



Employer PEER Contribution Rates

For Basic Contribution Rates:

\$0.05 to \$0.42	\$10.31 to \$10.68	\$20.57 to \$20.94
\$0.43 to \$0.80	\$10.69 to \$11.06	\$20.95 to \$21.32
\$0.81 to \$1.18	\$11.07 to \$11.44	\$21.33 to \$21.70
\$1.19 to \$1.56	\$11.45 to \$11.82	\$21.71 to \$22.08
\$1.57 to \$1.94	\$11.83 to \$12.20	\$22.09 to \$22.46
\$1.95 to \$2.32	\$12.21 to \$12.58	\$22.47 to \$22.84
\$2.33 to \$2.70	\$12.59 to \$12.96	\$22.85 to \$23.22
\$2.71 to \$3.08	\$12.97 to \$13.34	\$23.23 to \$23.60
\$3.09 to \$3.46	\$13.35 to \$13.72	\$23.61 to \$23.98
\$3.47 to \$3.84	\$13.73 to \$14.10	\$23.99 to \$24.36
\$3.85 to \$4.22	\$14.11 to \$14.48	\$24.37 to \$24.74
\$4.23 to \$4.60	\$14.49 to \$14.86	\$24.75 to \$25.12
\$4.61 to \$4.98	\$14.87 to \$15.24	\$25.13 to \$25.50
\$4.99 to \$5.36	\$15.25 to \$15.62	\$25.51 to \$25.88
\$5.37 to \$5.74	\$15.63 to \$16.00	\$25.89 to \$26.26
\$5.75 to \$6.12	\$16.01 to \$16.38	\$26.27 to \$26.64
\$6.13 to \$6.50	\$16.39 to \$16.76	\$26.65 to \$27.02
\$6.51 to \$6.88	\$16.77 to \$17.14	\$27.03 to \$27.40
\$6.89 to \$7.26	\$17.15 to \$17.52	\$27.41 to \$27.78
\$7.27 to \$7.64	\$17.53 to \$17.90	\$27.79 to \$28.16
\$7.65 to \$8.02	\$17.91 to \$18.28	\$28.17 to \$28.54
\$8.03 to \$8.40	\$18.29 to \$18.66	\$28.55 to \$28.92
\$8.41 to \$8.78	\$18.67 to \$19.04	\$28.93 to \$29.30
\$8.79 to \$9.16	\$19.05 to \$19.42	\$29.31 to \$29.68
\$9.17 to \$9.54	\$19.43 to \$19.80	\$29.69 to \$30.00
\$9.55 to \$9.92	\$19.81 to \$20.18	
\$9.93 to \$10.30	\$20.19 to \$20.56	

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$0.05 to \$0.42*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.05	\$0.01	\$0.06	\$0.01	\$0.06	\$0.01	\$0.06
\$0.06	\$0.01	\$0.07	\$0.01	\$0.07	\$0.01	\$0.07
\$0.07	\$0.01	\$0.08	\$0.01	\$0.08	\$0.01	\$0.08
\$0.08	\$0.01	\$0.09	\$0.01	\$0.09	\$0.01	\$0.09
\$0.09	\$0.01	\$0.10	\$0.01	\$0.10	\$0.01	\$0.10
\$0.10	\$0.02	\$0.12	\$0.01	\$0.11	\$0.01	\$0.11
\$0.11	\$0.02	\$0.13	\$0.01	\$0.12	\$0.01	\$0.12
\$0.12	\$0.02	\$0.14	\$0.01	\$0.13	\$0.01	\$0.13
\$0.13	\$0.02	\$0.15	\$0.01	\$0.14	\$0.01	\$0.14
\$0.14	\$0.02	\$0.16	\$0.02	\$0.16	\$0.01	\$0.15
\$0.15	\$0.02	\$0.17	\$0.02	\$0.17	\$0.01	\$0.16
\$0.16	\$0.03	\$0.19	\$0.02	\$0.18	\$0.01	\$0.17
