

**25-Year DIA Retirement Plan
(25 or more years of ANY credited service)**

The benefit equals the sum of:

1. 55% of the salary earned in the year before retirement
2. 1.7% times the number of years of service times the member's final average salary
(3-year average earnings with 10% annual cap)
3. An annuity/reduction for any excess/deficit in regular and ITHP contributions
(this is not specifically stated in the statute but is SOP for all Tier 2 benefits)

Note: This plan includes the two-year service enhancement covering Tier 2 members. There is a 32-year service cap on this benefit. That means there is no added service fraction for service beyond 32 years.