

FY 2021-22 Employer Statutory Contribution Rates for Pension

County of San Mateo						PEPRA
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	Plan 7
General						
Employer Normal Cost	11.85%	9.75%	8.51%	9.99%	11.75%	8.74%
Contribution to UAAL	23.22%	23.22%	23.22%	23.22%	23.22%	23.22%
Total Employer Contribution - General	35.07%	32.97%	31.73%	33.21%	34.97%	31.96%

All members pay 50% COLA share.

	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
Safety						
Employer Normal Cost	21.31%	21.31%	18.93%	18.77%	18.77%	14.71%
Contribution to UAAL	54.42%	54.42%	54.42%	54.42%	54.42%	54.42%
Total Employer Contribution - Safety	75.73%	75.73%	73.35%	73.19%	73.19%	69.13%

All members pay 50% COLA share.

As of June 30, 2020, 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	20.94%	20.94%	19.15%	15.98%	15.98%	14.85%
Contribution to UAAL	47.68%	47.68%	47.68%	47.68%	47.68%	47.68%
Total Employer Contribution - Probation	68.62%	68.62%	66.83%	63.66%	63.66%	62.53%

All members pay 50% COLA share.

As of June 30, 2020, 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						PEPRA
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	Plan 7
Employer Normal Cost	11.85%	9.75%	8.51%	9.99%	11.75%	8.74%
Contribution to UAAL	26.22%	26.22%	26.22%	26.22%	26.22%	26.22%
Total Employer Contribution	38.07%	35.97%	34.73%	36.21%	37.97%	34.96%

All members pay 50% COLA share.

San Mateo County Mosquito & Vector Control District				PEPRA
	Plan 1	Plan 2	Plan 4	Plan 7
Employer Normal Cost	14.55%	14.55%	14.55%	9.67%
Contribution to UAAL	0.39%	0.39%	0.39%	0.39%
Total Employer Contribution	14.94%	14.94%	14.94%	10.06%

