

FY 2019-20 Employer Statutory Contribution Rates for Pension

County of San Mateo						
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	PEPRA Plan 7
General						
Employer Normal Cost	14.00%	8.92%	7.83%	9.46%	11.34%	8.60%
Contribution to UAAL	19.32%	19.32%	19.32%	19.32%	19.32%	19.32%
Total Employer Contribution - General	33.32%	28.24%	27.15%	28.78%	30.66%	27.92%

All members pay 50% COLA share.

Safety						
	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
Employer Normal Cost	19.79%	19.79%	17.37%	18.16%	18.16%	14.50%
Contribution to UAAL	44.68%	44.68%	44.68%	44.68%	44.68%	44.68%
Total Employer Contribution - Safety	64.47%	64.47%	62.05%	62.84%	62.84%	59.18%

All members pay 50% COLA share.

As of June 30, 2018 there are no active members in Plans 1 or 6. Plan 1 rates have been set equal to Plan 2 rates, and Plan 6 rates have been set equal to Plan 5 rates.

Probation						
	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
Employer Normal Cost	18.90%	18.90%	17.25%	15.23%	15.23%	14.10%
Contribution to UAAL	32.88%	32.88%	32.88%	32.88%	32.88%	32.88%
Total Employer Contribution - Probation	51.78%	51.78%	50.13%	48.11%	48.11%	46.98%

All members pay 50% COLA share.

As of June 30, 2018 there are no active members in Plans 1 or 6. Plan 1 rates have been set equal to Plan 2 rates, and Plan 6 rates have been set equal to Plan 5 rates.

San Mateo County Superior Courts						
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	PEPRA Plan 7
Employer Normal Cost	14.00%	8.92%	7.83%	9.46%	11.34%	8.60%
Contribution to UAAL	21.76%	21.76%	21.76%	21.76%	21.76%	21.76%
Total Employer Contribution	35.76%	30.68%	29.59%	31.22%	33.10%	30.36%

All members pay 50% COLA share.

San Mateo County Mosquito & Vector Control District				
	Plan 1	Plan 2	Plan 4	PEPRA Plan 7
Employer Normal Cost	13.87%	13.87%	13.87%	9.04%
Contribution to UAAL	0.00%	0.00%	0.00%	0.00%
Total Employer Contribution	13.87%	13.87%	13.87%	9.04%

Members of plans 1, 2 and 4 pay 0% COLA share.

As of June 30, 2018 there are no active members in Plans 1 or 2. Rates for those plans have been set equal to Plan 4 rates.

County of San Mateo
FY 2019-20 General Member Contribution Rates for Pension
Basic and COLA Share (Cost Sharing not included)

