

Employee Contribution Rates General Tier II

Age	Basic Regular		COLA Regular		Combined	
	First \$350 per month	Over \$350 per month	First \$350 per month	Over \$350 per month	First \$350 per month	Over \$350 per month
15	1.42%	2.12%	1.09%	1.64%	2.51%	3.76%
16	1.42%	2.12%	1.09%	1.64%	2.51%	3.76%
17	1.44%	2.16%	1.11%	1.67%	2.55%	3.83%
18	1.47%	2.20%	1.13%	1.70%	2.60%	3.90%
19	1.49%	2.24%	1.15%	1.73%	2.64%	3.97%
20	1.52%	2.28%	1.18%	1.77%	2.70%	4.05%
21	1.55%	2.32%	1.20%	1.80%	2.75%	4.12%
22	1.58%	2.36%	1.22%	1.83%	2.80%	4.19%
23	1.60%	2.40%	1.24%	1.86%	2.84%	4.26%
24	1.63%	2.45%	1.26%	1.89%	2.89%	4.34%
25	1.66%	2.49%	1.29%	1.93%	2.95%	4.42%
26	1.69%	2.53%	1.31%	1.96%	3.00%	4.49%
27	1.72%	2.58%	1.33%	2.00%	3.05%	4.58%
28	1.75%	2.62%	1.35%	2.03%	3.10%	4.65%
29	1.78%	2.67%	1.38%	2.07%	3.16%	4.74%
30	1.81%	2.72%	1.40%	2.10%	3.21%	4.82%
31	1.84%	2.76%	1.43%	2.14%	3.27%	4.90%
32	1.87%	2.81%	1.45%	2.18%	3.32%	4.99%
33	1.91%	2.86%	1.47%	2.21%	3.38%	5.07%
34	1.94%	2.91%	1.50%	2.25%	3.44%	5.16%
35	1.97%	2.96%	1.53%	2.29%	3.50%	5.25%
36	2.01%	3.01%	1.55%	2.33%	3.56%	5.34%
37	2.04%	3.06%	1.58%	2.37%	3.62%	5.43%
38	2.08%	3.12%	1.61%	2.41%	3.69%	5.53%
39	2.11%	3.17%	1.63%	2.45%	3.74%	5.62%
40	2.15%	3.23%	1.67%	2.50%	3.82%	5.73%
41	2.19%	3.28%	1.69%	2.54%	3.88%	5.82%
42	2.23%	3.34%	1.73%	2.59%	3.96%	5.93%
43	2.27%	3.40%	1.75%	2.63%	4.02%	6.03%
44	2.31%	3.46%	1.79%	2.68%	4.10%	6.14%
45	2.35%	3.53%	1.82%	2.73%	4.17%	6.26%
46	2.39%	3.59%	1.85%	2.78%	4.24%	6.37%
47	2.44%	3.66%	1.89%	2.83%	4.33%	6.49%
48	2.49%	3.73%	1.93%	2.89%	4.42%	6.62%
49	2.54%	3.81%	1.97%	2.95%	4.51%	6.76%
50	2.59%	3.89%	2.01%	3.01%	4.60%	6.90%
51	2.65%	3.97%	2.05%	3.08%	4.70%	7.05%
52	2.71%	4.07%	2.10%	3.15%	4.81%	7.22%
53	2.77%	4.16%	2.15%	3.22%	4.92%	7.38%
54	2.84%	4.26%	2.20%	3.30%	5.04%	7.56%
55	2.83%	4.25%	2.19%	3.29%	5.02%	7.54%
56	2.82%	4.24%	2.19%	3.28%	5.01%	7.52%
57	2.81%	4.22%	2.17%	3.26%	4.98%	7.48%
58	2.79%	4.19%	2.16%	3.24%	4.95%	7.43%
59	2.77%	4.15%	2.14%	3.21%	4.91%	7.36%

Employer Rate	24.86%	Effective pay period beginning	
Effective Date:	First pay period July 2008	County	6/30/2008
Average Member Rate	5.50%	FMAAA	6/21/2008
Interest:	8.00% per annum	Districts	7/1/2008
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 (3.75%) + Across-the-Board Increase (0.25%) + Merit (See Exhibit IV)		
COLA Loading Factor:	77.39% for Regular Benefits		