Exhibit 3: Member contribution rates

Comparison of Total Member Rate

General Members

Entry Age	Based on June 30, 2025 Valuation[1]	Based on June 30, 2024 Valuation[1]	Change
General Tier 1[2]			
25	10.05%	10.07%	(0.02%)
35	11.65%	11.55%	0.10%
45	13.75%	13.65%	0.10%
General Tier 2[2]			
25	6.68%	6.71%	(0.03%)
35	7.69%	7.68%	0.01%
45	9.02%	8.88%	0.14%
General Tier 3[2]			
25	7.97%	7.94%	0.03%
35	9.23%	9.11%	0.12%
45	10.74%	10.70%	0.04%
General Tier 4[2]			
25	6.97%	6.91%	0.06%
35	8.04%	7.89%	0.15%
45	9.41%	9.13%	0.28%
General Tier 5			
Any age[3]	7.90%	7.96%	(0.06%)

[1] Includes explicit administrative expense loads of 0.28% and 0.23% of payroll that have been allocated to the 2025 and 2024 member contribution rates, respectively.
[2] For non-Tier 5 members, contributions for the first $350 of monthly payroll are based on 2/3 (no adjustment for the administrative expense load) of the above rates.
[3] Tier 5 member rates are independent of entry age.

Comparison of Total Member Rate

Safety Members

Entry Age	Based on June 30, 2025 Valuation[1]	Based on June 30, 2024 Valuation[1]	Change
Safety Tier 1[2]			
25	13.82%	14.05%	(0.23%)
30	14.62%	14.92%	(0.30%)
35	15.56%	15.91%	(0.35%)
Safety Tier 2[2]			
25	12.01%	12.04%	(0.03%)
30	12.69%	12.77%	(0.08%)
35	13.51%	13.62%	(0.11%)
Safety Tier 4[2]			
25	11.06%	10.82%	0.24%
30	11.69%	11.48%	0.21%
35	12.44%	12.24%	0.20%
Safety Tier 5			
Any age[3]	13.10%	13.00%	0.10%

[1] Includes explicit administrative expense loads of 0.28% and 0.23% of payroll that have been allocated to the 2025 and 2024 member contribution rates, respectively.
[2] For non-Tier 5 members, contributions for the first $350 of monthly payroll are based on 2/3 (no adjustment for the administrative expense load) of the above rates.
[3] Tier 5 member rates are independent of entry age.