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

As of June 30, 2020, 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 2021-22 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	6.20%	5.99%	5.20%	8.75%	2.17%	2.14%	1.58%	1.29%
17	6.31%	6.10%	5.29%	8.75%	2.21%	2.18%	1.61%	1.31%
18	6.42%	6.20%	5.38%	8.75%	2.25%	2.21%	1.64%	1.33%
19	6.53%	6.31%	5.48%	8.75%	2.29%	2.25%	1.67%	1.36%
20	6.64%	6.42%	5.57%	8.75%	2.32%	2.29%	1.70%	1.38%
21	6.75%	6.53%	5.67%	8.75%	2.36%	2.33%	1.73%	1.40%
22	6.87%	6.64%	5.76%	8.75%	2.40%	2.37%	1.76%	1.42%
23	6.99%	6.75%	5.86%	8.75%	2.45%	2.41%	1.79%	1.45%
24	7.10%	6.87%	5.96%	8.75%	2.49%	2.45%	1.82%	1.47%
25	7.22%	6.98%	6.07%	8.75%	2.53%	2.49%	1.85%	1.50%
26	7.35%	7.10%	6.17%	8.75%	2.57%	2.54%	1.88%	1.53%
27	7.47%	7.22%	6.28%	8.75%	2.61%	2.58%	1.91%	1.55%
28	7.60%	7.34%	6.38%	8.75%	2.66%	2.62%	1.94%	1.58%
29	7.73%	7.47%	6.49%	8.75%	2.71%	2.67%	1.98%	1.60%
30	7.86%	7.59%	6.60%	8.75%	2.75%	2.71%	2.01%	1.63%
31	7.99%	7.72%	6.71%	8.75%	2.80%	2.76%	2.04%	1.66%
32	8.13%	7.85%	6.83%	8.75%	2.85%	2.80%	2.08%	1.69%
33	8.26%	7.99%	6.94%	8.75%	2.89%	2.85%	2.11%	1.72%
34	8.40%	8.12%	7.06%	8.75%	2.94%	2.90%	2.15%	1.75%
35	8.55%	8.26%	7.18%	8.75%	2.99%	2.95%	2.18%	1.78%
36	8.69%	8.40%	7.30%	8.75%	3.04%	3.00%	2.22%	1.81%
37	8.85%	8.55%	7.42%	8.75%	3.10%	3.05%	2.26%	1.83%
38	9.00%	8.70%	7.55%	8.75%	3.15%	3.11%	2.30%	1.87%
39	9.16%	8.85%	7.68%	8.75%	3.21%	3.16%	2.34%	1.90%
40	9.32%	9.01%	7.81%	8.75%	3.26%	3.22%	2.38%	1.93%
41	9.49%	9.16%	7.94%	8.75%	3.32%	3.27%	2.42%	1.96%
42	9.66%	9.32%	8.08%	8.75%	3.38%	3.33%	2.47%	2.00%
43	9.83%	9.47%	8.22%	8.75%	3.44%	3.39%	2.50%	2.03%
44	10.00%	9.63%	8.37%	8.75%	3.50%	3.45%	2.55%	2.07%
45	10.16%	9.77%	8.52%	8.75%	3.56%	3.51%	2.58%	2.11%
46	10.33%	9.91%	8.66%	8.75%	3.62%	3.56%	2.62%	2.14%
47	10.49%	10.04%	8.81%	8.75%	3.67%	3.62%	2.66%	2.18%
48	10.63%	10.16%	8.96%	8.75%	3.72%	3.67%	2.69%	2.22%
49	10.77%	10.26%	9.10%	8.75%	3.77%	3.72%	2.71%	2.25%
50	10.90%	10.32%	9.24%	8.75%	3.82%	3.76%	2.73%	2.29%
51	11.00%	10.34%	9.37%	8.75%	3.85%	3.80%	2.73%	2.32%
52	11.06%	10.34%	9.49%	8.75%	3.87%	3.82%	2.73%	2.35%
53	11.06%	10.60%	9.60%	8.75%	3.87%	3.82%	2.80%	2.37%
54	11.06%	10.93%	9.70%	8.75%	3.87%	3.82%	2.89%	2.40%
55	11.06%	10.93%	9.76%	8.75%	3.87%	3.82%	2.89%	2.41%
56	11.06%	10.93%	9.78%	8.75%	3.87%	3.82%	2.89%	2.42%
57	11.06%	10.93%	9.78%	8.75%	3.87%	3.82%	2.89%	2.42%
58	11.06%	10.93%	10.02%	8.75%	3.87%	3.82%	2.89%	2.48%
59	11.06%	10.93%	10.34%	8.75%	3.87%	3.82%	2.89%	2.56%
60	11.06%	10.93%	10.34%	8.75%	3.87%	3.82%	2.89%	2.56%

