

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Non-Tier 5 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of monthly payroll)

General Tier 1										
Entry Age	Basic Regular		COLA Regular		Basic Settlement		COLA Settlement		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	2.36%	3.46%	1.55%	2.33%	0.93%	1.40%	0.53%	0.79%	5.37%	7.98%
16	2.36%	3.46%	1.55%	2.33%	0.93%	1.40%	0.53%	0.79%	5.37%	7.98%
17	2.40%	3.51%	1.58%	2.37%	0.95%	1.42%	0.53%	0.80%	5.46%	8.10%
18	2.43%	3.56%	1.60%	2.40%	0.97%	1.45%	0.55%	0.82%	5.55%	8.23%
19	2.46%	3.62%	1.63%	2.44%	0.97%	1.46%	0.55%	0.82%	5.61%	8.34%
20	2.50%	3.67%	1.65%	2.48%	0.99%	1.48%	0.56%	0.84%	5.70%	8.47%
21	2.53%	3.72%	1.68%	2.52%	1.01%	1.51%	0.57%	0.85%	5.79%	8.60%
22	2.57%	3.78%	1.70%	2.55%	1.02%	1.53%	0.57%	0.86%	5.86%	8.72%
23	2.61%	3.83%	1.73%	2.59%	1.04%	1.56%	0.59%	0.88%	5.97%	8.86%
24	2.64%	3.89%	1.75%	2.63%	1.05%	1.58%	0.59%	0.89%	6.03%	8.99%
25	2.68%	3.94%	1.78%	2.67%	1.07%	1.61%	0.61%	0.91%	6.14%	9.13%
26	2.72%	4.00%	1.81%	2.71%	1.09%	1.63%	0.61%	0.92%	6.23%	9.26%
27	2.76%	4.06%	1.83%	2.75%	1.10%	1.65%	0.62%	0.93%	6.31%	9.39%
28	2.80%	4.12%	1.87%	2.80%	1.12%	1.68%	0.63%	0.95%	6.42%	9.55%
29	2.84%	4.18%	1.89%	2.84%	1.13%	1.70%	0.64%	0.96%	6.50%	9.68%
30	2.88%	4.24%	1.92%	2.88%	1.15%	1.73%	0.65%	0.98%	6.60%	9.83%
31	2.92%	4.30%	1.95%	2.92%	1.17%	1.76%	0.66%	0.99%	6.70%	9.97%
32	2.96%	4.37%	1.98%	2.97%	1.19%	1.78%	0.67%	1.01%	6.80%	10.13%
33	3.01%	4.43%	2.01%	3.01%	1.21%	1.82%	0.69%	1.03%	6.92%	10.29%
34	3.05%	4.50%	2.04%	3.06%	1.23%	1.84%	0.69%	1.04%	7.01%	10.44%
35	3.09%	4.56%	2.07%	3.11%	1.25%	1.88%	0.71%	1.06%	7.12%	10.61%
36	3.14%	4.63%	2.11%	3.16%	1.27%	1.91%	0.72%	1.08%	7.24%	10.78%
37	3.19%	4.70%	2.14%	3.21%	1.30%	1.95%	0.73%	1.10%	7.36%	10.96%
38	3.23%	4.77%	2.17%	3.26%	1.33%	1.99%	0.75%	1.12%	7.48%	11.14%
39	3.28%	4.84%	2.21%	3.31%	1.35%	2.03%	0.77%	1.15%	7.61%	11.33%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 1 (continued)										
Entry Age	Basic Regular		COLA Regular		Basic Settlement		COLA Settlement		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
40	3.33%	4.92%	2.24%	3.36%	1.38%	2.07%	0.78%	1.17%	7.73%	11.52%
41	3.38%	5.00%	2.27%	3.41%	1.41%	2.11%	0.79%	1.19%	7.85%	11.71%
42	3.44%	5.07%	2.31%	3.47%	1.45%	2.17%	0.82%	1.23%	8.02%	11.94%
43	3.49%	5.16%	2.35%	3.53%	1.48%	2.22%	0.83%	1.25%	8.15%	12.16%
44	3.55%	5.24%	2.39%	3.59%	1.53%	2.29%	0.86%	1.29%	8.33%	12.41%
45	3.61%	5.33%	2.43%	3.65%	1.57%	2.35%	0.89%	1.33%	8.50%	12.66%
46	3.67%	5.42%	2.48%	3.72%	1.61%	2.42%	0.91%	1.37%	8.67%	12.93%
47	3.74%	5.52%	2.53%	3.79%	1.64%	2.46%	0.93%	1.39%	8.84%	13.16%
48	3.81%	5.63%	2.57%	3.86%	1.63%	2.44%	0.92%	1.38%	8.93%	13.31%
49	3.88%	5.74%	2.63%	3.94%	1.59%	2.38%	0.89%	1.34%	8.99%	13.40%
50	3.96%	5.86%	2.68%	4.02%	1.51%	2.26%	0.85%	1.28%	9.00%	13.42%
51	4.04%	5.98%	2.74%	4.11%	1.42%	2.13%	0.80%	1.20%	9.00%	13.42%
52	4.11%	6.08%	2.79%	4.18%	1.31%	1.96%	0.74%	1.11%	8.95%	13.33%
53	4.15%	6.15%	2.82%	4.23%	1.18%	1.77%	0.67%	1.00%	8.82%	13.15%
54	4.18%	6.19%	2.84%	4.26%	1.04%	1.56%	0.59%	0.88%	8.65%	12.89%
55	4.18%	6.19%	2.84%	4.26%	1.04%	1.56%	0.59%	0.88%	8.65%	12.89%
56	4.18%	6.18%	2.83%	4.25%	1.04%	1.56%	0.59%	0.88%	8.64%	12.87%
57	4.14%	6.13%	2.81%	4.21%	1.04%	1.56%	0.59%	0.88%	8.58%	12.78%
58	4.08%	6.04%	2.77%	4.15%	1.04%	1.56%	0.59%	0.88%	8.48%	12.63%
59 & Over	3.99%	5.91%	2.71%	4.06%	1.04%	1.56%	0.59%	0.88%	8.33%	12.41%