Entry Age	County of San Mateo General - Basic Member Rate				County of San Mateo General - 50% COLA Share			
	G1, G2	G4	G5	PEPRA G7	50% COLA G1	50% COLA G2	50% COLA G4	50% COLA G5
16	5.67%	5.48%	4.72%	8.61%	2.05%	1.92%	1.44%	1.20%
17	5.77%	5.58%	4.81%	8.61%	2.09%	1.96%	1.47%	1.22%
18	5.88%	5.68%	4.90%	8.61%	2.13%	1.99%	1.49%	1.24%
19	5.99%	5.79%	5.00%	8.61%	2.17%	2.03%	1.52%	1.27%
20	6.10%	5.90%	5.09%	8.61%	2.21%	2.07%	1.55%	1.29%
21	6.22%	6.01%	5.19%	8.61%	2.25%	2.11%	1.58%	1.32%
22	6.33%	6.12%	5.29%	8.61%	2.29%	2.15%	1.61%	1.34%
23	6.45%	6.24%	5.38%	8.61%	2.33%	2.19%	1.64%	1.37%
24	6.57%	6.35%	5.49%	8.61%	2.38%	2.23%	1.67%	1.39%
25	6.69%	6.47%	5.59%	8.61%	2.42%	2.27%	1.70%	1.42%
26	6.82%	6.59%	5.69%	8.61%	2.47%	2.31%	1.73%	1.44%
27	6.94%	6.71%	5.80%	8.61%	2.51%	2.35%	1.77%	1.47%
28	7.07%	6.83%	5.91%	8.61%	2.56%	2.40%	1.80%	1.50%
29	7.20%	6.96%	6.02%	8.61%	2.61%	2.44%	1.83%	1.53%
30	7.33%	7.09%	6.13%	8.61%	2.65%	2.48%	1.87%	1.56%
31	7.47%	7.22%	6.24%	8.61%	2.70%	2.53%	1.90%	1.58%
32	7.61%	7.35%	6.36%	8.61%	2.75%	2.58%	1.93%	1.61%
33	7.75%	7.49%	6.47%	8.61%	2.80%	2.63%	1.97%	1.64%
34	7.89%	7.62%	6.59%	8.61%	2.86%	2.67%	2.00%	1.67%
35	8.03%	7.76%	6.71%	8.61%	2.91%	2.72%	2.04%	1.70%
36	8.18%	7.91%	6.84%	8.61%	2.96%	2.77%	2.08%	1.74%
37	8.34%	8.06%	6.96%	8.61%	3.02%	2.83%	2.12%	1.77%
38	8.49%	8.21%	7.09%	8.61%	3.07%	2.88%	2.16%	1.80%
39	8.65%	8.36%	7.22%	8.61%	3.13%	2.93%	2.20%	1.83%
40	8.82%	8.52%	7.36%	8.61%	3.19%	2.99%	2.24%	1.87%
41	8.99%	8.68%	7.49%	8.61%	3.25%	3.05%	2.28%	1.90%
42	9.17%	8.84%	7.63%	8.61%	3.32%	3.11%	2.33%	1.94%
43	9.34%	9.00%	7.78%	8.61%	3.38%	3.17%	2.37%	1.97%
44	9.51%	9.16%	7.92%	8.61%	3.44%	3.22%	2.41%	2.01%
45	9.68%	9.31%	8.07%	8.61%	3.50%	3.28%	2.45%	2.05%
46	9.85%	9.45%	8.23%	8.61%	3.56%	3.34%	2.49%	2.09%
47	10.01%	9.59%	8.38%	8.61%	3.62%	3.39%	2.52%	2.13%
48	10.16%	9.71%	8.53%	8.61%	3.68%	3.44%	2.55%	2.16%
49	10.31%	9.82%	8.67%	8.61%	3.73%	3.49%	2.58%	2.20%
50	10.44%	9.89%	8.82%	8.61%	3.78%	3.54%	2.60%	2.24%
51	10.56%	9.92%	8.95%	8.61%	3.82%	3.58%	2.61%	2.27%
52	10.62%	9.92%	9.08%	8.61%	3.84%	3.60%	2.61%	2.30%
53	10.62%	10.20%	9.20%	8.61%	3.84%	3.60%	2.68%	2.33%
54	10.62%	10.53%	9.30%	8.61%	3.84%	3.60%	2.77%	2.36%
55	10.62%	10.53%	9.37%	8.61%	3.84%	3.60%	2.77%	2.38%
56	10.62%	10.53%	9.40%	8.61%	3.84%	3.60%	2.77%	2.39%
57	10.62%	10.53%	9.40%	8.61%	3.84%	3.60%	2.77%	2.39%
58	10.62%	10.53%	9.66%	8.61%	3.84%	3.60%	2.77%	2.45%
59	10.62%	10.53%	9.97%	8.61%	3.84%	3.60%	2.77%	2.53%
60	10.62%	10.53%	9.97%	8.61%	3.84%	3.60%	2.77%	2.53%

Effective Pay Period Beginning 7/14/2019

County of San Mateo
FY 2019-20 Safety Member Contribution Rates for Pension
Basic and COLA Share (Cost Sharing not included)