General Tier 1 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
15	2.72%	3.94%	1.66%	2.49%	1.04%	1.56%	0.57%	0.86%	5.99%	8.85%
16	2.72%	3.94%	1.66%	2.49%	1.04%	1.56%	0.57%	0.86%	5.99%	8.85%
17	2.76%	4.00%	1.69%	2.53%	1.05%	1.57%	0.57%	0.86%	6.07%	8.96%
18	2.79%	4.05%	1.71%	2.57%	1.07%	1.60%	0.59%	0.88%	6.16%	9.10%
19	2.83%	4.11%	1.74%	2.61%	1.08%	1.62%	0.59%	0.89%	6.24%	9.23%
20	2.87%	4.16%	1.76%	2.64%	1.10%	1.65%	0.61%	0.91%	6.34%	9.36%
21	2.91%	4.22%	1.79%	2.68%	1.11%	1.67%	0.61%	0.92%	6.42%	9.49%
22	2.95%	4.28%	1.81%	2.72%	1.13%	1.69%	0.62%	0.93%	6.51%	9.62%
23	2.98%	4.33%	1.84%	2.76%	1.15%	1.73%	0.63%	0.95%	6.60%	9.77%
24	3.02%	4.39%	1.87%	2.80%	1.17%	1.75%	0.64%	0.96%	6.70%	9.90%
25	3.06%	4.45%	1.89%	2.84%	1.19%	1.78%	0.65%	0.98%	6.79%	10.05%
26	3.10%	4.51%	1.92%	2.88%	1.21%	1.81%	0.67%	1.00%	6.90%	10.20%
27	3.15%	4.58%	1.95%	2.93%	1.22%	1.83%	0.67%	1.01%	6.99%	10.35%
28	3.19%	4.64%	1.98%	2.97%	1.24%	1.86%	0.68%	1.02%	7.09%	10.49%
29	3.23%	4.70%	2.01%	3.01%	1.26%	1.89%	0.69%	1.04%	7.19%	10.64%
30	3.27%	4.77%	2.03%	3.05%	1.28%	1.92%	0.71%	1.06%	7.29%	10.80%
31	3.32%	4.84%	2.07%	3.10%	1.30%	1.95%	0.71%	1.07%	7.40%	10.96%
32	3.36%	4.90%	2.09%	3.14%	1.33%	1.99%	0.73%	1.09%	7.51%	11.12%
33	3.41%	4.97%	2.13%	3.19%	1.35%	2.02%	0.74%	1.11%	7.63%	11.29%
34	3.45%	5.04%	2.16%	3.24%	1.37%	2.06%	0.75%	1.13%	7.73%	11.47%
35	3.51%	5.12%	2.19%	3.29%	1.39%	2.09%	0.77%	1.15%	7.86%	11.65%
36	3.55%	5.19%	2.23%	3.34%	1.42%	2.13%	0.78%	1.17%	7.98%	11.83%
37	3.61%	5.27%	2.27%	3.40%	1.45%	2.17%	0.79%	1.19%	8.12%	12.03%
38	3.66%	5.35%	2.30%	3.45%	1.47%	2.21%	0.81%	1.22%	8.24%	12.23%
39	3.71%	5.43%	2.33%	3.50%	1.51%	2.27%	0.83%	1.25%	8.38%	12.45%
40	3.77%	5.51%	2.37%	3.56%	1.55%	2.32%	0.85%	1.28%	8.54%	12.67%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
41	3.83%	5.60%	2.41%	3.62%	1.57%	2.36%	0.87%	1.30%	8.68%	12.88%
42	3.89%	5.69%	2.45%	3.68%	1.61%	2.42%	0.89%	1.33%	8.84%	13.12%
43	3.95%	5.78%	2.49%	3.74%	1.64%	2.46%	0.90%	1.35%	8.98%	13.33%
44	4.01%	5.88%	2.54%	3.81%	1.66%	2.49%	0.91%	1.37%	9.12%	13.55%
45	4.08%	5.98%	2.59%	3.88%	1.67%	2.51%	0.92%	1.38%	9.26%	13.75%
46	4.15%	6.08%	2.63%	3.95%	1.68%	2.52%	0.93%	1.39%	9.39%	13.94%
47	4.22%	6.19%	2.68%	4.02%	1.67%	2.50%	0.91%	1.37%	9.48%	14.08%
48	4.29%	6.29%	2.73%	4.09%	1.65%	2.48%	0.91%	1.36%	9.58%	14.22%
49	4.35%	6.39%	2.77%	4.16%	1.62%	2.43%	0.89%	1.34%	9.63%	14.32%
50	4.41%	6.48%	2.81%	4.22%	1.56%	2.34%	0.86%	1.29%	9.64%	14.33%
51	4.47%	6.56%	2.85%	4.27%	1.50%	2.25%	0.83%	1.24%	9.65%	14.32%
52	4.51%	6.63%	2.88%	4.32%	1.38%	2.07%	0.76%	1.14%	9.53%	14.16%
53	4.55%	6.69%	2.91%	4.36%	1.24%	1.86%	0.68%	1.02%	9.38%	13.93%
54	4.58%	6.73%	2.93%	4.39%	1.07%	1.61%	0.59%	0.89%	9.17%	13.62%
55	4.58%	6.73%	2.93%	4.39%	1.07%	1.61%	0.59%	0.89%	9.17%	13.62%
56	4.57%	6.72%	2.92%	4.38%	1.07%	1.61%	0.59%	0.89%	9.15%	13.60%
57	4.52%	6.64%	2.89%	4.33%	1.07%	1.61%	0.59%	0.89%	9.07%	13.47%
58	4.44%	6.52%	2.83%	4.25%	1.07%	1.61%	0.59%	0.89%	8.93%	13.27%
59 and over	4.34%	6.37%	2.76%	4.14%	1.07%	1.61%	0.59%	0.89%	8.76%	13.01%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	68.04% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 54.98% for Settlement Benefits