Interest: 7.00% per annum
 COLA: 2.75%
 Administrative Expenses: 0.16% of payroll added to Basic Regular rates
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See Section 4, Exhibit I)
 COLA Loading Factor: 70.61% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 56.47% for Settlement Benefits

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 2						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	1.99%	2.91%	1.57%	2.35%	3.56%	5.26%
16	1.99%	2.91%	1.57%	2.35%	3.56%	5.26%
17	2.02%	2.95%	1.59%	2.39%	3.61%	5.34%
18	2.05%	3.00%	1.62%	2.43%	3.67%	5.43%
19	2.08%	3.04%	1.64%	2.46%	3.72%	5.50%
20	2.11%	3.08%	1.67%	2.50%	3.78%	5.58%
21	2.14%	3.13%	1.69%	2.54%	3.83%	5.67%
22	2.17%	3.17%	1.72%	2.58%	3.89%	5.75%
23	2.20%	3.22%	1.75%	2.62%	3.95%	5.84%
24	2.23%	3.27%	1.77%	2.66%	4.00%	5.93%
25	2.26%	3.31%	1.80%	2.70%	4.06%	6.01%
26	2.29%	3.36%	1.83%	2.74%	4.12%	6.10%
27	2.33%	3.41%	1.85%	2.78%	4.18%	6.19%
28	2.36%	3.46%	1.88%	2.82%	4.24%	6.28%
29	2.39%	3.51%	1.91%	2.86%	4.30%	6.37%
30	2.43%	3.56%	1.94%	2.91%	4.37%	6.47%
31	2.46%	3.61%	1.97%	2.95%	4.43%	6.56%
32	2.50%	3.66%	2.00%	3.00%	4.50%	6.66%
33	2.53%	3.72%	2.03%	3.04%	4.56%	6.76%
34	2.57%	3.77%	2.06%	3.09%	4.63%	6.86%
35	2.61%	3.83%	2.09%	3.14%	4.70%	6.97%
36	2.64%	3.89%	2.13%	3.19%	4.77%	7.08%
37	2.68%	3.94%	2.16%	3.24%	4.84%	7.18%
38	2.72%	4.00%	2.19%	3.29%	4.91%	7.29%
39	2.76%	4.06%	2.23%	3.34%	4.99%	7.40%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 2 (continued)						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
40	2.80%	4.13%	2.26%	3.39%	5.06%	7.52%
41	2.85%	4.19%	2.30%	3.45%	5.15%	7.64%
42	2.89%	4.26%	2.33%	3.50%	5.22%	7.76%
43	2.94%	4.32%	2.37%	3.56%	5.31%	7.88%
44	2.98%	4.40%	2.41%	3.62%	5.39%	8.02%
45	3.03%	4.47%	2.46%	3.69%	5.49%	8.16%
46	3.08%	4.55%	2.50%	3.75%	5.58%	8.30%
47	3.14%	4.63%	2.55%	3.82%	5.69%	8.45%
48	3.20%	4.72%	2.60%	3.90%	5.80%	8.62%
49	3.26%	4.81%	2.65%	3.98%	5.91%	8.79%
50	3.33%	4.91%	2.71%	4.06%	6.04%	8.97%
51	3.39%	5.01%	2.77%	4.15%	6.16%	9.16%
52	3.45%	5.09%	2.81%	4.22%	6.26%	9.31%
53	3.49%	5.15%	2.85%	4.27%	6.34%	9.42%
54	3.51%	5.19%	2.87%	4.30%	6.38%	9.49%
55	3.51%	5.19%	2.87%	4.30%	6.38%	9.49%
56	3.51%	5.18%	2.86%	4.29%	6.37%	9.47%
57	3.48%	5.13%	2.83%	4.25%	6.31%	9.38%
58	3.42%	5.06%	2.79%	4.19%	6.21%	9.25%
59 & Over	3.35%	4.95%	2.73%	4.10%	6.08%	9.05%