Entry Age	County of San Mateo Safety - Basic Member Rate			County of San Mateo Safety - 50% COLA Share				
	S1, S2	S4, S5, S6	PEPRA	50%	50%	50%	50%	50%
			S7	COLA S1	COLA S2	COLA S4	COLA S5	COLA S6
16	7.99%	7.70%	14.50%	3.83%	4.00%	2.90%	2.68%	2.50%
17	8.13%	7.83%	14.50%	3.90%	4.07%	2.95%	2.72%	2.54%
18	8.26%	7.96%	14.50%	3.96%	4.14%	3.00%	2.77%	2.58%
19	8.40%	8.10%	14.50%	4.03%	4.21%	3.05%	2.82%	2.63%
20	8.54%	8.23%	14.50%	4.09%	4.28%	3.10%	2.86%	2.67%
21	8.68%	8.37%	14.50%	4.16%	4.35%	3.16%	2.91%	2.72%
22	8.83%	8.51%	14.50%	4.23%	4.42%	3.21%	2.96%	2.76%
23	8.97%	8.65%	14.50%	4.30%	4.49%	3.26%	3.01%	2.81%
24	9.12%	8.79%	14.50%	4.37%	4.57%	3.31%	3.06%	2.85%
25	9.27%	8.94%	14.50%	4.44%	4.64%	3.37%	3.11%	2.90%
26	9.43%	9.09%	14.50%	4.52%	4.72%	3.43%	3.16%	2.95%
27	9.58%	9.24%	14.50%	4.59%	4.80%	3.48%	3.21%	3.00%
28	9.74%	9.39%	14.50%	4.67%	4.88%	3.54%	3.26%	3.05%
29	9.90%	9.54%	14.50%	4.75%	4.96%	3.60%	3.32%	3.10%
30	10.06%	9.70%	14.50%	4.82%	5.04%	3.66%	3.37%	3.15%
31	10.23%	9.86%	14.50%	4.90%	5.12%	3.72%	3.43%	3.20%
32	10.40%	10.03%	14.50%	4.98%	5.21%	3.78%	3.49%	3.26%
33	10.58%	10.20%	14.50%	5.07%	5.30%	3.85%	3.55%	3.31%
34	10.75%	10.37%	14.50%	5.15%	5.38%	3.91%	3.60%	3.37%
35	10.94%	10.54%	14.50%	5.24%	5.48%	3.97%	3.66%	3.42%
36	11.12%	10.72%	14.50%	5.33%	5.57%	4.04%	3.73%	3.48%
37	11.32%	10.91%	14.50%	5.43%	5.67%	4.11%	3.79%	3.54%
38	11.51%	11.10%	14.50%	5.52%	5.76%	4.19%	3.86%	3.60%
39	11.72%	11.28%	14.50%	5.62%	5.87%	4.25%	3.92%	3.66%
40	11.93%	11.47%	14.50%	5.72%	5.97%	4.33%	3.99%	3.72%
41	12.13%	11.64%	14.50%	5.81%	6.07%	4.39%	4.05%	3.78%
42	12.32%	11.80%	14.50%	5.90%	6.17%	4.45%	4.10%	3.83%
43	12.51%	11.95%	14.50%	6.00%	6.26%	4.51%	4.15%	3.88%
44	12.67%	12.07%	14.50%	6.07%	6.34%	4.55%	4.20%	3.92%
45	12.83%	12.17%	14.50%	6.15%	6.42%	4.59%	4.23%	3.95%
46	12.96%	12.23%	14.50%	6.21%	6.49%	4.61%	4.25%	3.97%
47	13.05%	12.23%	14.50%	6.25%	6.53%	4.61%	4.25%	3.97%
48	13.09%	12.60%	14.50%	6.27%	6.55%	4.75%	4.38%	4.09%
49	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
50	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
51	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
52	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
53	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
54	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
55	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
56	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
57	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
58	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
59	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%
60	13.09%	13.01%	14.50%	6.27%	6.55%	4.91%	4.52%	4.22%

