

FY 2020-21 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	22.87%	9.84%	8.49%	10.29%	12.04%	9.11%
Contribution to UAAL	22.18%	22.18%	22.18%	22.18%	22.18%	22.18%
Total Employer Contribution - General	45.05%	32.02%	30.67%	32.47%	34.22%	31.29%

All members pay 50% COLA share.

	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
Safety						
Employer Normal Cost	21.46%	21.46%	18.66%	19.60%	19.60%	15.28%
Contribution to UAAL	50.87%	50.87%	50.87%	50.87%	50.87%	50.87%
Total Employer Contribution - Safety	72.33%	72.33%	69.53%	70.47%	70.47%	66.15%

All members pay 50% COLA share.

As of June 30, 2019, 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.

	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
Probation						
Employer Normal Cost	19.97%	19.97%	18.55%	16.50%	16.50%	14.97%
Contribution to UAAL	42.55%	42.55%	42.55%	42.55%	42.55%	42.55%
Total Employer Contribution - Probation	62.52%	62.52%	61.10%	59.05%	59.05%	57.52%

All members pay 50% COLA share.

As of June 30, 2019, 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	22.87%	9.84%	8.49%	10.29%	12.04%	9.11%
Contribution to UAAL	25.21%	25.21%	25.21%	25.21%	25.21%	25.21%
Total Employer Contribution	48.08%	35.05%	33.70%	35.50%	37.25%	34.32%

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	14.61%	14.61%	14.61%	9.24%
Contribution to UAAL	0.00%	0.00%	0.00%	0.00%
Total Employer Contribution	14.61%	14.61%	14.61%	9.24%

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

As of June 30, 2019, 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 2020-21 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	6.13%	5.92%	5.14%	9.11%	2.81%	2.09%	1.57%	1.31%
17	6.24%	6.03%	5.23%	9.11%	2.86%	2.13%	1.60%	1.33%
18	6.34%	6.13%	5.32%	9.11%	2.90%	2.16%	1.62%	1.36%
19	6.45%	6.24%	5.41%	9.11%	2.95%	2.20%	1.65%	1.38%
20	6.56%	6.34%	5.51%	9.11%	3.00%	2.24%	1.68%	1.41%
21	6.68%	6.45%	5.60%	9.11%	3.06%	2.28%	1.71%	1.43%
22	6.79%	6.56%	5.70%	9.11%	3.11%	2.32%	1.74%	1.45%
23	6.91%	6.67%	5.80%	9.11%	3.16%	2.36%	1.77%	1.48%
24	7.02%	6.79%	5.90%	9.11%	3.21%	2.39%	1.80%	1.50%
25	7.14%	6.90%	6.00%	9.11%	3.27%	2.43%	1.83%	1.53%
26	7.26%	7.02%	6.10%	9.11%	3.32%	2.48%	1.86%	1.56%
27	7.39%	7.14%	6.20%	9.11%	3.38%	2.52%	1.89%	1.58%
28	7.51%	7.26%	6.31%	9.11%	3.44%	2.56%	1.92%	1.61%
29	7.64%	7.38%	6.42%	9.11%	3.50%	2.61%	1.95%	1.64%
30	7.77%	7.51%	6.53%	9.11%	3.56%	2.65%	1.99%	1.67%
31	7.90%	7.63%	6.64%	9.11%	3.62%	2.69%	2.02%	1.69%
32	8.03%	7.76%	6.75%	9.11%	3.68%	2.74%	2.05%	1.72%
33	8.17%	7.89%	6.86%	9.11%	3.74%	2.79%	2.09%	1.75%
34	8.31%	8.03%	6.98%	9.11%	3.80%	2.83%	2.13%	1.78%
35	8.45%	8.17%	7.10%	9.11%	3.87%	2.88%	2.16%	1.81%
36	8.60%	8.31%	7.22%	9.11%	3.94%	2.93%	2.20%	1.84%
37	8.74%	8.45%	7.34%	9.11%	4.00%	2.98%	2.24%	1.87%
38	8.90%	8.60%	7.46%	9.11%	4.07%	3.03%	2.28%	1.90%
39	9.05%	8.75%	7.59%	9.11%	4.14%	3.09%	2.32%	1.94%
40	9.21%	8.90%	7.72%	9.11%	4.22%	3.14%	2.36%	1.97%
41	9.38%	9.06%	7.85%	9.11%	4.29%	3.20%	2.40%	2.00%
42	9.55%	9.21%	7.99%	9.11%	4.37%	3.26%	2.44%	2.04%
43	9.72%	9.37%	8.13%	9.11%	4.45%	3.31%	2.48%	2.07%
44	9.88%	9.51%	8.27%	9.11%	4.52%	3.37%	2.52%	2.11%
45	10.05%	9.66%	8.42%	9.11%	4.60%	3.43%	2.56%	2.15%
46	10.21%	9.80%	8.57%	9.11%	4.67%	3.48%	2.59%	2.19%
47	10.36%	9.93%	8.71%	9.11%	4.74%	3.53%	2.63%	2.22%
48	10.51%	10.04%	8.85%	9.11%	4.81%	3.58%	2.66%	2.26%
49	10.65%	10.14%	9.00%	9.11%	4.88%	3.63%	2.68%	2.30%
50	10.77%	10.21%	9.13%	9.11%	4.93%	3.67%	2.70%	2.33%
51	10.88%	10.22%	9.26%	9.11%	4.98%	3.71%	2.71%	2.36%
52	10.93%	10.22%	9.38%	9.11%	5.00%	3.73%	2.71%	2.39%
53	10.93%	10.48%	9.49%	9.11%	5.00%	3.73%	2.77%	2.42%
54	10.93%	10.81%	9.59%	9.11%	5.00%	3.73%	2.86%	2.45%
55	10.93%	10.81%	9.65%	9.11%	5.00%	3.73%	2.86%	2.46%
56	10.93%	10.81%	9.67%	9.11%	5.00%	3.73%	2.86%	2.47%
57	10.93%	10.81%	9.67%	9.11%	5.00%	3.73%	2.86%	2.47%
58	10.93%	10.81%	9.91%	9.11%	5.00%	3.73%	2.86%	2.53%
59	10.93%	10.81%	10.22%	9.11%	5.00%	3.73%	2.86%	2.61%
60	10.93%	10.81%	10.22%	9.11%	5.00%	3.73%	2.86%	2.61%