Interest: 7.00% per annum
 COLA: 2.75%
 Administrative Expenses: 0.16% of payroll added to Basic Regular rates
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See Section 4, Exhibit I)
 COLA Loading Factor: 85.53% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 3						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	2.56%	3.77%	1.68%	2.52%	4.24%	6.29%
16	2.56%	3.77%	1.68%	2.52%	4.24%	6.29%
17	2.60%	3.82%	1.71%	2.56%	4.31%	6.38%
18	2.64%	3.88%	1.73%	2.60%	4.37%	6.48%
19	2.68%	3.93%	1.76%	2.64%	4.44%	6.57%
20	2.71%	3.99%	1.79%	2.68%	4.50%	6.67%
21	2.75%	4.05%	1.81%	2.72%	4.56%	6.77%
22	2.79%	4.11%	1.84%	2.76%	4.63%	6.87%
23	2.83%	4.17%	1.87%	2.80%	4.70%	6.97%
24	2.87%	4.23%	1.89%	2.84%	4.76%	7.07%
25	2.91%	4.29%	1.93%	2.89%	4.84%	7.18%
26	2.96%	4.35%	1.95%	2.93%	4.91%	7.28%
27	3.00%	4.42%	1.99%	2.98%	4.99%	7.40%
28	3.04%	4.48%	2.01%	3.02%	5.05%	7.50%
29	3.09%	4.55%	2.05%	3.07%	5.14%	7.62%
30	3.13%	4.62%	2.07%	3.11%	5.20%	7.73%
31	3.18%	4.69%	2.11%	3.16%	5.29%	7.85%
32	3.22%	4.76%	2.14%	3.21%	5.36%	7.97%
33	3.27%	4.83%	2.17%	3.26%	5.44%	8.09%
34	3.32%	4.90%	2.21%	3.31%	5.53%	8.21%
35	3.37%	4.98%	2.25%	3.37%	5.62%	8.35%
36	3.42%	5.06%	2.28%	3.42%	5.70%	8.48%
37	3.48%	5.14%	2.32%	3.48%	5.80%	8.62%
38	3.53%	5.22%	2.36%	3.54%	5.89%	8.76%
39	3.59%	5.31%	2.40%	3.60%	5.99%	8.91%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 3 (continued)						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
40	3.65%	5.40%	2.44%	3.66%	6.09%	9.06%
41	3.71%	5.49%	2.48%	3.72%	6.19%	9.21%
42	3.78%	5.59%	2.53%	3.79%	6.31%	9.38%
43	3.85%	5.70%	2.58%	3.87%	6.43%	9.57%
44	3.92%	5.80%	2.63%	3.94%	6.55%	9.74%
45	3.99%	5.90%	2.67%	4.01%	6.66%	9.91%
46	4.04%	5.98%	2.71%	4.07%	6.75%	10.05%
47	4.08%	6.04%	2.74%	4.11%	6.82%	10.15%
48	4.10%	6.06%	2.75%	4.12%	6.85%	10.18%
49	4.09%	6.06%	2.75%	4.12%	6.84%	10.18%
50	4.07%	6.02%	2.73%	4.10%	6.80%	10.12%
51	4.02%	5.96%	2.70%	4.05%	6.72%	10.01%
52	3.96%	5.85%	2.65%	3.98%	6.61%	9.83%
53	4.08%	6.04%	2.74%	4.11%	6.82%	10.15%
54 & Over	4.21%	6.23%	2.83%	4.24%	7.04%	10.47%