Effective Pay Period Beginning 7/14/2019

County of San Mateo
FY 2019-20 Probation Member Contribution Rates for Pension
Basic and COLA Share (Cost Sharing not included)

Entry Age	County of San Mateo Probation - Basic Member Rate			County of San Mateo Probation - 50% COLA Share				
	P1, P2	P4, P5, P6	PEPRA	50%	50%	50%	50%	50%
			P7	COLA P1	COLA P2	COLA P4	COLA P5	COLA P6
16	7.99%	7.70%	14.11%	4.25%	4.10%	2.91%	2.67%	2.34%
17	8.13%	7.83%	14.11%	4.33%	4.17%	2.96%	2.71%	2.38%
18	8.26%	7.96%	14.11%	4.40%	4.24%	3.01%	2.76%	2.42%
19	8.40%	8.10%	14.11%	4.47%	4.31%	3.07%	2.81%	2.47%
20	8.54%	8.23%	14.11%	4.54%	4.38%	3.11%	2.85%	2.51%
21	8.68%	8.37%	14.11%	4.62%	4.46%	3.17%	2.90%	2.55%
22	8.83%	8.51%	14.11%	4.70%	4.53%	3.22%	2.95%	2.59%
23	8.97%	8.65%	14.11%	4.77%	4.61%	3.27%	3.00%	2.63%
24	9.12%	8.79%	14.11%	4.85%	4.68%	3.33%	3.04%	2.68%
25	9.27%	8.94%	14.11%	4.93%	4.76%	3.38%	3.10%	2.72%
26	9.43%	9.09%	14.11%	5.02%	4.84%	3.44%	3.15%	2.77%
27	9.58%	9.24%	14.11%	5.10%	4.92%	3.50%	3.20%	2.81%
28	9.74%	9.39%	14.11%	5.18%	5.00%	3.55%	3.25%	2.86%
29	9.90%	9.54%	14.11%	5.27%	5.08%	3.61%	3.30%	2.90%
30	10.06%	9.70%	14.11%	5.35%	5.16%	3.67%	3.36%	2.95%
31	10.23%	9.86%	14.11%	5.44%	5.25%	3.73%	3.42%	3.00%
32	10.40%	10.03%	14.11%	5.53%	5.34%	3.80%	3.47%	3.05%
33	10.58%	10.20%	14.11%	5.63%	5.43%	3.86%	3.53%	3.10%
34	10.75%	10.37%	14.11%	5.72%	5.52%	3.92%	3.59%	3.16%
35	10.94%	10.54%	14.11%	5.82%	5.62%	3.99%	3.65%	3.21%
36	11.12%	10.72%	14.11%	5.92%	5.71%	4.06%	3.71%	3.26%
37	11.32%	10.91%	14.11%	6.02%	5.81%	4.13%	3.78%	3.32%
38	11.51%	11.10%	14.11%	6.12%	5.91%	4.20%	3.85%	3.38%
39	11.72%	11.28%	14.11%	6.24%	6.02%	4.27%	3.91%	3.43%
40	11.93%	11.47%	14.11%	6.35%	6.12%	4.34%	3.97%	3.49%
41	12.13%	11.64%	14.11%	6.45%	6.23%	4.40%	4.03%	3.54%
42	12.32%	11.80%	14.11%	6.56%	6.33%	4.47%	4.09%	3.59%
43	12.51%	11.95%	14.11%	6.66%	6.42%	4.52%	4.14%	3.64%
44	12.67%	12.07%	14.11%	6.74%	6.50%	4.57%	4.18%	3.67%
45	12.83%	12.17%	14.11%	6.83%	6.59%	4.61%	4.22%	3.70%
46	12.96%	12.23%	14.11%	6.90%	6.65%	4.63%	4.24%	3.72%
47	13.05%	12.23%	14.11%	6.94%	6.70%	4.63%	4.24%	3.72%
48	13.09%	12.60%	14.11%	6.97%	6.72%	4.77%	4.36%	3.84%
49	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
50	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
51	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
52	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
53	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
54	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
55	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
56	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
57	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
58	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
59	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%
60	13.09%	13.01%	14.11%	6.97%	6.72%	4.92%	4.51%	3.96%

