

MASSACHUSETTS GROUP 1 RETIREMENT PERCENTAGE CHART*

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AGE AT RETIREMENT

Age upon date of Retirement	Percentage of Average Annual Rate of Regular Compensation		
	Group I	Group II	Group IV
65 or older	2.5	2.5	2.5
64	2.4	2.5	2.5
63	2.3	2.5	2.5
62	2.2	2.5	2.5
61	2.1	2.5	2.5
60	2.0	2.5	2.5
59	1.9	2.4	2.5
58	1.8	2.3	2.5
57	1.7	2.2	2.5
56	1.6	2.1	2.5
55	1.5	2.0	2.5
54	1.4	1.4	2.4
53	1.3	1.3	2.3
52	1.2	1.2	2.2
51	1.1	1.1	2.1
50	1.0	1.0	2.0
49	0.9	0.9	1.9
48	0.8	0.8	1.8
47	0.7	0.7	1.7
46	0.6	0.6	1.6
45	0.5	0.5	1.5
44	0.4	0.4	0.4
43	0.3	0.3	0.3
42	0.2	0.2	0.2
41	0.1	0.1	0.1

Average Annual Rate of Compensation--Note, certain payments including *bonuses overtime, severance pay, unused sick leave* , or any other payment made as a result of giving notice of retirement are *not considered* part of a member's regular compensation and are not included in retirement calculations.

Which Amounts of Compensation Will be Used in the Calculation--Members must average annual rates of regular compensaiton earned in any 3 consecutive years or rates earned during the period or periods, whether or not consecutive, which constitute the last three years of service, preceding retirement.