Interest:	7.00% per annum
COLA:	2.75%
Administrative Expenses:	0.16% of payroll added to Basic Regular rates
Mortality:	See <i>Section 4, Exhibit I</i>
Salary Increase:	Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See <i>Section 4, Exhibit I</i>)
COLA Loading Factor:	69.87% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General Tier 4					
Basic Regular			Basic Regular		
Entry Age	First \$350	Over \$350	Entry Age	First \$350	Over \$350
15	3.68%	5.44%	38	5.07%	7.53%
16	3.68%	5.44%	39	5.15%	7.65%
17	3.73%	5.52%	40	5.23%	7.76%
18	3.79%	5.60%	41	5.31%	7.89%
19	3.84%	5.68%	42	5.40%	8.01%
20	3.90%	5.77%	43	5.48%	8.15%
21	3.96%	5.85%	44	5.57%	8.28%
22	4.01%	5.94%	45	5.67%	8.42%
23	4.07%	6.03%	46	5.77%	8.57%
24	4.13%	6.12%	47	5.87%	8.73%
25	4.19%	6.21%	48	5.98%	8.90%
26	4.25%	6.30%	49	6.10%	9.06%
27	4.31%	6.39%	50	6.20%	9.22%
28	4.38%	6.49%	51	6.29%	9.35%
29	4.44%	6.58%	52	6.35%	9.44%
30	4.51%	6.68%	53	6.37%	9.48%
31	4.57%	6.78%	54	6.37%	9.47%
32	4.64%	6.88%	55	6.33%	9.42%
33	4.71%	6.98%	56	6.26%	9.31%
34	4.78%	7.09%	57	6.15%	9.15%
35	4.85%	7.19%	58	6.35%	9.44%
36	4.92%	7.30%	59 & Over	6.55%	9.74%
37	5.00%	7.41%			

Interest: 7.00% per annum
 COLA: 0.00%
 Administrative Expenses: 0.16% of payroll added to Basic Regular rates
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See Section 4, Exhibit I)

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Safety Non-Tier 5 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of monthly payroll)

