

## EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

### General Tier 4 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of eligible payroll)<sup>(1)</sup>

General – Tier 4		
Entry Age	Basic	Total
	Eligible Pay	Eligible Pay
All Ages	7.46%	7.46%

<sup>(1)</sup> 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 equal to \$124,180. (For an employer that is not enrolled in Social Security, the maximum amount is 120% of \$124,180, or \$149,016). (reference: Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2019. (reference: Section 7522.10(d))

Interest: 7.00% per annum

COLA: 0%

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: 0%