Effective Pay Period Beginning 7/12/2020

County of San Mateo
FY 2020-21 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 S7	50% COLA S1	50% COLA S2	50% COLA S4	50% COLA S5	50% COLA S6
16	8.59%	8.28%	15.28%	4.12%	4.41%	3.22%	2.96%	2.69%
17	8.72%	8.41%	15.28%	4.18%	4.48%	3.27%	3.00%	2.73%
18	8.85%	8.53%	15.28%	4.24%	4.55%	3.32%	3.05%	2.77%
19	8.99%	8.66%	15.28%	4.31%	4.62%	3.37%	3.09%	2.81%
20	9.12%	8.79%	15.28%	4.37%	4.69%	3.42%	3.14%	2.85%
21	9.26%	8.93%	15.28%	4.44%	4.76%	3.47%	3.19%	2.90%
22	9.40%	9.06%	15.28%	4.51%	4.83%	3.52%	3.24%	2.94%
23	9.54%	9.20%	15.28%	4.57%	4.90%	3.58%	3.29%	2.99%
24	9.69%	9.34%	15.28%	4.64%	4.98%	3.63%	3.34%	3.03%
25	9.83%	9.48%	15.28%	4.71%	5.05%	3.69%	3.39%	3.08%
26	9.98%	9.62%	15.28%	4.78%	5.13%	3.74%	3.44%	3.12%
27	10.13%	9.77%	15.28%	4.86%	5.20%	3.80%	3.49%	3.17%
28	10.29%	9.92%	15.28%	4.93%	5.29%	3.86%	3.54%	3.22%
29	10.44%	10.07%	15.28%	5.00%	5.36%	3.92%	3.60%	3.27%
30	10.60%	10.22%	15.28%	5.08%	5.45%	3.98%	3.65%	3.32%
31	10.76%	10.37%	15.28%	5.16%	5.53%	4.03%	3.71%	3.37%
32	10.92%	10.53%	15.28%	5.23%	5.61%	4.10%	3.76%	3.42%
33	11.09%	10.69%	15.28%	5.32%	5.70%	4.16%	3.82%	3.47%
34	11.26%	10.86%	15.28%	5.40%	5.79%	4.22%	3.88%	3.53%
35	11.44%	11.03%	15.28%	5.48%	5.88%	4.29%	3.94%	3.58%
36	11.62%	11.20%	15.28%	5.57%	5.97%	4.36%	4.00%	3.64%
37	11.81%	11.38%	15.28%	5.66%	6.07%	4.43%	4.07%	3.70%
38	12.00%	11.56%	15.28%	5.75%	6.17%	4.50%	4.13%	3.75%
39	12.20%	11.74%	15.28%	5.85%	6.27%	4.57%	4.19%	3.81%
40	12.40%	11.92%	15.28%	5.94%	6.37%	4.64%	4.26%	3.87%
41	12.59%	12.08%	15.28%	6.03%	6.47%	4.70%	4.32%	3.92%
42	12.78%	12.24%	15.28%	6.13%	6.57%	4.76%	4.37%	3.97%
43	12.95%	12.37%	15.28%	6.21%	6.65%	4.81%	4.42%	4.02%
44	13.11%	12.49%	15.28%	6.28%	6.74%	4.86%	4.46%	4.06%
45	13.25%	12.57%	15.28%	6.35%	6.81%	4.89%	4.49%	4.08%
46	13.37%	12.62%	15.28%	6.41%	6.87%	4.91%	4.51%	4.10%
47	13.45%	12.62%	15.28%	6.45%	6.91%	4.91%	4.51%	4.10%
48	13.48%	12.97%	15.28%	6.46%	6.93%	5.05%	4.63%	4.21%
49	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
50	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
51	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
52	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
53	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
54	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
55	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
56	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
57	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
58	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
59	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%
60	13.48%	13.38%	15.28%	6.46%	6.93%	5.20%	4.78%	4.34%

