

MORGAN STATE UNIVERSITY

Special Retirement Incentive Program

The Special Retirement Incentive Program will be effective for employees retiring after June 30, 1986. Eligible employees will be those employees who are eligible to retire under the Teachers' Retirement System or Pension System for Teachers, and who are within five years of normal retirement age for Social Security (age 62).

Under the program, eligible employees will receive the sum of:

- 1) the appropriate allowance from the Retirement or Pension System, plus
- 2) an annual retirement supplement equal to the sum of:
 - a) 20% of the employee's annual salary rate in effect on June 30, 1986, plus
 - b) the employee's estimated primary insurance amount under the Social Security Act payable at age 62. Payments will begin at the date of retirement and cease upon attainment of age 62.

Social Security allowances have been estimated using a computer program which projects employees' earnings retrospectively.

Retirement supplement payments under the program would last for a maximum of *five* years. The 20% of salary portion will be continued to the employee's surviving spouse after the employee's death if the full five years of payments have not been made. The Social Security portion will terminate at the earlier of death or age 62.