

**Employee Retirement Contribution Rates
General Members**

Tier I

Age	Basic		Basic COLA		Settlement		Settlement COLA		Combined Rates	
	Low (<=\$350 per month)	High (>\$350 per month)	Low (<=\$350 per month)	High (>\$350 per month)	Low (<=\$350 per month)	High (>\$350 per month)	Low (<=\$350 per month)	High (>\$350 per month)	Low (<=\$350 per month)	High (>\$350 per month)
15	1.51%	2.27%	0.93%	1.40%	0.94%	1.40%	0.37%	0.55%	3.75%	5.62%
16	1.51%	2.27%	0.93%	1.40%	0.94%	1.40%	0.37%	0.55%	3.75%	5.62%
17	1.55%	2.32%	0.96%	1.43%	0.90%	1.35%	0.35%	0.53%	3.76%	5.63%
18	1.57%	2.36%	0.97%	1.45%	0.88%	1.31%	0.35%	0.52%	3.77%	5.64%
19	1.61%	2.41%	0.99%	1.49%	0.84%	1.26%	0.33%	0.50%	3.77%	5.66%
20	1.64%	2.46%	1.01%	1.52%	0.81%	1.21%	0.32%	0.48%	3.78%	5.67%
21	1.67%	2.50%	1.03%	1.54%	0.82%	1.24%	0.32%	0.49%	3.84%	5.77%
22	1.70%	2.55%	1.05%	1.57%	0.84%	1.26%	0.33%	0.50%	3.92%	5.88%
23	1.73%	2.60%	1.07%	1.60%	0.86%	1.28%	0.34%	0.50%	4.00%	5.98%
24	1.77%	2.65%	1.09%	1.63%	0.87%	1.31%	0.34%	0.52%	4.07%	6.11%
25	1.80%	2.70%	1.11%	1.66%	0.88%	1.33%	0.35%	0.52%	4.14%	6.21%
26	1.84%	2.76%	1.13%	1.70%	0.90%	1.35%	0.35%	0.53%	4.22%	6.34%
27	1.87%	2.81%	1.15%	1.73%	0.93%	1.38%	0.37%	0.54%	4.32%	6.46%
28	1.91%	2.86%	1.18%	1.76%	0.94%	1.41%	0.37%	0.56%	4.40%	6.59%
29	1.95%	2.92%	1.20%	1.80%	0.95%	1.43%	0.37%	0.56%	4.47%	6.71%
30	1.98%	2.97%	1.22%	1.83%	0.97%	1.46%	0.38%	0.58%	4.55%	6.84%
31	2.02%	3.03%	1.24%	1.87%	0.99%	1.49%	0.39%	0.59%	4.64%	6.98%
32	2.06%	3.09%	1.27%	1.90%	1.01%	1.51%	0.40%	0.60%	4.74%	7.10%
33	2.10%	3.15%	1.29%	1.94%	1.03%	1.54%	0.41%	0.61%	4.83%	7.24%
34	2.14%	3.21%	1.32%	1.98%	1.05%	1.57%	0.41%	0.62%	4.92%	7.38%
35	2.18%	3.27%	1.34%	2.01%	1.07%	1.60%	0.42%	0.63%	5.01%	7.51%
36	2.22%	3.33%	1.37%	2.05%	1.08%	1.62%	0.43%	0.64%	5.10%	7.64%
37	2.27%	3.40%	1.40%	2.10%	1.09%	1.64%	0.43%	0.65%	5.19%	7.79%
38	2.31%	3.46%	1.42%	2.13%	1.12%	1.68%	0.44%	0.66%	5.29%	7.93%
39	2.35%	3.53%	1.45%	2.18%	1.14%	1.71%	0.45%	0.67%	5.39%	8.09%
40	2.40%	3.60%	1.48%	2.22%	1.16%	1.74%	0.46%	0.69%	5.50%	8.25%
41	2.45%	3.67%	1.51%	2.26%	1.18%	1.77%	0.47%	0.70%	5.61%	8.40%
42	2.50%	3.75%	1.54%	2.31%	1.20%	1.80%	0.47%	0.71%	5.71%	8.57%
43	2.55%	3.82%	1.57%	2.35%	1.21%	1.83%	0.48%	0.72%	5.81%	8.72%
44	2.61%	3.91%	1.61%	2.41%	1.24%	1.86%	0.49%	0.73%	5.95%	8.91%
45	2.66%	3.99%	1.64%	2.46%	1.26%	1.90%	0.50%	0.75%	6.06%	9.10%
46	2.72%	4.08%	1.68%	2.51%	1.29%	1.93%	0.51%	0.76%	6.20%	9.28%
47	2.79%	4.19%	1.72%	2.58%	1.31%	1.96%	0.52%	0.77%	6.34%	9.50%
48	2.87%	4.30%	1.77%	2.65%	1.32%	1.99%	0.52%	0.78%	6.48%	9.72%
49	2.95%	4.43%	1.82%	2.73%	1.35%	2.02%	0.53%	0.80%	6.65%	9.98%
50	2.94%	4.41%	1.81%	2.72%	1.49%	2.23%	0.59%	0.88%	6.83%	10.24%
51	2.93%	4.40%	1.81%	2.71%	1.48%	2.22%	0.58%	0.88%	6.80%	10.21%
52	2.92%	4.38%	1.80%	2.70%	1.48%	2.22%	0.58%	0.88%	6.78%	10.18%
53	2.91%	4.36%	1.79%	2.69%	1.47%	2.20%	0.58%	0.87%	6.75%	10.12%
54	2.90%	4.35%	1.79%	2.68%	1.46%	2.20%	0.58%	0.87%	6.73%	10.10%
55	2.90%	4.35%	1.79%	2.68%	1.46%	2.19%	0.58%	0.86%	6.73%	10.08%
56	2.90%	4.35%	1.79%	2.68%	1.46%	2.19%	0.58%	0.86%	6.73%	10.08%
57	2.90%	4.35%	1.79%	2.68%	1.46%	2.19%	0.58%	0.86%	6.73%	10.08%
58	2.90%	4.35%	1.79%	2.68%	1.46%	2.19%	0.58%	0.86%	6.73%	10.08%
59	2.90%	4.35%	1.79%	2.68%	1.46%	2.19%	0.58%	0.86%	6.73%	10.08%

Effective Date: First pay period in July

Average Member Rate 7.32%

Employer Rates: 23.36%

Employers that are integrated with Social Security must use both the high and low rates (convert \$350 per month to your pay cycle - \$175 for semi-monthly, \$162 for bi-weekly)

Employers that are not integrated with Social Security use only the high rates.

Interest: 8.16% per annum

COLA: 3.00%

RP-2000 Healthy Annuitant Mortality, with adjustment for white collar workers weighted 1/3 male and 2/3 female

Salary Increase: Inflation (4.00%) + Across-the-Board Increase (0.00%) + Merit (See Exhibit IV)

COLA Loading Factor: 61.62% for Regular Benefits, 39.44% for Settlement Benefits.