

**Employee Retirement Contribution Rates
General Members**

Tier II

| Age | Basic | | Basic COLA | | Combined | |
|-----|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | 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 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 16 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 17 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 18 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 19 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 20 | 1.39% | 2.08% | 1.04% | 1.55% | 2.43% | 3.63% |
| 21 | 1.41% | 2.12% | 1.05% | 1.58% | 2.46% | 3.70% |
| 22 | 1.45% | 2.17% | 1.08% | 1.62% | 2.53% | 3.79% |
| 23 | 1.47% | 2.21% | 1.10% | 1.65% | 2.57% | 3.86% |
| 24 | 1.50% | 2.25% | 1.12% | 1.68% | 2.62% | 3.93% |
| 25 | 1.53% | 2.29% | 1.14% | 1.71% | 2.67% | 4.00% |
| 26 | 1.56% | 2.34% | 1.16% | 1.75% | 2.72% | 4.09% |
| 27 | 1.59% | 2.38% | 1.19% | 1.78% | 2.78% | 4.16% |
| 28 | 1.62% | 2.43% | 1.21% | 1.81% | 2.83% | 4.24% |
| 29 | 1.65% | 2.48% | 1.23% | 1.85% | 2.88% | 4.33% |
| 30 | 1.68% | 2.52% | 1.25% | 1.88% | 2.93% | 4.40% |
| 31 | 1.71% | 2.57% | 1.28% | 1.92% | 2.99% | 4.49% |
| 32 | 1.75% | 2.62% | 1.31% | 1.96% | 3.06% | 4.58% |
| 33 | 1.78% | 2.67% | 1.33% | 1.99% | 3.11% | 4.66% |
| 34 | 1.81% | 2.72% | 1.35% | 2.03% | 3.16% | 4.75% |
| 35 | 1.85% | 2.77% | 1.38% | 2.07% | 3.23% | 4.84% |
| 36 | 1.89% | 2.83% | 1.41% | 2.11% | 3.30% | 4.94% |
| 37 | 1.92% | 2.88% | 1.43% | 2.15% | 3.35% | 5.03% |
| 38 | 1.95% | 2.93% | 1.46% | 2.19% | 3.41% | 5.12% |
| 39 | 1.99% | 2.99% | 1.49% | 2.23% | 3.48% | 5.22% |
| 40 | 2.03% | 3.04% | 1.52% | 2.27% | 3.55% | 5.31% |
| 41 | 2.07% | 3.10% | 1.55% | 2.31% | 3.62% | 5.41% |
| 42 | 2.11% | 3.16% | 1.57% | 2.36% | 3.68% | 5.52% |
| 43 | 2.15% | 3.22% | 1.60% | 2.40% | 3.75% | 5.62% |
| 44 | 2.19% | 3.28% | 1.63% | 2.45% | 3.82% | 5.73% |
| 45 | 2.23% | 3.34% | 1.66% | 2.49% | 3.89% | 5.83% |
| 46 | 2.27% | 3.41% | 1.69% | 2.55% | 3.96% | 5.96% |
| 47 | 2.31% | 3.47% | 1.72% | 2.59% | 4.03% | 6.06% |
| 48 | 2.36% | 3.54% | 1.76% | 2.64% | 4.12% | 6.18% |
| 49 | 2.41% | 3.61% | 1.80% | 2.69% | 4.21% | 6.30% |
| 50 | 2.45% | 3.68% | 1.83% | 2.75% | 4.28% | 6.43% |
| 51 | 2.51% | 3.76% | 1.87% | 2.81% | 4.38% | 6.57% |
| 52 | 2.57% | 3.85% | 1.92% | 2.87% | 4.49% | 6.72% |
| 53 | 2.63% | 3.94% | 1.96% | 2.94% | 4.59% | 6.88% |
| 54 | 2.69% | 4.04% | 2.01% | 3.02% | 4.70% | 7.06% |
| 55 | 2.77% | 4.16% | 2.07% | 3.11% | 4.84% | 7.27% |
| 56 | 2.76% | 4.14% | 2.06% | 3.09% | 4.82% | 7.23% |
| 57 | 2.75% | 4.13% | 2.05% | 3.08% | 4.80% | 7.21% |
| 58 | 2.74% | 4.11% | 2.05% | 3.07% | 4.79% | 7.18% |
| 59 | 2.73% | 4.10% | 2.04% | 3.06% | 4.77% | 7.16% |

Effective Date: First pay period in July

Average Member Rate 4.87% Employer Rate: 21.15%

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%

Mortality: 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: 74.64% for Regular Benefits