer Matching Contributions %			
7	Employee Multiplier	1.75%	1.70%	Service prior to January 1, 2013: 1.7% Service on or after January 1, 2013: 1.65%
8	Cost of Living Adjustment(s) (COLA)	Ad Hoc	X	X
9	Vesting Requirement	5 years OR active member and age 65 OR job-related disability	5 years (60 months) of creditable service	5 years (60 months) of creditable service
10	Average Final Compensation	Average of highest 36 consecutive months of Creditable compensation	Average of 36 consecutive months of highest creditable compensation	Average of 60 consecutive months (5 years) of highest creditable compensation
11	Creditable Compensation	Salary + differential pay + educational + bonuses + severance	Salary	Salary
12	Normal Service Retirement (NSR)	Age 65 or 30 (max 35 yrs.)	Must be vested and minimum age 65 or Minimum age 50 with 30 years of creditable service credit	Must be vested and minimum of normal Social Security age or Age + service years = 90 ("Rule of 90")
13	Early Service Retirement (ESR)	Must be vested and age 55 or 30 Years of Service	Must be vested and minimum age 55 or Minimum age 50 with 10 years of service	Reduced Benefit Only: Must be vested and minimum age 60
14	Disability Retirement	Must be active, under age 65 Must be vested members if disability is non-job related.	Disability Retirement Multiplier: 1.7%	Disability Retirement Multiplier: 1.65%
15	Hazardous Duty Supplement			

The information in this document is based on best knowledge at the time and subject to change.