

In providing for those employees who are retired with small, inadequate allowances (especially during the first 10 or 15 years from 1946) two ways of attacking the problem come to mind. Granting of **full** prior service and/or by subsidizing an increased regular allowance by charging extra amounts made to them against the Fund as a whole, interest earnings, or other income.

Other methods of approach with the objective of trying to pay a decent, larger and adequate retirement allowance include the following:

1. Larger yields on investment of the fund.

2. Periodical analysis of the cost-of-living index and adjustment of the Fund's income to maintain parity with the purchasing power of the dollar.

3. A balance between the opposing views of retaining over-age employees in service and the retiring of employees to create more opportunity for advancement in State service careers.

4. A better understanding of the

System by the employees, and more genuine interest in the humane aspects of the problem by administrators, State officials, legislators and the public.

5. Adequate and parity pay at all levels of employment to thus make practicable the ability of the employee to carry his share of the financial responsibilities of the present and future.

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