General Tier 2 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	2.31%	3.33%	1.71%	2.56%	4.02%	5.89%
16	2.31%	3.33%	1.71%	2.56%	4.02%	5.89%
17	2.35%	3.38%	1.73%	2.60%	4.08%	5.98%
18	2.37%	3.42%	1.76%	2.64%	4.13%	6.06%
19	2.41%	3.47%	1.79%	2.68%	4.20%	6.15%
20	2.43%	3.51%	1.81%	2.71%	4.24%	6.22%
21	2.47%	3.56%	1.83%	2.75%	4.30%	6.31%
22	2.50%	3.61%	1.86%	2.79%	4.36%	6.40%
23	2.53%	3.66%	1.89%	2.84%	4.42%	6.50%
24	2.57%	3.71%	1.92%	2.88%	4.49%	6.59%
25	2.60%	3.76%	1.95%	2.92%	4.55%	6.68%
26	2.63%	3.81%	1.97%	2.96%	4.60%	6.77%
27	2.67%	3.86%	2.00%	3.00%	4.67%	6.86%
28	2.70%	3.91%	2.03%	3.05%	4.73%	6.96%
29	2.74%	3.97%	2.07%	3.10%	4.81%	7.07%
30	2.77%	4.02%	2.09%	3.14%	4.86%	7.16%
31	2.81%	4.08%	2.13%	3.19%	4.94%	7.27%
32	2.85%	4.13%	2.15%	3.23%	5.00%	7.36%
33	2.89%	4.19%	2.19%	3.28%	5.08%	7.47%
34	2.93%	4.25%	2.22%	3.33%	5.15%	7.58%
35	2.97%	4.31%	2.25%	3.38%	5.22%	7.69%
36	3.01%	4.37%	2.29%	3.43%	5.30%	7.80%
37	3.05%	4.44%	2.33%	3.49%	5.38%	7.93%
38	3.09%	4.50%	2.36%	3.54%	5.45%	8.04%
39	3.14%	4.57%	2.40%	3.60%	5.54%	8.17%
40	3.19%	4.64%	2.44%	3.66%	5.63%	8.30%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	3.23%	4.71%	2.48%	3.72%	5.71%	8.43%
42	3.28%	4.78%	2.52%	3.78%	5.80%	8.56%
43	3.33%	4.86%	2.56%	3.84%	5.89%	8.70%
44	3.39%	4.95%	2.61%	3.92%	6.00%	8.87%
45	3.45%	5.03%	2.66%	3.99%	6.11%	9.02%
46	3.50%	5.11%	2.70%	4.05%	6.20%	9.16%
47	3.57%	5.21%	2.76%	4.14%	6.33%	9.35%
48	3.62%	5.29%	2.80%	4.20%	6.42%	9.49%
49	3.67%	5.37%	2.85%	4.27%	6.52%	9.64%
50	3.72%	5.44%	2.89%	4.33%	6.61%	9.77%
51	3.77%	5.51%	2.93%	4.39%	6.70%	9.90%
52	3.81%	5.57%	2.96%	4.44%	6.77%	10.01%
53	3.84%	5.62%	2.99%	4.48%	6.83%	10.10%
54	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
55	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
56	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
57	3.81%	5.58%	2.97%	4.45%	6.78%	10.03%
58	3.75%	5.48%	2.91%	4.36%	6.66%	9.84%
59 and over	3.66%	5.35%	2.83%	4.25%	6.49%	9.60%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	83.92% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