Effective Pay Period Beginning 7/11/2021

County of San Mateo
FY 2021-22 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%	50%	50%	50%	50%
				COLA S1	COLA S2	COLA S4	COLA S5	COLA S6
16	8.86%	8.53%	14.72%	4.25%	4.59%	3.34%	2.96%	2.77%
17	8.99%	8.66%	14.72%	4.31%	4.65%	3.39%	3.01%	2.81%
18	9.12%	8.78%	14.72%	4.37%	4.72%	3.44%	3.05%	2.85%
19	9.25%	8.91%	14.72%	4.43%	4.79%	3.49%	3.09%	2.89%
20	9.39%	9.04%	14.72%	4.50%	4.86%	3.54%	3.14%	2.94%
21	9.52%	9.17%	14.72%	4.56%	4.93%	3.59%	3.18%	2.98%
22	9.66%	9.31%	14.72%	4.63%	5.00%	3.64%	3.23%	3.02%
23	9.80%	9.44%	14.72%	4.70%	5.07%	3.69%	3.28%	3.07%
24	9.94%	9.58%	14.72%	4.76%	5.15%	3.75%	3.33%	3.11%
25	10.09%	9.72%	14.72%	4.84%	5.22%	3.80%	3.37%	3.16%
26	10.23%	9.86%	14.72%	4.90%	5.30%	3.86%	3.42%	3.20%
27	10.38%	10.00%	14.72%	4.98%	5.37%	3.91%	3.47%	3.25%
28	10.53%	10.15%	14.72%	5.05%	5.45%	3.97%	3.52%	3.30%
29	10.69%	10.29%	14.72%	5.12%	5.53%	4.03%	3.57%	3.34%
30	10.84%	10.44%	14.72%	5.20%	5.61%	4.09%	3.62%	3.39%
31	11.00%	10.60%	14.72%	5.27%	5.69%	4.15%	3.68%	3.44%
32	11.16%	10.75%	14.72%	5.35%	5.78%	4.21%	3.73%	3.49%
33	11.33%	10.91%	14.72%	5.43%	5.87%	4.27%	3.79%	3.54%
34	11.50%	11.07%	14.72%	5.51%	5.95%	4.33%	3.84%	3.59%
35	11.67%	11.24%	14.72%	5.59%	6.04%	4.40%	3.90%	3.65%
36	11.85%	11.41%	14.72%	5.68%	6.13%	4.47%	3.96%	3.70%
37	12.03%	11.58%	14.72%	5.77%	6.23%	4.53%	4.02%	3.76%
38	12.22%	11.76%	14.72%	5.86%	6.33%	4.60%	4.08%	3.82%
39	12.40%	11.93%	14.72%	5.94%	6.42%	4.67%	4.14%	3.87%
40	12.60%	12.10%	14.72%	6.04%	6.52%	4.74%	4.20%	3.93%
41	12.79%	12.28%	14.72%	6.13%	6.62%	4.81%	4.26%	3.99%
42	12.98%	12.44%	14.72%	6.22%	6.72%	4.87%	4.32%	4.04%
43	13.17%	12.59%	14.72%	6.31%	6.82%	4.93%	4.37%	4.09%
44	13.35%	12.71%	14.72%	6.40%	6.91%	4.97%	4.41%	4.13%
45	13.51%	12.79%	14.72%	6.48%	6.99%	5.01%	4.44%	4.15%
46	13.63%	12.81%	14.72%	6.53%	7.06%	5.01%	4.45%	4.16%
47	13.70%	12.81%	14.72%	6.57%	7.09%	5.01%	4.45%	4.16%
48	13.70%	13.14%	14.72%	6.57%	7.09%	5.14%	4.56%	4.27%
49	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
50	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
51	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
52	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
53	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
54	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
55	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
56	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
57	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
58	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
59	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%
60	13.70%	13.55%	14.72%	6.57%	7.09%	5.30%	4.70%	4.40%

Effective Pay Period Beginning 7/11/2021

County of San Mateo
FY 2021-22 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	8.86%	8.53%	14.85%	4.71%	4.71%	3.38%	2.98%	2.60%
17	8.99%	8.66%	14.85%	4.78%	4.78%	3.44%	3.03%	2.64%
18	9.12%	8.78%	14.85%	4.85%	4.85%	3.48%	3.07%	2.67%
19	9.25%	8.91%	14.85%	4.92%	4.92%	3.53%	3.11%	2.71%
20	9.39%	9.04%	14.85%	5.00%	5.00%	3.59%	3.16%	2.75%
21	9.52%	9.17%	14.85%	5.07%	5.07%	3.64%	3.20%	2.79%
22	9.66%	9.31%	14.85%	5.14%	5.14%	3.69%	3.25%	2.83%
23	9.80%	9.44%	14.85%	5.21%	5.21%	3.74%	3.30%	2.87%
24	9.94%	9.58%	14.85%	5.29%	5.29%	3.80%	3.35%	2.92%
25	10.09%	9.72%	14.85%	5.37%	5.37%	3.86%	3.40%	2.96%
26	10.23%	9.86%	14.85%	5.44%	5.44%	3.91%	3.45%	3.00%
27	10.38%	10.00%	14.85%	5.52%	5.52%	3.97%	3.49%	3.04%
28	10.53%	10.15%	14.85%	5.60%	5.60%	4.03%	3.55%	3.09%
29	10.69%	10.29%	14.85%	5.69%	5.69%	4.08%	3.60%	3.13%
30	10.84%	10.44%	14.85%	5.77%	5.77%	4.14%	3.65%	3.18%
31	11.00%	10.60%	14.85%	5.85%	5.85%	4.21%	3.70%	3.23%
32	11.16%	10.75%	14.85%	5.94%	5.94%	4.26%	3.76%	3.27%
33	11.33%	10.91%	14.85%	6.03%	6.03%	4.33%	3.81%	3.32%
34	11.50%	11.07%	14.85%	6.12%	6.12%	4.39%	3.87%	3.37%
35	11.67%	11.24%	14.85%	6.21%	6.21%	4.46%	3.93%	3.42%
36	11.85%	11.41%	14.85%	6.31%	6.31%	4.53%	3.99%	3.47%
37	12.03%	11.58%	14.85%	6.40%	6.40%	4.59%	4.05%	3.52%
38	12.22%	11.76%	14.85%	6.50%	6.50%	4.67%	4.11%	3.58%
39	12.40%	11.93%	14.85%	6.60%	6.60%	4.73%	4.17%	3.63%
40	12.60%	12.10%	14.85%	6.70%	6.70%	4.80%	4.23%	3.68%
41	12.79%	12.28%	14.85%	6.81%	6.81%	4.87%	4.29%	3.74%
42	12.98%	12.44%	14.85%	6.91%	6.91%	4.93%	4.35%	3.79%
43	13.17%	12.59%	14.85%	7.01%	7.01%	4.99%	4.40%	3.83%
44	13.35%	12.71%	14.85%	7.10%	7.10%	5.04%	4.44%	3.87%
45	13.51%	12.79%	14.85%	7.19%	7.19%	5.07%	4.47%	3.89%
46	13.63%	12.81%	14.85%	7.25%	7.25%	5.08%	4.48%	3.90%
47	13.70%	12.81%	14.85%	7.29%	7.29%	5.08%	4.48%	3.90%
48	13.70%	13.14%	14.85%	7.29%	7.29%	5.21%	4.59%	4.00%
49	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
50	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
51	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
52	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
53	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
54	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
55	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
56	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
57	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
58	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
59	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%
60	13.70%	13.55%	14.85%	7.29%	7.29%	5.38%	4.73%	4.12%