Effective Pay Period Beginning 7/12/2020

County of San Mateo
FY 2020-21 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 P7	50% COLA P1	50% COLA P2	50% COLA P4	50% COLA P5	50% COLA P6
16	8.59%	8.28%	14.97%	4.57%	4.46%	3.23%	2.96%	2.52%
17	8.72%	8.41%	14.97%	4.64%	4.53%	3.28%	3.00%	2.56%
18	8.85%	8.53%	14.97%	4.71%	4.60%	3.33%	3.05%	2.60%
19	8.99%	8.66%	14.97%	4.78%	4.67%	3.38%	3.09%	2.64%
20	9.12%	8.79%	14.97%	4.85%	4.74%	3.43%	3.14%	2.68%
21	9.26%	8.93%	14.97%	4.93%	4.81%	3.48%	3.19%	2.72%
22	9.40%	9.06%	14.97%	5.00%	4.88%	3.53%	3.24%	2.76%
23	9.54%	9.20%	14.97%	5.08%	4.95%	3.59%	3.29%	2.80%
24	9.69%	9.34%	14.97%	5.16%	5.03%	3.64%	3.34%	2.84%
25	9.83%	9.48%	14.97%	5.23%	5.10%	3.70%	3.39%	2.89%
26	9.98%	9.62%	14.97%	5.31%	5.18%	3.75%	3.44%	2.93%
27	10.13%	9.77%	14.97%	5.39%	5.26%	3.81%	3.49%	2.97%
28	10.29%	9.92%	14.97%	5.48%	5.34%	3.87%	3.54%	3.02%
29	10.44%	10.07%	14.97%	5.56%	5.42%	3.93%	3.60%	3.07%
30	10.60%	10.22%	14.97%	5.64%	5.50%	3.98%	3.65%	3.11%
31	10.76%	10.37%	14.97%	5.73%	5.59%	4.04%	3.71%	3.16%
32	10.92%	10.53%	14.97%	5.81%	5.67%	4.11%	3.76%	3.21%
33	11.09%	10.69%	14.97%	5.90%	5.76%	4.17%	3.82%	3.25%
34	11.26%	10.86%	14.97%	5.99%	5.85%	4.23%	3.88%	3.31%
35	11.44%	11.03%	14.97%	6.09%	5.94%	4.30%	3.94%	3.36%
36	11.62%	11.20%	14.97%	6.18%	6.03%	4.37%	4.00%	3.41%
37	11.81%	11.38%	14.97%	6.28%	6.13%	4.44%	4.07%	3.46%
38	12.00%	11.56%	14.97%	6.39%	6.23%	4.51%	4.13%	3.52%
39	12.20%	11.74%	14.97%	6.49%	6.34%	4.58%	4.19%	3.57%
40	12.40%	11.92%	14.97%	6.60%	6.44%	4.65%	4.26%	3.63%
41	12.59%	12.08%	14.97%	6.70%	6.54%	4.71%	4.32%	3.68%
42	12.78%	12.24%	14.97%	6.80%	6.64%	4.77%	4.37%	3.73%
43	12.95%	12.37%	14.97%	6.89%	6.72%	4.82%	4.42%	3.77%
44	13.11%	12.49%	14.97%	6.98%	6.81%	4.87%	4.46%	3.80%
45	13.25%	12.57%	14.97%	7.05%	6.88%	4.90%	4.49%	3.83%
46	13.37%	12.62%	14.97%	7.11%	6.94%	4.92%	4.51%	3.84%
47	13.45%	12.62%	14.97%	7.16%	6.98%	4.92%	4.51%	3.84%
48	13.48%	12.97%	14.97%	7.17%	7.00%	5.06%	4.63%	3.95%
49	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
50	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
51	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
52	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
53	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
54	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
55	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
56	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
57	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
58	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
59	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%
60	13.48%	13.38%	14.97%	7.17%	7.00%	5.22%	4.78%	4.07%