\$0.17	\$0.03	\$0.20	\$0.02	\$0.19	\$0.01	\$0.18
\$0.18	\$0.03	\$0.21	\$0.02	\$0.20	\$0.01	\$0.19
\$0.19	\$0.03	\$0.22	\$0.02	\$0.21	\$0.01	\$0.20
\$0.20	\$0.03	\$0.23	\$0.02	\$0.22	\$0.01	\$0.21
\$0.21	\$0.03	\$0.24	\$0.02	\$0.23	\$0.01	\$0.22
\$0.22	\$0.04	\$0.26	\$0.03	\$0.25	\$0.01	\$0.23
\$0.23	\$0.04	\$0.27	\$0.03	\$0.26	\$0.01	\$0.24
\$0.24	\$0.04	\$0.28	\$0.03	\$0.27	\$0.02	\$0.26
\$0.25	\$0.04	\$0.29	\$0.03	\$0.28	\$0.02	\$0.27
\$0.26	\$0.04	\$0.30	\$0.03	\$0.29	\$0.02	\$0.28
\$0.27	\$0.04	\$0.31	\$0.03	\$0.30	\$0.02	\$0.29
\$0.28	\$0.05	\$0.33	\$0.03	\$0.31	\$0.02	\$0.30
\$0.29	\$0.05	\$0.34	\$0.03	\$0.32	\$0.02	\$0.31
\$0.30	\$0.05	\$0.35	\$0.03	\$0.33	\$0.02	\$0.32
\$0.31	\$0.05	\$0.36	\$0.04	\$0.35	\$0.02	\$0.33
\$0.32	\$0.05	\$0.37	\$0.04	\$0.36	\$0.02	\$0.34
\$0.33	\$0.05	\$0.38	\$0.04	\$0.37	\$0.02	\$0.35
\$0.34	\$0.06	\$0.40	\$0.04	\$0.38	\$0.02	\$0.36
\$0.35	\$0.06	\$0.41	\$0.04	\$0.39	\$0.02	\$0.37
\$0.36	\$0.06	\$0.42	\$0.04	\$0.40	\$0.02	\$0.38
\$0.37	\$0.06	\$0.43	\$0.04	\$0.41	\$0.03	\$0.39
\$0.38	\$0.06	\$0.44	\$0.04	\$0.42	\$0.03	\$0.40
\$0.39	\$0.06	\$0.45	\$0.04	\$0.43	\$0.03	\$0.42
\$0.40	\$0.07	\$0.47	\$0.05	\$0.45	\$0.03	\$0.43
\$0.41	\$0.07	\$0.48	\$0.05	\$0.46	\$0.03	\$0.44
\$0.42	\$0.07	\$0.49	\$0.05	\$0.47	\$0.03	\$0.45

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$0.43 to \$0.80*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.43	\$0.07	\$0.50	\$0.05	\$0.48	\$0.03	\$0.46
\$0.44	\$0.07	\$0.51	\$0.05	\$0.49	\$0.03	\$0.47
\$0.45	\$0.08	\$0.52	\$0.05	\$0.50	\$0.03	\$0.48
\$0.46	\$0.08	\$0.54	\$0.05	\$0.51	\$0.03	\$0.49
\$0.47	\$0.08	\$0.55	\$0.05	\$0.52	\$0.03	\$0.50
\$0.48	\$0.08	\$0.56	\$0.06	\$0.54	\$0.03	\$0.51
\$0.49	\$0.08	\$0.57	\$0.06	\$0.55	\$0.03	\$0.52
\$0.50	\$0.08	\$0.58	\$0.06	\$0.56	\$0.03	\$0.53
\$0.51	\$0.09	\$0.59	\$0.06	\$0.57	\$0.03	\$0.54
\$0.52	\$0.09	\$0.61	\$0.06	\$0.58	\$0.03	\$0.55
\$0.53	\$0.09	\$0.62	\$0.06	\$0.59	\$0.03	\$0.56
\$0.54	\$0.09	\$0.63	\$0.06	\$0.60	\$0.04	\$0.58
\$0.55	\$0.09	\$0.64	\$0.06	\$0.61	\$0.04	\$0.59
\$0.56	\$0.09	\$0.65	\$0.06	\$0.62	\$0.04	\$0.60
\$0.57	\$0.10	\$0.66	\$0.07	\$0.64	\$0.04	\$0.61
\$0.58	\$0.10	\$0.68	\$0.07	\$0.65	\$0.04	\$0.62
