

FIRE PENSION BENEFITS

| <u>Type</u> | <u>Requirements</u> | <u>Salary Used</u> | <u>% - calculation</u> | <u>First Increase</u> | <u>Subsequent Increases</u> | <u>Taxability</u> |
|---|--|-----------------------|---|---|--|--|
| Retirement | 50 years old 20 years of service | At date of retirement | 50% for first 20 years 2.5% for each year 21-30 2.5%/12 for each month 1-11 Maximum 75% | If over 55 at time of retirement, 1st day of month after anniversary of retirement If under 55, 1st day of month after 55th birthday. Amount is 3% of original monthly pension for each full month that has elapsed since pension began | January 1st 3% of pension payable at time of increase | Taxable |
| Retirement | 60 years old 10 years of service 11 years of service 12 years of service 13 years of service 14 years of service 15 years of service 16 years of service 17 years of service 18 years of service 19 years of service | At date of retirement | 15% of salary 17.6% of salary 20.4% of salary 23.4 of salary 26.6% of salary 30% of salary 33.6% of salary 37.4% of salary 41.4% of salary 45.6% of salary | 1st day of month following anniversary of retirement | January 1st 3% of pension payable at time of increase | Taxable |
| Duty Disability | N/A | At date of benefit | Greater of: 65% of salary (or) Retirement benefit FF eligible for at time of disability | January 1 after 60th birthday 3% of original monthly pension for each full year that has elapsed since pension began | January 1st 3% of original pension | Excess of 65% is taxable |
| Duty Disability Dependents | Under 18, unless mentally or physically disabled | N/A | Original benefit = \$20/month | January 1st 3% of pension payable at time of increase | January 1st 3% of pension payable at time of increase Benefit ceases month following 18th birthday unless child is mentally or physically disabled. | Not taxable |
| Occupational Disease disab. | 5 years of svc | At date of benefit | Greater of: 65% of salary (or) Retirement benefit FF eligible for at time of disability | January 1 after 60th birthday 3% of original monthly pension for each full year that has elapsed since pension began | January 1st 3% of original pension | Excess of 65% is taxable; if due to cancer, is taxable |
| Occupational Disease disab. Dependents | Under 18, unless mentally or physically disabled | N/A | Original benefit = \$20/month | January 1st 3% of pension payable at time of increase | January 1st 3% of pension payable at time of increase Benefit ceases month following 18th birthday unless child is mentally or physically disabled. | Not taxable |
| Nonduty disability | 7 years of svc | At date of benefit | 50% of salary | January 1 after 60th birthday 3% of original monthly pension for each full year that has elapsed since pension began | January 1st 3% of original pension | Taxable |

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|------------------|---|--------------------|--|--|--|--|
| Surviving Spouse | FF Retired or on Non-duty Disability | N/A | Greater of 100% of the benefit FF was eligible for at time of death or 54% of salary as of last day worked | None | None | FF's taxability continues |
| Surviving Spouse | FF on Duty Disability or Occ. Dis. Disability | N/A | Greater of 100% of the benefit FF was eligible for at time of death or 54% of salary as of last day worked. May be eligible for benefit equal to 100% of salary as of last day worked if FF died as result of cause of disability. | None | None | None |
| Surviving Spouse | FF active, dies off duty | Last day worked | Greater of 100% of the benefit FF was eligible for at time of death or 54% of salary as of last day worked. | None | None | Taxable |
| | FF active, dies LOD | Last day worked | 100 % of salary | None | None | Not taxable |
| Dependents | FF Retired or on Non-duty Disability Under 18, unless mentally or physically disabled. | N/A | 12% each, not to exceed 75% of FF's salary when added to spousal benefit If no surviving spouse, dependent benefit is 20% each, not to exceed 75% of FF's salary | 07/01/04 1/12 of 3% of benefit for each full month from start of benefit to 07/01/04. | July 1st from 2005 through 2008 3% of pension payable at time of increase Benefit ceases month following 18th birthday unless child is mentally or physically disabled. | Varies depending on spousal taxability |
| Dependents | Duty disability or Occ. Dis. Disability Under 18, unless mentally or physically disabled. | N/A | Dependent benefit continues from original calculation | | | Not taxable |
| Dependents | FF active, dies off duty or LOD | Last day worked | 12% each, not to exceed 75% of FF's salary when added to spousal benefit If no surviving spouse, dependent benefit is 20% each, not to exceed 75% of FF's salary | 07/01/04 1/12 of 3% of benefit for each full month from start of benefit to 07/01/04. | July 1st from 2005 through 2008 3% of pension payable at time of increase Benefit ceases month following 18th birthday unless child is mentally or physically disabled. | Varies depending on spousal taxability |

Monthly benefit minimums (not applicable for dependents) as of:

| | |
|-----------------|-----------------|
| 01/01/01 | 1,000.00 |
| 07/01/04 | 1,030.00 |
| 07/01/05 | 1,060.90 |
| 07/01/06 | 1,092.73 |
| 07/01/07 | 1,125.51 |
| 07/01/08 | 1,159.27 |