Effective Pay Period Beginning 7/14/2019

**San Mateo County Superior Courts and
San Mateo County Mosquito & Vector Control District
FY 2019-20 Member Contribution Rates for Pension**

Basic and COLA Share (Cost Sharing not included)

Entry Age	San Mateo County Superior Courts Basic Member Rate				San Mateo County Superior Courts 50% COLA Share			
	G1, G2	G4	G5	PEPRA G7	50% COLA G1	50% COLA G2	50% COLA G4	50% COLA G5
16	5.67%	5.48%	4.72%	8.61%	2.05%	1.92%	1.44%	1.20%
17	5.77%	5.58%	4.81%	8.61%	2.09%	1.96%	1.47%	1.22%
18	5.88%	5.68%	4.90%	8.61%	2.13%	1.99%	1.49%	1.24%
19	5.99%	5.79%	5.00%	8.61%	2.17%	2.03%	1.52%	1.27%
20	6.10%	5.90%	5.09%	8.61%	2.21%	2.07%	1.55%	1.29%
21	6.22%	6.01%	5.19%	8.61%	2.25%	2.11%	1.58%	1.32%
22	6.33%	6.12%	5.29%	8.61%	2.29%	2.15%	1.61%	1.34%
23	6.45%	6.24%	5.38%	8.61%	2.33%	2.19%	1.64%	1.37%
24	6.57%	6.35%	5.49%	8.61%	2.38%	2.23%	1.67%	1.39%
25	6.69%	6.47%	5.59%	8.61%	2.42%	2.27%	1.70%	1.42%
26	6.82%	6.59%	5.69%	8.61%	2.47%	2.31%	1.73%	1.44%
27	6.94%	6.71%	5.80%	8.61%	2.51%	2.35%	1.77%	1.47%
28	7.07%	6.83%	5.91%	8.61%	2.56%	2.40%	1.80%	1.50%
29	7.20%	6.96%	6.02%	8.61%	2.61%	2.44%	1.83%	1.53%
30	7.33%	7.09%	6.13%	8.61%	2.65%	2.48%	1.87%	1.56%
31	7.47%	7.22%	6.24%	8.61%	2.70%	2.53%	1.90%	1.58%
32	7.61%	7.35%	6.36%	8.61%	2.75%	2.58%	1.93%	1.61%
33	7.75%	7.49%	6.47%	8.61%	2.80%	2.63%	1.97%	1.64%
34	7.89%	7.62%	6.59%	8.61%	2.86%	2.67%	2.00%	1.67%
35	8.03%	7.76%	6.71%	8.61%	2.91%	2.72%	2.04%	1.70%
36	8.18%	7.91%	6.84%	8.61%	2.96%	2.77%	2.08%	1.74%
37	8.34%	8.06%	6.96%	8.61%	3.02%	2.83%	2.12%	1.77%
38	8.49%	8.21%	7.09%	8.61%	3.07%	2.88%	2.16%	1.80%
39	8.65%	8.36%	7.22%	8.61%	3.13%	2.93%	2.20%	1.83%
40	8.82%	8.52%	7.36%	8.61%	3.19%	2.99%	2.24%	1.87%
41	8.99%	8.68%	7.49%	8.61%	3.25%	3.05%	2.28%	1.90%
42	9.17%	8.84%	7.63%	8.61%	3.32%	3.11%	2.33%	1.94%
43	9.34%	9.00%	7.78%	8.61%	3.38%	3.17%	2.37%	1.97%
44	9.51%	9.16%	7.92%	8.61%	3.44%	3.22%	2.41%	2.01%
45	9.68%	9.31%	8.07%	8.61%	3.50%	3.28%	2.45%	2.05%
46	9.85%	9.45%	8.23%	8.61%	3.56%	3.34%	2.49%	2.09%
47	10.01%	9.59%	8.38%	8.61%	3.62%	3.39%	2.52%	2.13%
48	10.16%	9.71%	8.53%	8.61%	3.68%	3.44%	2.55%	2.16%
49	10.31%	9.82%	8.67%	8.61%	3.73%	3.49%	2.58%	2.20%
50	10.44%	9.89%	8.82%	8.61%	3.78%	3.54%	2.60%	2.24%
51	10.56%	9.92%	8.95%	8.61%	3.82%	3.58%	2.61%	2.27%
52	10.62%	9.92%	9.08%	8.61%	3.84%	3.60%	2.61%	2.30%
53	10.62%	10.20%	9.20%	8.61%	3.84%	3.60%	2.68%	2.33%
54	10.62%	10.53%	9.30%	8.61%	3.84%	3.60%	2.77%	2.36%
55	10.62%	10.53%	9.37%	8.61%	3.84%	3.60%	2.77%	2.38%
56	10.62%	10.53%	9.40%	8.61%	3.84%	3.60%	2.77%	2.39%
57	10.62%	10.53%	9.40%	8.61%	3.84%	3.60%	2.77%	2.39%
58	10.62%	10.53%	9.66%	8.61%	3.84%	3.60%	2.77%	2.45%
59	10.62%	10.53%	9.97%	8.61%	3.84%	3.60%	2.77%	2.53%
60	10.62%	10.53%	9.97%	8.61%	3.84%	3.60%	2.77%	2.53%