\$0.59	\$0.10	\$0.69	\$0.07	\$0.66	\$0.04	\$0.63
\$0.60	\$0.10	\$0.70	\$0.07	\$0.67	\$0.04	\$0.64
\$0.61	\$0.10	\$0.71	\$0.07	\$0.68	\$0.04	\$0.65
\$0.62	\$0.10	\$0.72	\$0.07	\$0.69	\$0.04	\$0.66
\$0.63	\$0.11	\$0.73	\$0.07	\$0.70	\$0.04	\$0.67
\$0.64	\$0.11	\$0.75	\$0.07	\$0.71	\$0.04	\$0.68
\$0.65	\$0.11	\$0.76	\$0.07	\$0.72	\$0.04	\$0.69
\$0.66	\$0.11	\$0.77	\$0.08	\$0.74	\$0.04	\$0.70
\$0.67	\$0.11	\$0.78	\$0.08	\$0.75	\$0.04	\$0.71
\$0.68	\$0.11	\$0.79	\$0.08	\$0.76	\$0.04	\$0.72
\$0.69	\$0.12	\$0.80	\$0.08	\$0.77	\$0.04	\$0.73
\$0.70	\$0.12	\$0.82	\$0.08	\$0.78	\$0.05	\$0.75
\$0.71	\$0.12	\$0.83	\$0.08	\$0.79	\$0.05	\$0.76
\$0.72	\$0.12	\$0.84	\$0.08	\$0.80	\$0.05	\$0.77
\$0.73	\$0.12	\$0.85	\$0.08	\$0.81	\$0.05	\$0.78
\$0.74	\$0.12	\$0.86	\$0.09	\$0.83	\$0.05	\$0.79
\$0.75	\$0.13	\$0.87	\$0.09	\$0.84	\$0.05	\$0.80
\$0.76	\$0.13	\$0.89	\$0.09	\$0.85	\$0.05	\$0.81
\$0.77	\$0.13	\$0.90	\$0.09	\$0.86	\$0.05	\$0.82
\$0.78	\$0.13	\$0.91	\$0.09	\$0.87	\$0.05	\$0.83
\$0.79	\$0.13	\$0.92	\$0.09	\$0.88	\$0.05	\$0.84
\$0.80	\$0.13	\$0.93	\$0.09	\$0.89	\$0.05	\$0.85

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$0.81 to \$1.18*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.81	\$0.13	\$0.94	\$0.09	\$0.90	\$0.05	\$0.86
\$0.82	\$0.14	\$0.96	\$0.09	\$0.91	\$0.05	\$0.87
\$0.83	\$0.14	\$0.97	\$0.10	\$0.93	\$0.05	\$0.88
\$0.84	\$0.14	\$0.98	\$0.10	\$0.94	\$0.05	\$0.89
\$0.85	\$0.14	\$0.99	\$0.10	\$0.95	\$0.06	\$0.91
\$0.86	\$0.14	\$1.00	\$0.10	\$0.96	\$0.06	\$0.92
\$0.87	\$0.14	\$1.01	\$0.10	\$0.97	\$0.06	\$0.93
\$0.88	\$0.15	\$1.03	\$0.10	\$0.98	\$0.06	\$0.94
\$0.89	\$0.15	\$1.04	\$0.10	\$0.99	\$0.06	\$0.95
\$0.90	\$0.15	\$1.05	\$0.10	\$1.00	\$0.06	\$0.96
\$0.91	\$0.15	\$1.06	\$0.10	\$1.01	\$0.06	\$0.97
\$0.92	\$0.15	\$1.07	\$0.11	\$1.03	\$0.06	\$0.98
\$0.93	\$0.15	\$1.08	\$0.11	\$1.04	\$0.06	\$0.99
\$0.94	\$0.16	\$1.10	\$0.11	\$1.05	\$0.06	\$1.00
\$0.95	\$0.16	\$1.11	\$0.11	\$1.06	\$0.06	\$1.01
\$0.96	\$0.16	\$1.12	\$0.11	\$1.07	\$0.06	\$1.02
\$0.97	\$0.16	\$1.13	\$0.11	\$1.08	\$0.06	\$1.03
\$0.98	\$0.16	\$1.14	\$0.11	\$1.09	\$0.06	\$1.04
\$0.99	\$0.16	\$1.15	\$0.11	\$1.10	\$0.06	\$1.05
\$1.00	\$0.17	\$1.17	\$0.12	\$1.12	\$0.07	\$1.07
\$1.01	\$0.17	\$1.18	\$0.12	\$1.13	\$0.07	\$1.08
