

**Employee Retirement Contribution Rates
Safety 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	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
16	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
17	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
18	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
19	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
20	2.25%	3.38%	1.90%	2.85%	0.57%	0.85%	0.36%	0.54%	5.08%	7.62%
21	2.29%	3.44%	1.93%	2.90%	0.57%	0.86%	0.36%	0.55%	5.15%	7.75%
22	2.33%	3.50%	1.97%	2.95%	0.59%	0.88%	0.37%	0.56%	5.26%	7.89%
23	2.37%	3.56%	2.00%	3.00%	0.59%	0.89%	0.37%	0.57%	5.33%	8.02%
24	2.41%	3.62%	2.03%	3.05%	0.61%	0.91%	0.39%	0.58%	5.44%	8.16%
25	2.46%	3.69%	2.08%	3.11%	0.61%	0.92%	0.39%	0.58%	5.54%	8.30%
26	2.50%	3.75%	2.11%	3.16%	0.63%	0.94%	0.40%	0.60%	5.64%	8.45%
27	2.54%	3.81%	2.14%	3.22%	0.63%	0.95%	0.40%	0.60%	5.71%	8.58%
28	2.59%	3.88%	2.19%	3.27%	0.65%	0.97%	0.41%	0.62%	5.84%	8.74%
29	2.63%	3.94%	2.22%	3.32%	0.66%	0.99%	0.42%	0.63%	5.93%	8.88%
30	2.67%	4.01%	2.25%	3.38%	0.67%	1.00%	0.43%	0.64%	6.02%	9.03%
31	2.72%	4.08%	2.30%	3.44%	0.68%	1.02%	0.43%	0.65%	6.13%	9.19%
32	2.77%	4.15%	2.34%	3.50%	0.69%	1.04%	0.44%	0.66%	6.24%	9.35%
33	2.81%	4.22%	2.37%	3.56%	0.70%	1.05%	0.44%	0.67%	6.32%	9.50%
34	2.86%	4.29%	2.41%	3.62%	0.71%	1.07%	0.45%	0.68%	6.43%	9.66%
35	2.91%	4.37%	2.46%	3.69%	0.73%	1.09%	0.46%	0.69%	6.56%	9.84%
36	2.96%	4.44%	2.50%	3.75%	0.74%	1.11%	0.47%	0.70%	6.67%	10.00%
37	3.01%	4.52%	2.54%	3.81%	0.75%	1.13%	0.48%	0.72%	6.78%	10.18%
38	3.07%	4.60%	2.59%	3.88%	0.77%	1.15%	0.49%	0.73%	6.92%	10.36%
39	3.12%	4.68%	2.63%	3.95%	0.78%	1.17%	0.50%	0.74%	7.03%	10.54%
40	3.17%	4.76%	2.68%	4.02%	0.79%	1.19%	0.50%	0.76%	7.14%	10.73%
41	3.23%	4.85%	2.73%	4.09%	0.81%	1.21%	0.51%	0.77%	7.28%	10.92%
42	3.29%	4.94%	2.78%	4.17%	0.83%	1.24%	0.53%	0.79%	7.43%	11.14%
43	3.33%	4.99%	2.81%	4.21%	0.83%	1.25%	0.53%	0.79%	7.50%	11.24%
44	3.36%	5.04%	2.84%	4.25%	0.84%	1.26%	0.53%	0.80%	7.57%	11.35%
45	3.40%	5.10%	2.87%	4.30%	0.85%	1.27%	0.54%	0.81%	7.66%	11.48%
46	3.43%	5.15%	2.89%	4.35%	0.86%	1.29%	0.55%	0.82%	7.73%	11.61%
47	3.47%	5.20%	2.93%	4.39%	0.87%	1.30%	0.55%	0.83%	7.82%	11.72%
48	3.50%	5.25%	2.95%	4.43%	0.87%	1.31%	0.55%	0.83%	7.87%	11.82%
49	3.54%	5.31%	2.99%	4.48%	0.89%	1.33%	0.57%	0.84%	7.99%	11.96%

Effective Date: First pay period in July

Average Member Rate 8.54%

Employer Rate: 31.34%

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 blue collar workers weighted 5/6 male and 1/6 female

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

COLA Loading Factor: 84.39% for Regular Benefits, 63.51% for Settlement Benefits.