Employee Contribution Rates
General Tier III

Age	Basic Regular First $350 per month	Basic Regular Over $350 per month	COLA Regular First $350 per month	COLA Regular Over $350 per month	Combined First $350 per month	Combined Over $350 per month
15	1.89%	2.84%	1.11%	1.67%	3.00%	4.51%
16	1.89%	2.84%	1.11%	1.67%	3.00%	4.51%
17	1.93%	2.89%	1.13%	1.70%	3.06%	4.59%
18	1.96%	2.94%	1.15%	1.73%	3.11%	4.67%
19	1.99%	2.99%	1.17%	1.76%	3.16%	4.75%
20	2.03%	3.04%	1.20%	1.80%	3.23%	4.84%
21	2.06%	3.10%	1.22%	1.83%	3.28%	4.93%
22	2.10%	3.15%	1.24%	1.86%	3.34%	5.01%
23	2.14%	3.21%	1.26%	1.89%	3.40%	5.10%
24	2.17%	3.26%	1.28%	1.92%	3.45%	5.18%
25	2.21%	3.32%	1.31%	1.96%	3.52%	5.28%
26	2.25%	3.38%	1.33%	1.99%	3.58%	5.37%
27	2.29%	3.44%	1.35%	2.03%	3.64%	5.47%
28	2.33%	3.50%	1.37%	2.06%	3.70%	5.56%
29	2.37%	3.56%	1.40%	2.10%	3.77%	5.66%
30	2.41%	3.62%	1.42%	2.13%	3.83%	5.75%
31	2.45%	3.68%	1.45%	2.17%	3.90%	5.85%
32	2.50%	3.74%	1.47%	2.21%	3.97%	5.95%
33	2.54%	3.81%	1.50%	2.25%	4.04%	6.06%
34	2.58%	3.88%	1.53%	2.29%	4.11%	6.17%
35	2.63%	3.94%	1.55%	2.33%	4.18%	6.27%
36	2.68%	4.01%	1.58%	2.37%	4.26%	6.38%
37	2.72%	4.09%	1.61%	2.41%	4.33%	6.50%
38	2.77%	4.16%	1.63%	2.45%	4.40%	6.61%
39	2.82%	4.23%	1.67%	2.50%	4.49%	6.73%
40	2.87%	4.31%	1.69%	2.54%	4.56%	6.85%
41	2.93%	4.39%	1.73%	2.59%	4.66%	6.98%
42	2.98%	4.47%	1.76%	2.64%	4.74%	7.11%
43	3.04%	4.56%	1.79%	2.69%	4.83%	7.25%
44	3.10%	4.65%	1.83%	2.75%	4.93%	7.40%
45	3.17%	4.75%	1.87%	2.80%	5.04%	7.55%
46	3.23%	4.85%	1.91%	2.86%	5.14%	7.71%
47	3.30%	4.95%	1.95%	2.92%	5.25%	7.87%
48	3.34%	5.01%	1.97%	2.95%	5.31%	7.96%
49	3.35%	5.03%	1.97%	2.96%	5.32%	7.99%
50	3.34%	5.01%	1.97%	2.95%	5.31%	7.96%
51	3.32%	4.98%	1.96%	2.94%	5.28%	7.92%
52	3.29%	4.94%	1.94%	2.91%	5.23%	7.85%
53	3.42%	5.13%	2.01%	3.02%	5.43%	8.15%
54	3.55%	5.32%	2.09%	3.14%	5.64%	8.46%

Employer Rate	22.86%
Effective Date:	First pay period July 2008
Average Member Rate	5.87%
Interest:	8.00% per annum
COLA:	3.00%

Effective pay period

County	6/30/2008
FMAAA	6/21/2008
Districts	7/1/2008

Interest: 8.00% per annum

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

Salary Increas Inflation (3.75%) + Across-the-Board Increase (0.25%) + Merit (See Exhibit IV)

COLA Loading Factor: 59.00% for Regular Benefits