\$1.02	\$0.17	\$1.19	\$0.12	\$1.14	\$0.07	\$1.09
\$1.03	\$0.17	\$1.20	\$0.12	\$1.15	\$0.07	\$1.10
\$1.04	\$0.17	\$1.21	\$0.12	\$1.16	\$0.07	\$1.11
\$1.05	\$0.17	\$1.22	\$0.12	\$1.17	\$0.07	\$1.12
\$1.06	\$0.17	\$1.23	\$0.12	\$1.18	\$0.07	\$1.13
\$1.07	\$0.18	\$1.25	\$0.12	\$1.19	\$0.07	\$1.14
\$1.08	\$0.18	\$1.26	\$0.12	\$1.20	\$0.07	\$1.15
\$1.09	\$0.18	\$1.27	\$0.13	\$1.22	\$0.07	\$1.16
\$1.10	\$0.18	\$1.28	\$0.13	\$1.23	\$0.07	\$1.17
\$1.11	\$0.18	\$1.29	\$0.13	\$1.24	\$0.07	\$1.18
\$1.12	\$0.18	\$1.30	\$0.13	\$1.25	\$0.07	\$1.19
\$1.13	\$0.19	\$1.32	\$0.13	\$1.26	\$0.07	\$1.20
\$1.14	\$0.19	\$1.33	\$0.13	\$1.27	\$0.07	\$1.21
\$1.15	\$0.19	\$1.34	\$0.13	\$1.28	\$0.07	\$1.22
\$1.16	\$0.19	\$1.35	\$0.13	\$1.29	\$0.08	\$1.24
\$1.17	\$0.19	\$1.36	\$0.13	\$1.30	\$0.08	\$1.25
\$1.18	\$0.19	\$1.37	\$0.14	\$1.32	\$0.08	\$1.26

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$1.19 to \$1.56*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.19	\$0.20	\$1.39	\$0.14	\$1.33	\$0.08	\$1.27
\$1.20	\$0.20	\$1.40	\$0.14	\$1.34	\$0.08	\$1.28
\$1.21	\$0.20	\$1.41	\$0.14	\$1.35	\$0.08	\$1.29
\$1.22	\$0.20	\$1.42	\$0.14	\$1.36	\$0.08	\$1.30
\$1.23	\$0.20	\$1.43	\$0.14	\$1.37	\$0.08	\$1.31
\$1.24	\$0.20	\$1.44	\$0.14	\$1.38	\$0.08	\$1.32
\$1.25	\$0.21	\$1.46	\$0.14	\$1.39	\$0.08	\$1.33
\$1.26	\$0.21	\$1.47	\$0.14	\$1.40	\$0.08	\$1.34
\$1.27	\$0.21	\$1.48	\$0.15	\$1.42	\$0.08	\$1.35
\$1.28	\$0.21	\$1.49	\$0.15	\$1.43	\$0.08	\$1.36
\$1.29	\$0.21	\$1.50	\$0.15	\$1.44	\$0.08	\$1.37
\$1.30	\$0.21	\$1.51	\$0.15	\$1.45	\$0.08	\$1.38
\$1.31	\$0.22	\$1.53	\$0.15	\$1.46	\$0.09	\$1.40
\$1.32	\$0.22	\$1.54	\$0.15	\$1.47	\$0.09	\$1.41
\$1.33	\$0.22	\$1.55	\$0.15	\$1.48	\$0.09	\$1.42
\$1.34	\$0.22	\$1.56	\$0.15	\$1.49	\$0.09	\$1.43
\$1.35	\$0.22	\$1.57	\$0.16	\$1.51	\$0.09	\$1.44
\$1.36	\$0.22	\$1.58	\$0.16	\$1.52	\$0.09	\$1.45
\$1.37	\$0.23	\$1.60	\$0.16	\$1.53	\$0.09	\$1.46
\$1.38	\$0.23	\$1.61	\$0.16	\$1.54	\$0.09	\$1.47
\$1.39	\$0.23	\$1.62	\$0.16	\$1.55	\$0.09	\$1.48
\$1.40	\$0.23	\$1.63	\$0.16	\$1.56	\$0.09	\$1.49
\$1.41	\$0.23	\$1.64	\$0.16	\$1.57	\$0.09	\$1.50
\$1.42	\$0.23	\$1.65	\$0.16	\$1.58	\$0.09	\$1.51
\$1.43	\$0.24	\$1.67	\$0.16	\$1.59	\$0.09	\$1.52
\$1.44	\$0.24	\$1.68	\$0.17	\$1.61	\$0.09	\$1.53
