

**Employee Retirement Contribution Rates
Safety 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	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
16	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
17	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
18	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
19	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
20	2.25%	3.38%	2.14%	3.21%	4.39%	6.59%
21	2.29%	3.44%	2.18%	3.27%	4.47%	6.71%
22	2.33%	3.50%	2.22%	3.33%	4.55%	6.83%
23	2.37%	3.56%	2.25%	3.39%	4.62%	6.95%
24	2.41%	3.62%	2.29%	3.44%	4.70%	7.06%
25	2.46%	3.69%	2.34%	3.51%	4.80%	7.20%
26	2.50%	3.75%	2.38%	3.57%	4.88%	7.32%
27	2.54%	3.81%	2.42%	3.62%	4.96%	7.43%
28	2.59%	3.88%	2.46%	3.69%	5.05%	7.57%
29	2.63%	3.94%	2.50%	3.75%	5.13%	7.69%
30	2.67%	4.01%	2.54%	3.81%	5.21%	7.82%
31	2.72%	4.08%	2.59%	3.88%	5.31%	7.96%
32	2.77%	4.15%	2.63%	3.95%	5.40%	8.10%
33	2.81%	4.22%	2.67%	4.01%	5.48%	8.23%
34	2.86%	4.29%	2.72%	4.08%	5.58%	8.37%
35	2.91%	4.37%	2.77%	4.16%	5.68%	8.53%
36	2.96%	4.44%	2.82%	4.22%	5.78%	8.66%
37	3.01%	4.52%	2.86%	4.30%	5.87%	8.82%
38	3.07%	4.60%	2.92%	4.38%	5.99%	8.98%
39	3.12%	4.68%	2.97%	4.45%	6.09%	9.13%
40	3.17%	4.76%	3.01%	4.53%	6.18%	9.29%
41	3.23%	4.85%	3.07%	4.61%	6.30%	9.46%
42	3.29%	4.94%	3.13%	4.70%	6.42%	9.64%
43	3.33%	4.99%	3.17%	4.75%	6.50%	9.74%
44	3.36%	5.04%	3.20%	4.79%	6.56%	9.83%
45	3.40%	5.10%	3.23%	4.85%	6.63%	9.95%
46	3.43%	5.15%	3.26%	4.90%	6.69%	10.05%
47	3.47%	5.20%	3.30%	4.95%	6.77%	10.15%
48	3.50%	5.25%	3.33%	4.99%	6.83%	10.24%
49	3.54%	5.31%	3.37%	5.05%	6.91%	10.36%

Effective Date: First pay period in July

Average Member Rate 7.43% Employer Rate: 29.37%

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: 95.11%