# STATE-BOSTON RETIREMENT SYSTEM

## AVERAGE SALARY PERCENTAGE TABLE

### YEARS OF SERVICE

| AGE IN YEARS | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 41 | | | | | | | | | | | 2.0 | 2.1 | 2.2 | 2.3 | 2.4 | 2.5 | 2.6 | 2.7 | 2.8 | 2.9 | 3.0 | 3.1 | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 | 3.7 | 3.8 | 3.9 | 4.0 |
| 42 | | | | | | | | | | | 4.0 | 4.2 | 4.4 | 4.6 | 4.8 | 5.0 | 5.2 | 5.4 | 5.6 | 5.8 | 6.0 | 6.2 | 6.4 | 6.6 | 6.8 | 7.0 | 7.2 | 7.4 | 7.6 | 7.8 | 8.0 |
| 43 | | | | | | | | | | | 6.0 | 6.3 | 6.6 | 6.9 | 7.2 | 7.5 | 7.8 | 8.1 | 8.4 | 8.7 | 9.0 | 9.3 | 9.6 | 9.9 | 10.2 | 10.5 | 10.8 | 11.1 | 11.4 | 11.7 | 12.0 |
| 44 | | | | | | | | | | | 8.0 | 8.4 | 8.8 | 9.2 | 9.6 | 10.0 | 10.4 | 10.8 | 11.2 | 11.6 | 12.0 | 12.4 | 12.8 | 13.2 | 13.6 | 14.0 | 14.4 | 14.8 | 15.2 | 15.6 | 16.0 |
| 45 | | | | | | | | | | | 10.0 | 10.5 | 11.0 | 11.5 | 12.0 | 12.5 | 13.0 | 13.5 | 14.0 | 14.5 | 15.0 | 15.5 | 16.0 | 16.5 | 17.0 | 17.5 | 18.0 | 18.5 | 19.0 | 19.5 | 20.0 |
| 46 | | | | | | | | | | | 12.0 | 12.6 | 13.2 | 13.8 | 14.4 | 15.0 | 15.6 | 16.2 | 16.8 | 17.4 | 18.0 | 18.6 | 19.2 | 19.8 | 20.4 | 21.0 | 21.6 | 22.2 | 22.8 | 23.4 | 24.0 |
| 47 | | | | | | | | | | | 14.0 | 14.7 | 15.4 | 16.1 | 16.8 | 17.5 | 18.2 | 18.9 | 19.6 | 20.3 | 21.0 | 21.7 | 22.4 | 23.1 | 23.8 | 24.5 | 25.2 | 25.9 | 26.6 | 27.3 | 28.0 |
| 48 | | | | | | | | | | | 16.0 | 16.8 | 17.6 | 18.4 | 19.2 | 20.0 | 20.8 | 21.6 | 22.4 | 23.2 | 24.0 | 24.8 | 25.6 | 26.4 | 27.2 | 28.0 | 28.8 | 29.6 | 30.4 | 31.2 | 32.0 |
| 49 | | | | | | | | | | | 18.0 | 18.9 | 19.8 | 20.7 | 21.6 | 22.5 | 23.4 | 24.3 | 25.2 | 26.1 | 27.0 | 27.9 | 28.8 | 29.7 | 30.6 | 31.5 | 32.4 | 33.3 | 34.2 | 35.1 | 36.0 |
| 50 | | | | | | | | | | | 20.0 | 21.0 | 22.0 | 23.0 | 24.0 | 25.0 | 26.0 | 27.0 | 28.0 | 29.0 | 30.0 | 31.0 | 32.0 | 33.0 | 34.0 | 35.0 | 36.0 | 37.0 | 38.0 | 39.0 | 40.0 |
| 51 | | | | | | | | | | | 22.0 | 23.1 | 24.2 | 25.3 | 26.4 | 27.5 | 28.6 | 29.7 | 30.8 | 31.9 | 33.0 | 34.1 | 35.2 | 36.3 | 37.4 | 38.5 | 39.6 | 40.7 | 41.8 | 42.9 | 44.0 |
| 52 | | | | | | | | | | | 24.0 | 25.2 | 26.4 | 27.6 | 28.8 | 30.0 | 31.2 | 32.4 | 33.6 | 34.8 | 36.0 | 37.2 | 38.4 | 39.6 | 40.8 | 42.0 | 43.2 | 44.4 | 45.6 | 46.8 | 48.0 |
| 53 | | | | | | | | | | | 26.0 | 27.3 | 28.6 | 29.9 | 31.2 | 32.5 | 33.8 | 35.1 | 36.4 | 37.7 | 39.0 | 40.3 | 41.6 | 42.9 | 44.2 | 45.5 | 46.8 | 48.1 | 49.4 | 50.7 | 52.0 |
| 54 | | | | | | | | | | | 28.0 | 29.4 | 30.8 | 32.2 | 33.6 | 35.0 | 36.4 | 37.8 | 39.2 | 40.6 | 42.0 | 43.4 | 44.8 | 46.2 | 47.6 | 49.0 | 50.4 | 51.8 | 53.2 | 54.6 | 56.0 |
