

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

Probation Tier 2 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of biweekly payroll)

| Probation – Tier 2 | | | | | | |
|--------------------|----------------|---------------|----------------|---------------|----------------|---------------|
| Entry Age | Basic | | COLA | | Total | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 15 | 4.81% | 7.21% | 2.35% | 3.52% | 7.16% | 10.73% |
| 16 | 4.81% | 7.21% | 2.35% | 3.52% | 7.16% | 10.73% |
| 17 | 4.89% | 7.33% | 2.39% | 3.58% | 7.28% | 10.91% |
| 18 | 4.97% | 7.46% | 2.43% | 3.64% | 7.40% | 11.10% |
| 19 | 5.05% | 7.58% | 2.47% | 3.70% | 7.52% | 11.28% |
| 20 | 5.14% | 7.71% | 2.51% | 3.77% | 7.65% | 11.48% |
| 21 | 5.23% | 7.84% | 2.55% | 3.83% | 7.78% | 11.67% |
| 22 | 5.31% | 7.97% | 2.59% | 3.89% | 7.90% | 11.86% |
| 23 | 5.40% | 8.10% | 2.64% | 3.96% | 8.04% | 12.06% |
| 24 | 5.49% | 8.24% | 2.69% | 4.03% | 8.18% | 12.27% |
| 25 | 5.58% | 8.37% | 2.73% | 4.09% | 8.31% | 12.46% |
| 26 | 5.67% | 8.51% | 2.77% | 4.16% | 8.44% | 12.67% |
| 27 | 5.77% | 8.65% | 2.82% | 4.23% | 8.59% | 12.88% |
| 28 | 5.86% | 8.79% | 2.86% | 4.29% | 8.72% | 13.08% |
| 29 | 5.96% | 8.94% | 2.91% | 4.37% | 8.87% | 13.31% |
| 30 | 6.06% | 9.09% | 2.96% | 4.44% | 9.02% | 13.53% |
| 31 | 6.16% | 9.24% | 3.01% | 4.51% | 9.17% | 13.75% |
| 32 | 6.26% | 9.39% | 3.06% | 4.59% | 9.32% | 13.98% |
| 33 | 6.37% | 9.55% | 3.11% | 4.67% | 9.48% | 14.22% |
| 34 | 6.47% | 9.70% | 3.16% | 4.74% | 9.63% | 14.44% |
| 35 | 6.58% | 9.87% | 3.21% | 4.82% | 9.79% | 14.69% |
| 36 | 6.69% | 10.03% | 3.27% | 4.90% | 9.96% | 14.93% |
| 37 | 6.81% | 10.21% | 3.33% | 4.99% | 10.14% | 15.20% |
| 38 | 6.91% | 10.37% | 3.38% | 5.07% | 10.29% | 15.44% |
| 39 | 7.03% | 10.54% | 3.43% | 5.15% | 10.46% | 15.69% |

EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

| Probation – Tier 2 (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 | 7.14% | 10.71% | 3.49% | 5.23% | 10.63% | 15.94% |
| 41 | 7.25% | 10.88% | 3.55% | 5.32% | 10.80% | 16.20% |
| 42 | 7.37% | 11.06% | 3.60% | 5.40% | 10.97% | 16.46% |
| 43 | 7.50% | 11.25% | 3.67% | 5.50% | 11.17% | 16.75% |
| 44 | 7.60% | 11.40% | 3.71% | 5.57% | 11.31% | 16.97% |
| 45 | 7.66% | 11.49% | 3.74% | 5.61% | 11.40% | 17.10% |
| 46 | 7.69% | 11.53% | 3.75% | 5.63% | 11.44% | 17.16% |
| 47 | 7.66% | 11.49% | 3.74% | 5.61% | 11.40% | 17.10% |
| 48 | 7.91% | 11.87% | 3.87% | 5.80% | 11.78% | 17.67% |
| 49 & Over | 8.18% | 12.27% | 4.00% | 6.00% | 12.18% | 18.27% |

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: 48.86%