Safety Tier 1										
Entry Age	Basic Regular		COLA Regular		Basic Settlement		COLA Settlement		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	3.19%	4.70%	3.05%	4.58%	0.75%	1.13%	0.61%	0.91%	7.60%	11.32%
16	3.19%	4.70%	3.05%	4.58%	0.75%	1.13%	0.61%	0.91%	7.60%	11.32%
17	3.22%	4.76%	3.09%	4.64%	0.76%	1.14%	0.61%	0.91%	7.68%	11.45%
18	3.26%	4.81%	3.13%	4.69%	0.78%	1.17%	0.63%	0.94%	7.80%	11.61%
19	3.30%	4.87%	3.17%	4.75%	0.79%	1.18%	0.63%	0.95%	7.89%	11.75%
20	3.34%	4.93%	3.21%	4.82%	0.80%	1.20%	0.64%	0.96%	7.99%	11.91%
21	3.38%	4.99%	3.25%	4.88%	0.81%	1.21%	0.65%	0.97%	8.09%	12.05%
22	3.42%	5.06%	3.29%	4.94%	0.81%	1.22%	0.65%	0.98%	8.17%	12.20%
23	3.47%	5.12%	3.33%	5.00%	0.83%	1.24%	0.66%	0.99%	8.29%	12.35%
24	3.51%	5.18%	3.38%	5.07%	0.84%	1.26%	0.67%	1.01%	8.40%	12.52%
25	3.55%	5.25%	3.42%	5.13%	0.85%	1.27%	0.68%	1.02%	8.50%	12.67%
26	3.60%	5.32%	3.47%	5.20%	0.85%	1.28%	0.69%	1.03%	8.61%	12.83%
27	3.64%	5.38%	3.51%	5.27%	0.87%	1.31%	0.70%	1.05%	8.72%	13.01%
28	3.69%	5.45%	3.56%	5.34%	0.89%	1.33%	0.71%	1.07%	8.85%	13.19%
29	3.74%	5.52%	3.61%	5.41%	0.90%	1.35%	0.72%	1.08%	8.97%	13.36%
30	3.78%	5.60%	3.65%	5.48%	0.91%	1.36%	0.73%	1.09%	9.07%	13.53%
31	3.83%	5.67%	3.71%	5.56%	0.92%	1.38%	0.74%	1.11%	9.20%	13.72%
32	3.89%	5.75%	3.76%	5.64%	0.93%	1.40%	0.75%	1.12%	9.33%	13.91%
33	3.94%	5.83%	3.81%	5.72%	0.95%	1.42%	0.76%	1.14%	9.46%	14.11%
34	4.00%	5.91%	3.87%	5.80%	0.96%	1.44%	0.77%	1.16%	9.60%	14.31%
35	4.05%	6.00%	3.93%	5.89%	0.97%	1.46%	0.78%	1.17%	9.73%	14.52%
36	4.11%	6.09%	3.99%	5.98%	0.99%	1.48%	0.79%	1.19%	9.88%	14.74%
37	4.18%	6.19%	4.05%	6.08%	1.00%	1.50%	0.80%	1.20%	10.03%	14.97%
38	4.25%	6.29%	4.12%	6.18%	1.02%	1.53%	0.82%	1.23%	10.21%	15.23%
39	4.32%	6.40%	4.20%	6.30%	1.04%	1.56%	0.83%	1.25%	10.39%	15.51%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Safety Tier 1 (continued)										
Entry Age	Basic Regular		COLA Regular		Basic Settlement		COLA Settlement		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
40	4.40%	6.52%	4.28%	6.42%	1.06%	1.59%	0.85%	1.28%	10.59%	15.81%
41	4.48%	6.64%	4.36%	6.54%	1.09%	1.63%	0.87%	1.31%	10.80%	16.12%
42	4.55%	6.74%	4.43%	6.64%	1.09%	1.64%	0.88%	1.32%	10.95%	16.34%
43	4.58%	6.79%	4.46%	6.69%	1.10%	1.65%	0.88%	1.32%	11.02%	16.45%
44	4.61%	6.84%	4.49%	6.73%	1.11%	1.66%	0.89%	1.33%	11.10%	16.56%
45	4.61%	6.84%	4.49%	6.74%	1.11%	1.67%	0.89%	1.34%	11.10%	16.59%
46	4.60%	6.82%	4.48%	6.72%	1.11%	1.67%	0.89%	1.34%	11.08%	16.55%
47	4.56%	6.76%	4.44%	6.66%	1.10%	1.65%	0.88%	1.32%	10.98%	16.39%
48	4.49%	6.65%	4.37%	6.55%	1.08%	1.62%	0.87%	1.30%	10.81%	16.12%
49 & Over	4.39%	6.51%	4.27%	6.41%	1.06%	1.59%	0.85%	1.28%	10.57%	15.79%

Interest: 7.00% per annum
 COLA: 2.75%
 Administrative Expenses: 0.16% of payroll added to Basic Regular rates
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See Section 4, Exhibit I)
 COLA Loading Factor: 100.87% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 80.24% for Settlement Benefits

