

## EXHIBIT III – MEMBER CONTRIBUTION RATES (CONTINUED)

### Probation Tier 3 Members' Contribution Rates Based on the June 30, 2019 Actuarial Valuation (as a % of eligible payroll)<sup>(1)</sup>

Probation – Tier 3		
	Basic	Total
Entry Age	Eligible Pay	Eligible Pay
All Ages	11.30%	11.30%

<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%

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