General Tier 3 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	2.95%	4.29%	1.81%	2.72%	4.76%	7.01%
16	2.95%	4.29%	1.81%	2.72%	4.76%	7.01%
17	2.99%	4.35%	1.84%	2.76%	4.83%	7.11%
18	3.03%	4.41%	1.87%	2.80%	4.90%	7.21%
19	3.07%	4.47%	1.89%	2.84%	4.96%	7.31%
20	3.11%	4.53%	1.92%	2.88%	5.03%	7.41%
21	3.16%	4.60%	1.95%	2.93%	5.11%	7.53%
22	3.20%	4.66%	1.98%	2.97%	5.18%	7.63%
23	3.24%	4.72%	2.01%	3.01%	5.25%	7.73%
24	3.29%	4.79%	2.04%	3.06%	5.33%	7.85%
25	3.33%	4.86%	2.07%	3.11%	5.40%	7.97%
26	3.38%	4.93%	2.10%	3.15%	5.48%	8.08%
27	3.42%	4.99%	2.13%	3.20%	5.55%	8.19%
28	3.47%	5.07%	2.17%	3.25%	5.64%	8.32%
29	3.52%	5.14%	2.20%	3.30%	5.72%	8.44%
30	3.57%	5.21%	2.23%	3.34%	5.80%	8.55%
31	3.62%	5.29%	2.27%	3.40%	5.89%	8.69%
32	3.67%	5.36%	2.30%	3.45%	5.97%	8.81%
33	3.72%	5.44%	2.33%	3.50%	6.05%	8.94%
34	3.78%	5.53%	2.37%	3.56%	6.15%	9.09%
35	3.83%	5.61%	2.41%	3.62%	6.24%	9.23%
36	3.89%	5.70%	2.45%	3.68%	6.34%	9.38%
37	3.95%	5.79%	2.49%	3.74%	6.44%	9.53%
38	4.01%	5.88%	2.53%	3.80%	6.54%	9.68%
39	4.08%	5.98%	2.58%	3.87%	6.66%	9.85%
40	4.15%	6.08%	2.62%	3.93%	6.77%	10.01%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	4.21%	6.18%	2.67%	4.00%	6.88%	10.18%
42	4.28%	6.28%	2.71%	4.07%	6.99%	10.35%
43	4.33%	6.36%	2.75%	4.12%	7.08%	10.48%
44	4.39%	6.44%	2.79%	4.18%	7.18%	10.62%
45	4.43%	6.51%	2.82%	4.23%	7.25%	10.74%
46	4.47%	6.57%	2.85%	4.27%	7.32%	10.84%
47	4.50%	6.61%	2.86%	4.29%	7.36%	10.90%
48	4.51%	6.63%	2.87%	4.31%	7.38%	10.94%
49	4.51%	6.62%	2.87%	4.30%	7.38%	10.92%
50	4.48%	6.58%	2.85%	4.27%	7.33%	10.85%
51	4.42%	6.49%	2.81%	4.21%	7.23%	10.70%
52	4.33%	6.36%	2.75%	4.12%	7.08%	10.48%
53	4.45%	6.54%	2.83%	4.25%	7.28%	10.79%
54 and over	4.58%	6.73%	2.92%	4.38%	7.50%	11.11%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	67.84% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

General Tier 4 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350
15	4.19%	6.15%
16	4.19%	6.15%
17	4.25%	6.24%
18	4.31%	6.33%
19	4.37%	6.41%
20	4.43%	6.50%
21	4.49%	6.59%
22	4.55%	6.69%
23	4.61%	6.78%
24	4.67%	6.87%
25	4.74%	6.97%
26	4.81%	7.07%
27	4.87%	7.17%
28	4.94%	7.27%
29	5.01%	7.37%
30	5.08%	7.48%
31	5.15%	7.59%
32	5.22%	7.69%
33	5.30%	7.81%
34	5.37%	7.92%
35	5.45%	8.04%
36	5.53%	8.15%
37	5.61%	8.28%
38	5.69%	8.40%
39	5.78%	8.53%
40	5.87%	8.67%

Entry Age	Basic Regular First $350	Basic Regular Over $350
41	5.96%	8.80%
42	6.06%	8.95%
43	6.16%	9.10%
44	6.26%	9.25%
45	6.37%	9.41%
46	6.47%	9.56%
47	6.57%	9.71%
48	6.66%	9.85%
49	6.74%	9.97%
50	6.81%	10.08%
51	6.88%	10.18%
52	6.92%	10.24%
53	6.94%	10.27%
54	6.93%	10.26%
55	6.88%	10.18%
56	6.79%	10.04%
57	6.65%	9.84%
58	6.84%	10.12%
59 and over	7.05%	10.43%

Interest:	6.50% per annum
COLA:	0.00%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)