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Safety Tier 2						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	3.19%	4.70%	3.39%	5.08%	6.58%	9.78%
16	3.19%	4.70%	3.39%	5.08%	6.58%	9.78%
17	3.22%	4.76%	3.43%	5.15%	6.65%	9.91%
18	3.26%	4.81%	3.47%	5.21%	6.73%	10.02%
19	3.30%	4.87%	3.52%	5.28%	6.82%	10.15%
20	3.34%	4.93%	3.57%	5.35%	6.91%	10.28%
21	3.38%	4.99%	3.61%	5.42%	6.99%	10.41%
22	3.42%	5.06%	3.66%	5.49%	7.08%	10.55%
23	3.47%	5.12%	3.71%	5.56%	7.18%	10.68%
24	3.51%	5.18%	3.75%	5.63%	7.26%	10.81%
25	3.55%	5.25%	3.80%	5.70%	7.35%	10.95%
26	3.60%	5.32%	3.85%	5.78%	7.45%	11.10%
27	3.64%	5.38%	3.90%	5.85%	7.54%	11.23%
28	3.69%	5.45%	3.95%	5.93%	7.64%	11.38%
29	3.74%	5.52%	4.01%	6.01%	7.75%	11.53%
30	3.78%	5.60%	4.06%	6.09%	7.84%	11.69%
31	3.83%	5.67%	4.12%	6.18%	7.95%	11.85%
32	3.89%	5.75%	4.17%	6.26%	8.06%	12.01%
33	3.94%	5.83%	4.23%	6.35%	8.17%	12.18%
34	4.00%	5.91%	4.30%	6.45%	8.30%	12.36%
35	4.05%	6.00%	4.36%	6.54%	8.41%	12.54%
36	4.11%	6.09%	4.43%	6.65%	8.54%	12.74%
37	4.18%	6.19%	4.50%	6.75%	8.68%	12.94%
38	4.25%	6.29%	4.58%	6.87%	8.83%	13.16%
39	4.32%	6.40%	4.66%	6.99%	8.98%	13.39%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Safety Tier 2 (continued)						
Entry Age	Basic Regular		COLA Regular		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
40	4.40%	6.52%	4.75%	7.13%	9.15%	13.65%
41	4.48%	6.64%	4.85%	7.27%	9.33%	13.91%
42	4.55%	6.74%	4.91%	7.37%	9.46%	14.11%
43	4.58%	6.79%	4.95%	7.43%	9.53%	14.22%
44	4.61%	6.84%	4.99%	7.48%	9.60%	14.32%
45	4.61%	6.84%	4.99%	7.49%	9.60%	14.33%
46	4.60%	6.82%	4.97%	7.46%	9.57%	14.28%
47	4.56%	6.76%	4.93%	7.40%	9.49%	14.16%
48	4.49%	6.65%	4.85%	7.27%	9.34%	13.92%
49 & Over	4.39%	6.51%	4.75%	7.12%	9.14%	13.63%

Interest:	7.00% per annum
COLA:	2.75%
Administrative Expenses:	0.16% of payroll added to Basic Regular rates
Mortality:	See <i>Section 4, Exhibit I</i>
Salary Increase:	Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See <i>Section 4, Exhibit I</i>)
COLA Loading Factor:	112.05% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Safety Tier 4					
Basic Regular			Basic Regular		
Entry Age	First \$350	Over \$350	Entry Age	First \$350	Over \$350
15	5.94%	8.83%	33	7.38%	10.99%
16	5.94%	8.83%	34	7.49%	11.15%
17	6.01%	8.94%	35	7.60%	11.32%
18	6.09%	9.05%	36	7.71%	11.49%
19	6.16%	9.17%	37	7.84%	11.68%
20	6.24%	9.28%	38	7.97%	11.87%
21	6.32%	9.40%	39	8.10%	12.07%
22	6.40%	9.52%	40	8.23%	12.26%
23	6.48%	9.64%	41	8.32%	12.40%
24	6.56%	9.76%	42	8.38%	12.49%
25	6.64%	9.88%	43	8.41%	12.53%
26	6.73%	10.01%	44	8.40%	12.52%
27	6.81%	10.14%	45	8.35%	12.44%
28	6.90%	10.27%	46	8.25%	12.29%
29	6.99%	10.41%	47	8.10%	12.07%
30	7.09%	10.55%	48	8.36%	12.46%
31	7.18%	10.69%	49 & Over	8.63%	12.86%
32	7.28%	10.84%			

Interest: 7.00% per annum
 COLA: 0.00%
 Administrative Expenses: 0.16% of payroll added to Basic Regular rates
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See Section 4, Exhibit I)

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Tier 5 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of monthly payroll)

All Entry Ages	Total
General Tier 5	7.30%
Safety Tier 5	11.96%

Administrative Expenses: 0.16% of payroll added to the rates

Note: Tier 5 member contribution rate is 50% of the Normal Cost rates. It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2019 is \$124,180. For an employer that is not enrolled in Social Security, the maximum amount is \$149,016 (reference Section 7522.10). These amounts are adjusted for changes to the Consumer Price Index for All Urban Consumers after 2019 (reference Section 7522.10(d)).