Effective Pay Period Beginning 7/11/2021

**San Mateo County Superior Courts and
San Mateo County Mosquito & Vector Control District
FY 2021-22 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	6.20%	5.99%	5.20%	8.75%	2.17%	2.14%	1.58%
17	6.31%	6.10%	5.29%	8.75%	2.21%	2.18%	1.61%	1.31%
18	6.42%	6.20%	5.38%	8.75%	2.25%	2.21%	1.64%	1.33%
19	6.53%	6.31%	5.48%	8.75%	2.29%	2.25%	1.67%	1.36%
20	6.64%	6.42%	5.57%	8.75%	2.32%	2.29%	1.70%	1.38%
21	6.75%	6.53%	5.67%	8.75%	2.36%	2.33%	1.73%	1.40%
22	6.87%	6.64%	5.76%	8.75%	2.40%	2.37%	1.76%	1.42%
23	6.99%	6.75%	5.86%	8.75%	2.45%	2.41%	1.79%	1.45%
24	7.10%	6.87%	5.96%	8.75%	2.49%	2.45%	1.82%	1.47%
25	7.22%	6.98%	6.07%	8.75%	2.53%	2.49%	1.85%	1.50%
26	7.35%	7.10%	6.17%	8.75%	2.57%	2.54%	1.88%	1.53%
27	7.47%	7.22%	6.28%	8.75%	2.61%	2.58%	1.91%	1.55%
28	7.60%	7.34%	6.38%	8.75%	2.66%	2.62%	1.94%	1.58%
29	7.73%	7.47%	6.49%	8.75%	2.71%	2.67%	1.98%	1.60%
30	7.86%	7.59%	6.60%	8.75%	2.75%	2.71%	2.01%	1.63%
31	7.99%	7.72%	6.71%	8.75%	2.80%	2.76%	2.04%	1.66%
32	8.13%	7.85%	6.83%	8.75%	2.85%	2.80%	2.08%	1.69%
33	8.26%	7.99%	6.94%	8.75%	2.89%	2.85%	2.11%	1.72%
34	8.40%	8.12%	7.06%	8.75%	2.94%	2.90%	2.15%	1.75%
35	8.55%	8.26%	7.18%	8.75%	2.99%	2.95%	2.18%	1.78%
36	8.69%	8.40%	7.30%	8.75%	3.04%	3.00%	2.22%	1.81%
37	8.85%	8.55%	7.42%	8.75%	3.10%	3.05%	2.26%	1.83%
38	9.00%	8.70%	7.55%	8.75%	3.15%	3.11%	2.30%	1.87%
39	9.16%	8.85%	7.68%	8.75%	3.21%	3.16%	2.34%	1.90%
40	9.32%	9.01%	7.81%	8.75%	3.26%	3.22%	2.38%	1.93%
41	9.49%	9.16%	7.94%	8.75%	3.32%	3.27%	2.42%	1.96%
42	9.66%	9.32%	8.08%	8.75%	3.38%	3.33%	2.47%	2.00%
43	9.83%	9.47%	8.22%	8.75%	3.44%	3.39%	2.50%	2.03%
44	10.00%	9.63%	8.37%	8.75%	3.50%	3.45%	2.55%	2.07%
45	10.16%	9.77%	8.52%	8.75%	3.56%	3.51%	2.58%	2.11%
46	10.33%	9.91%	8.66%	8.75%	3.62%	3.56%	2.62%	2.14%
47	10.49%	10.04%	8.81%	8.75%	3.67%	3.62%	2.66%	2.18%
48	10.63%	10.16%	8.96%	8.75%	3.72%	3.67%	2.69%	2.22%
49	10.77%	10.26%	9.10%	8.75%	3.77%	3.72%	2.71%	2.25%
50	10.90%	10.32%	9.24%	8.75%	3.82%	3.76%	2.73%	2.29%
51	11.00%	10.34%	9.37%	8.75%	3.85%	3.80%	2.73%	2.32%
52	11.06%	10.34%	9.49%	8.75%	3.87%	3.82%	2.73%	2.35%
53	11.06%	10.60%	9.60%	8.75%	3.87%	3.82%	2.80%	2.37%
54	11.06%	10.93%	9.70%	8.75%	3.87%	3.82%	2.89%	2.40%
55	11.06%	10.93%	9.76%	8.75%	3.87%	3.82%	2.89%	2.41%
56	11.06%	10.93%	9.78%	8.75%	3.87%	3.82%	2.89%	2.42%
57	11.06%	10.93%	9.78%	8.75%	3.87%	3.82%	2.89%	2.42%
58	11.06%	10.93%	10.02%	8.75%	3.87%	3.82%	2.89%	2.48%
59	11.06%	10.93%	10.34%	8.75%	3.87%	3.82%	2.89%	2.56%
60	11.06%	10.93%	10.34%	8.75%	3.87%	3.82%	2.89%	2.56%