Safety Tier 1 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
15	3.69%	5.39%	3.16%	4.74%	0.85%	1.27%	0.77%	1.15%	8.47%	12.55%
16	3.69%	5.39%	3.16%	4.74%	0.85%	1.27%	0.77%	1.15%	8.47%	12.55%
17	3.72%	5.44%	3.19%	4.79%	0.86%	1.29%	0.77%	1.16%	8.54%	12.68%
18	3.76%	5.50%	3.23%	4.85%	0.87%	1.30%	0.78%	1.17%	8.64%	12.82%
19	3.79%	5.55%	3.26%	4.89%	0.88%	1.32%	0.79%	1.19%	8.72%	12.95%
20	3.83%	5.61%	3.30%	4.95%	0.89%	1.33%	0.80%	1.20%	8.82%	13.09%
21	3.87%	5.67%	3.33%	5.00%	0.90%	1.35%	0.81%	1.22%	8.91%	13.24%
22	3.91%	5.73%	3.37%	5.06%	0.91%	1.36%	0.82%	1.23%	9.01%	13.38%
23	3.95%	5.79%	3.41%	5.12%	0.92%	1.38%	0.83%	1.25%	9.11%	13.54%
24	3.99%	5.85%	3.45%	5.17%	0.93%	1.39%	0.83%	1.25%	9.20%	13.66%
25	4.03%	5.91%	3.49%	5.23%	0.94%	1.41%	0.85%	1.27%	9.31%	13.82%
26	4.08%	5.98%	3.53%	5.29%	0.95%	1.42%	0.85%	1.28%	9.41%	13.97%
27	4.12%	6.04%	3.57%	5.35%	0.96%	1.44%	0.87%	1.30%	9.52%	14.13%
28	4.17%	6.11%	3.61%	5.41%	0.97%	1.45%	0.87%	1.31%	9.62%	14.28%
29	4.21%	6.17%	3.65%	5.47%	0.99%	1.48%	0.89%	1.34%	9.74%	14.46%
30	4.25%	6.24%	3.69%	5.53%	1.00%	1.50%	0.90%	1.35%	9.84%	14.62%
31	4.31%	6.32%	3.74%	5.61%	1.01%	1.51%	0.91%	1.36%	9.97%	14.80%
32	4.35%	6.39%	3.78%	5.67%	1.02%	1.53%	0.92%	1.38%	10.07%	14.97%
33	4.41%	6.47%	3.83%	5.75%	1.03%	1.55%	0.93%	1.40%	10.20%	15.17%
34	4.46%	6.55%	3.88%	5.82%	1.05%	1.57%	0.95%	1.42%	10.34%	15.36%
35	4.51%	6.63%	3.93%	5.90%	1.06%	1.59%	0.96%	1.44%	10.46%	15.56%
36	4.57%	6.72%	3.99%	5.98%	1.08%	1.62%	0.97%	1.46%	10.61%	15.78%
37	4.64%	6.82%	4.05%	6.07%	1.09%	1.64%	0.99%	1.48%	10.77%	16.01%
38	4.71%	6.92%	4.11%	6.16%	1.11%	1.66%	1.00%	1.50%	10.93%	16.24%
39	4.77%	7.01%	4.17%	6.25%	1.12%	1.68%	1.01%	1.52%	11.07%	16.46%
40	4.83%	7.11%	4.23%	6.34%	1.13%	1.70%	1.02%	1.53%	11.21%	16.68%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
41	4.90%	7.21%	4.29%	6.43%	1.16%	1.74%	1.05%	1.57%	11.40%	16.95%
42	4.95%	7.29%	4.34%	6.51%	1.17%	1.75%	1.05%	1.58%	11.51%	17.13%
43	4.98%	7.33%	4.37%	6.55%	1.18%	1.77%	1.07%	1.60%	11.60%	17.25%
44	5.01%	7.37%	4.39%	6.58%	1.19%	1.78%	1.07%	1.61%	11.66%	17.34%
45	5.01%	7.38%	4.39%	6.59%	1.19%	1.78%	1.07%	1.61%	11.66%	17.36%
46	5.01%	7.38%	4.39%	6.59%	1.19%	1.78%	1.07%	1.61%	11.66%	17.36%
47	4.96%	7.30%	4.35%	6.52%	1.17%	1.76%	1.06%	1.59%	11.54%	17.17%
48	4.87%	7.17%	4.27%	6.40%	1.15%	1.72%	1.03%	1.55%	11.32%	16.84%
49 and over	4.77%	7.01%	4.17%	6.25%	1.12%	1.68%	1.01%	1.52%	11.07%	16.46%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	92.84% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 90.26% for Settlement Benefits