Effective Pay Period Beginning 7/12/2020

**San Mateo County Superior Courts and
San Mateo County Mosquito & Vector Control District
FY 2020-21 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	6.13%	5.92%	5.14%	9.11%	2.81%	2.09%	1.57%	1.31%
17	6.24%	6.03%	5.23%	9.11%	2.86%	2.13%	1.60%	1.33%
18	6.34%	6.13%	5.32%	9.11%	2.90%	2.16%	1.62%	1.36%
19	6.45%	6.24%	5.41%	9.11%	2.95%	2.20%	1.65%	1.38%
20	6.56%	6.34%	5.51%	9.11%	3.00%	2.24%	1.68%	1.41%
21	6.68%	6.45%	5.60%	9.11%	3.06%	2.28%	1.71%	1.43%
22	6.79%	6.56%	5.70%	9.11%	3.11%	2.32%	1.74%	1.45%
23	6.91%	6.67%	5.80%	9.11%	3.16%	2.36%	1.77%	1.48%
24	7.02%	6.79%	5.90%	9.11%	3.21%	2.39%	1.80%	1.50%
25	7.14%	6.90%	6.00%	9.11%	3.27%	2.43%	1.83%	1.53%
26	7.26%	7.02%	6.10%	9.11%	3.32%	2.48%	1.86%	1.56%
27	7.39%	7.14%	6.20%	9.11%	3.38%	2.52%	1.89%	1.58%
28	7.51%	7.26%	6.31%	9.11%	3.44%	2.56%	1.92%	1.61%
29	7.64%	7.38%	6.42%	9.11%	3.50%	2.61%	1.95%	1.64%
30	7.77%	7.51%	6.53%	9.11%	3.56%	2.65%	1.99%	1.67%
31	7.90%	7.63%	6.64%	9.11%	3.62%	2.69%	2.02%	1.69%
32	8.03%	7.76%	6.75%	9.11%	3.68%	2.74%	2.05%	1.72%
33	8.17%	7.89%	6.86%	9.11%	3.74%	2.79%	2.09%	1.75%
34	8.31%	8.03%	6.98%	9.11%	3.80%	2.83%	2.13%	1.78%
35	8.45%	8.17%	7.10%	9.11%	3.87%	2.88%	2.16%	1.81%
36	8.60%	8.31%	7.22%	9.11%	3.94%	2.93%	2.20%	1.84%
37	8.74%	8.45%	7.34%	9.11%	4.00%	2.98%	2.24%	1.87%
38	8.90%	8.60%	7.46%	9.11%	4.07%	3.03%	2.28%	1.90%
39	9.05%	8.75%	7.59%	9.11%	4.14%	3.09%	2.32%	1.94%
40	9.21%	8.90%	7.72%	9.11%	4.22%	3.14%	2.36%	1.97%
41	9.38%	9.06%	7.85%	9.11%	4.29%	3.20%	2.40%	2.00%
42	9.55%	9.21%	7.99%	9.11%	4.37%	3.26%	2.44%	2.04%
43	9.72%	9.37%	8.13%	9.11%	4.45%	3.31%	2.48%	2.07%
44	9.88%	9.51%	8.27%	9.11%	4.52%	3.37%	2.52%	2.11%
45	10.05%	9.66%	8.42%	9.11%	4.60%	3.43%	2.56%	2.15%
46	10.21%	9.80%	8.57%	9.11%	4.67%	3.48%	2.59%	2.19%
47	10.36%	9.93%	8.71%	9.11%	4.74%	3.53%	2.63%	2.22%
48	10.51%	10.04%	8.85%	9.11%	4.81%	3.58%	2.66%	2.26%
49	10.65%	10.14%	9.00%	9.11%	4.88%	3.63%	2.68%	2.30%
50	10.77%	10.21%	9.13%	9.11%	4.93%	3.67%	2.70%	2.33%
51	10.88%	10.22%	9.26%	9.11%	4.98%	3.71%	2.71%	2.36%
52	10.93%	10.22%	9.38%	9.11%	5.00%	3.73%	2.71%	2.39%
53	10.93%	10.48%	9.49%	9.11%	5.00%	3.73%	2.77%	2.42%
54	10.93%	10.81%	9.59%	9.11%	5.00%	3.73%	2.86%	2.45%
55	10.93%	10.81%	9.65%	9.11%	5.00%	3.73%	2.86%	2.46%
56	10.93%	10.81%	9.67%	9.11%	5.00%	3.73%	2.86%	2.47%
57	10.93%	10.81%	9.67%	9.11%	5.00%	3.73%	2.86%	2.47%
58	10.93%	10.81%	9.91%	9.11%	5.00%	3.73%	2.86%	2.53%
59	10.93%	10.81%	10.22%	9.11%	5.00%	3.73%	2.86%	2.61%
60	10.93%	10.81%	10.22%	9.11%	5.00%	3.73%	2.86%	2.61%