| 55 | 15.0 | 16.5 | 18.0 | 19.5 | 21.0 | 22.5 | 24.0 | 25.5 | 27.0 | 28.5 | 30.0 | 31.5 | 33.0 | 34.5 | 36.0 | 37.5 | 39.0 | 40.5 | 42.0 | 43.5 | 45.0 | 46.5 | 48.0 | 49.5 | 51.0 | 52.5 | 54.0 | 55.5 | 57.0 | 58.5 | 60.0 |
| 56 | 16.0 | 17.6 | 19.2 | 20.8 | 22.4 | 24.0 | 25.6 | 27.2 | 28.8 | 30.4 | 32.0 | 33.6 | 35.2 | 36.8 | 38.4 | 40.0 | 41.6 | 43.2 | 44.8 | 46.4 | 48.0 | 49.6 | 51.2 | 52.8 | 54.4 | 56.0 | 57.6 | 59.2 | 60.8 | 62.4 | 64.0 |
| 57 | 17.0 | 18.7 | 20.4 | 22.1 | 23.8 | 25.5 | 27.2 | 28.9 | 30.6 | 32.3 | 34.0 | 35.7 | 37.4 | 39.1 | 40.8 | 42.5 | 44.2 | 45.9 | 47.6 | 49.3 | 51.0 | 52.7 | 54.4 | 56.1 | 57.8 | 59.5 | 61.2 | 62.9 | 64.6 | 66.3 | 68.0 |
| 58 | 18.0 | 19.8 | 21.6 | 23.4 | 25.2 | 27.0 | 28.8 | 30.6 | 32.4 | 34.2 | 36.0 | 37.8 | 39.6 | 41.4 | 43.2 | 45.0 | 46.8 | 48.6 | 50.4 | 52.2 | 54.0 | 55.8 | 57.6 | 59.4 | 61.2 | 63.0 | 64.8 | 66.6 | 68.4 | 70.2 | 72.0 |
| 59 | 19.0 | 20.9 | 22.8 | 24.7 | 26.6 | 28.5 | 30.4 | 32.3 | 34.2 | 36.1 | 38.0 | 39.9 | 41.8 | 43.7 | 45.6 | 47.5 | 49.4 | 51.3 | 53.2 | 55.1 | 57.0 | 58.9 | 60.8 | 62.7 | 64.6 | 66.5 | 68.4 | 70.3 | 72.2 | 74.1 | 76.0 |
| 60 | 20.0 | 22.0 | 24.0 | 26.0 | 28.0 | 30.0 | 32.0 | 34.0 | 36.0 | 38.0 | 40.0 | 42.0 | 44.0 | 46.0 | 48.0 | 50.0 | 52.0 | 54.0 | 56.0 | 58.0 | 60.0 | 62.0 | 64.0 | 66.0 | 68.0 | 70.0 | 72.0 | 74.0 | 76.0 | 78.0 | |
| 61 | 21.0 | 23.1 | 25.2 | 27.3 | 29.4 | 31.5 | 33.6 | 35.7 | 37.8 | 39.9 | 42.0 | 44.1 | 46.2 | 48.3 | 50.4 | 52.5 | 54.6 | 56.7 | 58.8 | 60.9 | 63.0 | 65.1 | 67.2 | 69.3 | 71.4 | 73.5 | 75.6 | 77.7 | 79.8 | | |
| 62 | 22.0 | 24.2 | 26.4 | 28.6 | 30.8 | 33.0 | 35.2 | 37.4 | 39.6 | 41.8 | 44.0 | 46.2 | 48.4 | 50.6 | 52.8 | 55.0 | 57.2 | 59.4 | 61.6 | 63.8 | 66.0 | 68.2 | 70.4 | 72.6 | 74.8 | 77.0 | 79.2 | | | | |
| 63 | 23.0 | 25.3 | 27.6 | 29.9 | 32.2 | 34.5 | 36.8 | 39.1 | 41.4 | 43.7 | 46.0 | 48.3 | 50.6 | 52.9 | 55.2 | 57.5 | 59.8 | 62.1 | 64.4 | 66.7 | 69.0 | 71.3 | 73.6 | 75.9 | 78.2 | | | | | | |
| 64 | 24.0 | 26.4 | 28.8 | 31.2 | 33.6 | 36.0 | 38.4 | 40.8 | 43.2 | 45.6 | 48.0 | 50.4 | 52.8 | 55.2 | 57.6 | 60.0 | 62.4 | 64.8 | 67.2 | 69.6 | 72.0 | 74.4 | 76.8 | 79.2 | | | | | | | |
| 65 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |
| 66 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |
| 67 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |
| 68 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |
| 69 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |
| 70 | 25.0 | 27.5 | 30.0 | 32.5 | 35.0 | 37.5 | 40.0 | 42.5 | 45.0 | 47.5 | 50.0 | 52.5 | 55.0 | 57.5 | 60.0 | 62.5 | 65.0 | 67.5 | 70.0 | 72.5 | 75.0 | 77.5 | | | | | | | | | |

**MAXIMUM RETIREMENT PERCENTAGE**

**80% OF HIGHEST 3-YEAR AVERAGE SALARY**