Effective Pay Period Beginning 7/11/2021

Entry Age	San Mateo County Mosquito & Vector Control District Basic Member Rate		
	G1, G2	G4	PEPRA G7
	16	6.20%	5.99%
17	6.31%	6.10%	9.67%
18	6.42%	6.20%	9.67%
19	6.53%	6.31%	9.67%
20	6.64%	6.42%	9.67%
21	6.75%	6.53%	9.67%
22	6.87%	6.64%	9.67%
23	6.99%	6.75%	9.67%
24	7.10%	6.87%	9.67%
25	7.22%	6.98%	9.67%
26	7.35%	7.10%	9.67%
27	7.47%	7.22%	9.67%
28	7.60%	7.34%	9.67%
29	7.73%	7.47%	9.67%
30	7.86%	7.59%	9.67%
31	7.99%	7.72%	9.67%
32	8.13%	7.85%	9.67%
33	8.26%	7.99%	9.67%
34	8.40%	8.12%	9.67%
35	8.55%	8.26%	9.67%
36	8.69%	8.40%	9.67%
37	8.85%	8.55%	9.67%
38	9.00%	8.70%	9.67%
39	9.16%	8.85%	9.67%
40	9.32%	9.01%	9.67%
41	9.49%	9.16%	9.67%
42	9.66%	9.32%	9.67%
43	9.83%	9.47%	9.67%
44	10.00%	9.63%	9.67%
45	10.16%	9.77%	9.67%
46	10.33%	9.91%	9.67%
47	10.49%	10.04%	9.67%
48	10.63%	10.16%	9.67%
49	10.77%	10.26%	9.67%
50	10.90%	10.32%	9.67%
51	11.00%	10.34%	9.67%
52	11.06%	10.34%	9.67%
53	11.06%	10.60%	9.67%
54	11.06%	10.93%	9.67%
55	11.06%	10.93%	9.67%
56	11.06%	10.93%	9.67%
57	11.06%	10.93%	9.67%
58	11.06%	10.93%	9.67%
59	11.06%	10.93%	9.67%
60	11.06%	10.93%	9.67%

Effective Pay Period Beginning 7/04/2021