CURRENT PLAN AND PROPOSED PLAN(S)

	Current Plan	30% CPI	60% CPI	50% CPI
Basic Plan Options				
Employee Deposit Rate Employer Matching Application of Matching Prior Service Credit	7% 250% Past & Future 175%	7% 250% Past & Future 175%	7% 250% Past & Future 175%	7% 250% Past & Future 175%
Retirement Eligibility				
Age 60 (Vesting) Rule Of At Any Age Optional Benefits	8 yrs of service 75 yrs total age + service 30 yrs of service	8 yrs of service 75 yrs total age + service 30 yrs of service	8 yrs of service 75 yrs total age + service 30 yrs of service	8 yrs of service 75 yrs total age + service 30 yrs of service
Partial Lump-Sum Payment at	No	No	No	No
Retirement Group Term Life COLA	NONE N/A	NONE 30% CPI	NONE	NONE 50% CPI
Retirement Plan Funding				
Normal Cost Rate UAAL/(OAAL) Rate Required Rate Elected Rate Additional Employer Contribution	8.76% 4.61% 13.37% 12.81% \$0.00	8.76% 4.61% 13.37% 12.81% \$0.00	8.76% 4.66% 13.42% 12.81% \$0.00	8.76% 4.62% 13.38% 12.81% \$0.00
Total Contribution Rate				
Retirement Plan Rate Group Term Life Rate	13.37%	13.37%	13.42%	13.38%
Total Contribution Rate Valuation Results	13.37%	13.37%	13.42%	13.38%
Actuarial Accrued Liability Actuarial Value of Assets	\$317,713,754 \$268,858,103	\$317,750,176 \$268,858,103	\$318,177,330 \$268,858,103	\$317,824,124 \$268,858,103
Unfunded/(Overfunded) Actuarial Liability	\$48,855,651	\$48,892,073	\$49,319,227	\$48,966,021
Funded Ratio	84.6%	84.6%	84.5%	84.6%