Effective Pay Period Beginning 7/12/2020

Entry Age	San Mateo County Mosquito & Vector Control District Basic Member Rate		
	G1, G2	G4	PEPRA G7
16	6.13%	5.92%	9.24%
17	6.24%	6.03%	9.24%
18	6.34%	6.13%	9.24%
19	6.45%	6.24%	9.24%
20	6.56%	6.34%	9.24%
21	6.68%	6.45%	9.24%
22	6.79%	6.56%	9.24%
23	6.91%	6.67%	9.24%
24	7.02%	6.79%	9.24%
25	7.14%	6.90%	9.24%
26	7.26%	7.02%	9.24%
27	7.39%	7.14%	9.24%
28	7.51%	7.26%	9.24%
29	7.64%	7.38%	9.24%
30	7.77%	7.51%	9.24%
31	7.90%	7.63%	9.24%
32	8.03%	7.76%	9.24%
33	8.17%	7.89%	9.24%
34	8.31%	8.03%	9.24%
35	8.45%	8.17%	9.24%
36	8.60%	8.31%	9.24%
37	8.74%	8.45%	9.24%
38	8.90%	8.60%	9.24%
39	9.05%	8.75%	9.24%
40	9.21%	8.90%	9.24%
41	9.38%	9.06%	9.24%
42	9.55%	9.21%	9.24%
43	9.72%	9.37%	9.24%
44	9.88%	9.51%	9.24%
45	10.05%	9.66%	9.24%
46	10.21%	9.80%	9.24%
47	10.36%	9.93%	9.24%
48	10.51%	10.04%	9.24%
49	10.65%	10.14%	9.24%
50	10.77%	10.21%	9.24%
51	10.88%	10.22%	9.24%
52	10.93%	10.22%	9.24%
53	10.93%	10.48%	9.24%
54	10.93%	10.81%	9.24%
55	10.93%	10.81%	9.24%
56	10.93%	10.81%	9.24%
57	10.93%	10.81%	9.24%
58	10.93%	10.81%	9.24%
59	10.93%	10.81%	9.24%
60	10.93%	10.81%	9.24%

Effective Pay Period Beginning 7/05/2020