

**San Diego Unified Port District
General Members Hired Before 1/1/2009**

Employees Hired On or Before 11/09/2001 Choose from the Following

| Retirement Age | Old Retirement Factors* (In Effect 12/31/2001) | Andrecht Retirement Factors (In Effect 1/1/2002) | New Retirement Factors** (In Effect 4/1/2004) |
|-----------------------|---|---|--|
| 55 | 2.00% | 2.25% | 2.50% |
| 56 | 2.00% | 2.25% | 2.60% |
| 57 | 2.00% | 2.25% | 2.70% |
| 58 | 2.00% | 2.25% | 2.80% |
| 59 | 2.08% | 2.25% | 2.90% |
| 60 | 2.16% | 2.30% | 3.00% |
| 61 | 2.24% | 2.35% | 3.00% |
| 62 | 2.31% | 2.40% | 3.00% |
| 63 | 2.39% | 2.45% | 3.00% |
| 64 | 2.47% | 2.50% | 3.00% |
| 65+ | 2.55% | 2.55% | 3.00% |

**Final Average Salary increased by 10% in benefit calculation*

***Benefit Cap = 90% of Final Average Salary*

Employees Hired After 11/09/2001, But Before 1/1/2009

| Retirement Age | New Retirement Factors** (In Effect 4/1/2004) |
|-----------------------|--|
| 55 | 2.50% |
| 56 | 2.60% |
| 57 | 2.70% |
| 58 | 2.80% |
| 59 | 2.90% |
| 60 | 3.00% |
| 61 | 3.00% |
| 62 | 3.00% |
| 63 | 3.00% |
| 64 | 3.00% |
| 65+ | 3.00% |

***Benefit Cap = 90% of Final Average Salary*

NOTE: Retirement factors are prorated in quarterly increments to reflect the Member's age at retirement (e.g., 55 ¼, 55 ½, 55 ¾, etc.) up to age 65.