

Retirement Plan for Employees of the City of Jonesboro, Arkansas

Estimated Multiplier Factors for Benefit Enhancements

Addendum II

	Current Cost of Plan (\$655,000); 2007 Covered Compensation \$7,909,631	1.00
A.	Increasing Benefit Multiplier from 1.50% to 2.00% (Total Service)*	1.59
B.	Providing Unreduced Benefits after 28 Years of Service (Total Service)	1.47
C.	Reducing the Salary Averaging Period from 5 to 3 Years	1.07
D.	Adding an Annual 3% Cost of Living Adjustment	1.54
E.	Adding a 50% Qualified Pre-Retirement Survivor Annuity Death Benefit	1.09
F.	Adding an Immediate Disability Benefit of Unreduced Accrued Benefit	1.08
G.	Adding a Deferred Retirement Option Plan (DROP)**	?
H.	Adding a Partial Annuity Withdrawal (PAW) w/ Actuarial Equivalent Reduction	1.00

* Increasing Benefit Multiplier from 1.50% to 2.00% (Future Service Only) 1.24

** Adding a DROP only applicable if unreduced Early Retirement Adopted.
Cost of adding A DROP will depend on the actual provisions of the unreduced early retirement subsidy and the actual provisions of the DROP.