Effective Pay Period Beginning 7/14/2019

Entry Age	San Mateo County Mosquito & Vector Control District Basic Member Rate		
	G1, G2	G4	PEPRA G7
16	5.67%	5.48%	9.04%
17	5.77%	5.58%	9.04%
18	5.88%	5.68%	9.04%
19	5.99%	5.79%	9.04%
20	6.10%	5.90%	9.04%
21	6.22%	6.01%	9.04%
22	6.33%	6.12%	9.04%
23	6.45%	6.24%	9.04%
24	6.57%	6.35%	9.04%
25	6.69%	6.47%	9.04%
26	6.82%	6.59%	9.04%
27	6.94%	6.71%	9.04%
28	7.07%	6.83%	9.04%
29	7.20%	6.96%	9.04%
30	7.33%	7.09%	9.04%
31	7.47%	7.22%	9.04%
32	7.61%	7.35%	9.04%
33	7.75%	7.49%	9.04%
34	7.89%	7.62%	9.04%
35	8.03%	7.76%	9.04%
36	8.18%	7.91%	9.04%
37	8.34%	8.06%	9.04%
38	8.49%	8.21%	9.04%
39	8.65%	8.36%	9.04%
40	8.82%	8.52%	9.04%
41	8.99%	8.68%	9.04%
42	9.17%	8.84%	9.04%
43	9.34%	9.00%	9.04%
44	9.51%	9.16%	9.04%
45	9.68%	9.31%	9.04%
46	9.85%	9.45%	9.04%
47	10.01%	9.59%	9.04%
48	10.16%	9.71%	9.04%
49	10.31%	9.82%	9.04%
50	10.44%	9.89%	9.04%
51	10.56%	9.92%	9.04%
52	10.62%	9.92%	9.04%
53	10.62%	10.20%	9.04%
54	10.62%	10.53%	9.04%
55	10.62%	10.53%	9.04%
56	10.62%	10.53%	9.04%
57	10.62%	10.53%	9.04%
58	10.62%	10.53%	9.04%
59	10.62%	10.53%	9.04%
60	10.62%	10.53%	9.04%

Effective Pay Period Beginning 7/07/2019