Safety Tier 2 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	3.69%	5.39%	3.69%	5.53%	7.38%	10.92%
16	3.69%	5.39%	3.69%	5.53%	7.38%	10.92%
17	3.72%	5.44%	3.73%	5.59%	7.45%	11.03%
18	3.76%	5.50%	3.77%	5.65%	7.53%	11.15%
19	3.79%	5.55%	3.81%	5.71%	7.60%	11.26%
20	3.83%	5.61%	3.85%	5.77%	7.68%	11.38%
21	3.87%	5.67%	3.89%	5.84%	7.76%	11.51%
22	3.91%	5.73%	3.93%	5.90%	7.84%	11.63%
23	3.95%	5.79%	3.98%	5.97%	7.93%	11.76%
24	3.99%	5.85%	4.02%	6.03%	8.01%	11.88%
25	4.03%	5.91%	4.07%	6.10%	8.10%	12.01%
26	4.08%	5.98%	4.11%	6.17%	8.19%	12.15%
27	4.12%	6.04%	4.16%	6.24%	8.28%	12.28%
28	4.17%	6.11%	4.21%	6.31%	8.38%	12.42%
29	4.21%	6.17%	4.25%	6.38%	8.46%	12.55%
30	4.25%	6.24%	4.30%	6.45%	8.55%	12.69%
31	4.31%	6.32%	4.36%	6.54%	8.67%	12.86%
32	4.35%	6.39%	4.41%	6.62%	8.76%	13.01%
33	4.41%	6.47%	4.47%	6.70%	8.88%	13.17%
34	4.46%	6.55%	4.53%	6.79%	8.99%	13.34%
35	4.51%	6.63%	4.59%	6.88%	9.10%	13.51%
36	4.57%	6.72%	4.65%	6.97%	9.22%	13.69%
37	4.64%	6.82%	4.72%	7.08%	9.36%	13.90%
38	4.71%	6.92%	4.79%	7.19%	9.50%	14.11%
39	4.77%	7.01%	4.86%	7.29%	9.63%	14.30%
40	4.83%	7.11%	4.93%	7.40%	9.76%	14.51%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	4.90%	7.21%	5.00%	7.50%	9.90%	14.71%
42	4.95%	7.29%	5.06%	7.59%	10.01%	14.88%
43	4.98%	7.33%	5.09%	7.63%	10.07%	14.96%
44	5.01%	7.37%	5.12%	7.68%	10.13%	15.05%
45	5.01%	7.38%	5.13%	7.69%	10.14%	15.07%
46	5.01%	7.38%	5.13%	7.69%	10.14%	15.07%
47	4.96%	7.30%	5.07%	7.60%	10.03%	14.90%
48	4.87%	7.17%	4.97%	7.46%	9.84%	14.63%
49 and over	4.77%	7.01%	4.86%	7.29%	9.63%	14.30%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	108.29% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

Safety Tier 4 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350
15	6.79%	10.05%
16	6.79%	10.05%
17	6.87%	10.16%
18	6.93%	10.26%
19	7.01%	10.37%
20	7.08%	10.48%
21	7.15%	10.59%
22	7.23%	10.70%
23	7.31%	10.82%
24	7.39%	10.94%
25	7.47%	11.06%
26	7.55%	11.18%
27	7.63%	11.30%
28	7.71%	11.43%
29	7.80%	11.56%
30	7.89%	11.69%
31	7.98%	11.83%
32	8.07%	11.97%
33	8.17%	12.12%
34	8.28%	12.28%
35	8.39%	12.44%
36	8.50%	12.61%
37	8.61%	12.78%
38	8.72%	12.94%
39	8.83%	13.11%
40	8.93%	13.26%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350
41	9.01%	13.38%
42	9.06%	13.45%
43	9.08%	13.48%
44	9.08%	13.48%
45	9.02%	13.39%
46	8.91%	13.22%
47	8.73%	12.96%
48	8.99%	13.34%
49 and over	9.25%	13.74%

Interest:	6.50% per annum
COLA:	0.00%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)

Tier 5 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

All Entry Ages	Total
General Tier 5	7.90%
Safety Tier 5	13.10%

Administrative Expenses: 0.28% 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 2025 is $155,081. For an employer that is not enrolled in Social Security, the maximum amount is $186,096 (reference Section 7522.10). These amounts are adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference Section 7522.10(d)).