

EXHIBIT III – MEMBER CONTRIBUTION RATES

General Tier 1 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of biweekly payroll)

General – Tier 1						
Entry Age	Basic		COLA		Total	
	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54
15	3.89%	5.84%	1.35%	2.03%	5.24%	7.87%
16	3.89%	5.84%	1.35%	2.03%	5.24%	7.87%
17	3.96%	5.94%	1.37%	2.06%	5.33%	8.00%
18	4.03%	6.04%	1.40%	2.10%	5.43%	8.14%
19	4.10%	6.15%	1.43%	2.14%	5.53%	8.29%
20	4.17%	6.26%	1.45%	2.17%	5.62%	8.43%
21	4.24%	6.36%	1.47%	2.21%	5.71%	8.57%
22	4.31%	6.47%	1.50%	2.25%	5.81%	8.72%
23	4.39%	6.59%	1.53%	2.29%	5.92%	8.88%
24	4.47%	6.70%	1.55%	2.33%	6.02%	9.03%
25	4.54%	6.81%	1.58%	2.37%	6.12%	9.18%
26	4.62%	6.93%	1.61%	2.41%	6.23%	9.34%
27	4.70%	7.05%	1.63%	2.45%	6.33%	9.50%
28	4.78%	7.17%	1.66%	2.49%	6.44%	9.66%
29	4.86%	7.29%	1.69%	2.53%	6.55%	9.82%
30	4.94%	7.41%	1.71%	2.57%	6.65%	9.98%
31	5.03%	7.54%	1.75%	2.62%	6.78%	10.16%
32	5.11%	7.67%	1.77%	2.66%	6.88%	10.33%
33	5.20%	7.80%	1.81%	2.71%	7.01%	10.51%
34	5.29%	7.93%	1.83%	2.75%	7.12%	10.68%
35	5.37%	8.06%	1.87%	2.80%	7.24%	10.86%
36	5.47%	8.20%	1.90%	2.85%	7.37%	11.05%
37	5.56%	8.34%	1.93%	2.90%	7.49%	11.24%
38	5.65%	8.48%	1.97%	2.95%	7.62%	11.43%
39	5.75%	8.62%	1.99%	2.99%	7.74%	11.61%

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

General – Tier 1 (continued)						
Entry Age	Basic		COLA		Total	
	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54
40	5.85%	8.77%	2.03%	3.05%	7.88%	11.82%
41	5.95%	8.92%	2.07%	3.10%	8.02%	12.02%
42	6.05%	9.07%	2.10%	3.15%	8.15%	12.22%
43	6.15%	9.23%	2.14%	3.21%	8.29%	12.44%
44	6.26%	9.39%	2.17%	3.26%	8.43%	12.65%
45	6.37%	9.56%	2.21%	3.32%	8.58%	12.88%
46	6.49%	9.73%	2.25%	3.38%	8.74%	13.11%
47	6.61%	9.91%	2.29%	3.44%	8.90%	13.35%
48	6.73%	10.10%	2.34%	3.51%	9.07%	13.61%
49	6.87%	10.30%	2.39%	3.58%	9.26%	13.88%
50	6.99%	10.48%	2.43%	3.64%	9.42%	14.12%
51	7.10%	10.65%	2.47%	3.70%	9.57%	14.35%
52	7.21%	10.81%	2.51%	3.76%	9.72%	14.57%
53	7.31%	10.96%	2.54%	3.81%	9.85%	14.77%
54	7.40%	11.10%	2.57%	3.86%	9.97%	14.96%
55	7.47%	11.20%	2.59%	3.89%	10.06%	15.09%
56	7.52%	11.28%	2.61%	3.92%	10.13%	15.20%
57	7.53%	11.30%	2.62%	3.93%	10.15%	15.23%
58	7.53%	11.30%	2.62%	3.93%	10.15%	15.23%
59 & Over	7.49%	11.23%	2.60%	3.90%	10.09%	15.13%

Interest: 7.00% per annum
 COLA: 3.00%
 Mortality: See Section 4, Exhibit I
 Salary Increase: Inflation (3.00%) + Across-the-Board Increase (0.50%) + Merit/Promotion (See Section 4, Exhibit I)
 COLA Loading Factor: 34.74%