\$1.45	\$0.24	\$1.69	\$0.17	\$1.62	\$0.09	\$1.54
\$1.46	\$0.24	\$1.70	\$0.17	\$1.63	\$0.09	\$1.55
\$1.47	\$0.24	\$1.71	\$0.17	\$1.64	\$0.10	\$1.57
\$1.48	\$0.24	\$1.72	\$0.17	\$1.65	\$0.10	\$1.58
\$1.49	\$0.25	\$1.74	\$0.17	\$1.66	\$0.10	\$1.59
\$1.50	\$0.25	\$1.75	\$0.17	\$1.67	\$0.10	\$1.60
\$1.51	\$0.25	\$1.76	\$0.17	\$1.68	\$0.10	\$1.61
\$1.52	\$0.25	\$1.77	\$0.17	\$1.69	\$0.10	\$1.62
\$1.53	\$0.25	\$1.78	\$0.18	\$1.71	\$0.10	\$1.63
\$1.54	\$0.25	\$1.79	\$0.18	\$1.72	\$0.10	\$1.64
\$1.55	\$0.26	\$1.81	\$0.18	\$1.73	\$0.10	\$1.65
\$1.56	\$0.26	\$1.82	\$0.18	\$1.74	\$0.10	\$1.66

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$1.57 to \$1.94*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.57	\$0.26	\$1.83	\$0.18	\$1.75	\$0.10	\$1.67
\$1.58	\$0.26	\$1.84	\$0.18	\$1.76	\$0.10	\$1.68
\$1.59	\$0.26	\$1.85	\$0.18	\$1.77	\$0.10	\$1.69
\$1.60	\$0.26	\$1.86	\$0.18	\$1.78	\$0.10	\$1.70
\$1.61	\$0.27	\$1.88	\$0.19	\$1.80	\$0.10	\$1.71
\$1.62	\$0.27	\$1.89	\$0.19	\$1.81	\$0.11	\$1.73
\$1.63	\$0.27	\$1.90	\$0.19	\$1.82	\$0.11	\$1.74
\$1.64	\$0.27	\$1.91	\$0.19	\$1.83	\$0.11	\$1.75
\$1.65	\$0.27	\$1.92	\$0.19	\$1.84	\$0.11	\$1.76
\$1.66	\$0.27	\$1.93	\$0.19	\$1.85	\$0.11	\$1.77
\$1.67	\$0.28	\$1.95	\$0.19	\$1.86	\$0.11	\$1.78
\$1.68	\$0.28	\$1.96	\$0.19	\$1.87	\$0.11	\$1.79
\$1.69	\$0.28	\$1.97	\$0.19	\$1.88	\$0.11	\$1.80
\$1.70	\$0.28	\$1.98	\$0.20	\$1.90	\$0.11	\$1.81
\$1.71	\$0.28	\$1.99	\$0.20	\$1.91	\$0.11	\$1.82
\$1.72	\$0.28	\$2.00	\$0.20	\$1.92	\$0.11	\$1.83
\$1.73	\$0.29	\$2.02	\$0.20	\$1.93	\$0.11	\$1.84
\$1.74	\$0.29	\$2.03	\$0.20	\$1.94	\$0.11	\$1.85
\$1.75	\$0.29	\$2.04	\$0.20	\$1.95	\$0.11	\$1.86
\$1.76	\$0.29	\$2.05	\$0.20	\$1.96	\$0.11	\$1.87
\$1.77	\$0.29	\$2.06	\$0.20	\$1.97	\$0.12	\$1.89
\$1.78	\$0.29	\$2.07	\$0.20	\$1.98	\$0.12	\$1.90
\$1.79	\$0.30	\$2.09	\$0.21	\$2.00	\$0.12	\$1.91
\$1.80	\$0.30	\$2.10	\$0.21	\$2.01	\$0.12	\$1.92
\$1.81	\$0.30	\$2.11	\$0.21	\$2.02	\$0.12	\$1.93
\$1.82	\$0.30	\$2.12	\$0.21	\$2.03	\$0.12	\$1.94
\$1.83	\$0.30	\$2.13	\$0.21	\$2.04	\$0.12	\$1.95
\$1.84	\$0.30	\$2.14	\$0.21	\$2.05	\$0.12	\$1.96
\$1.85	\$0.31	\$2.16	\$0.21	\$2.06	\$0.12	\$1.97
\$1.86	\$0.31	\$2.17	\$0.21	\$2.07	\$0.12	\$1.98
\$1.87	\$0.31	\$2.18	\$0.22	\$2.09	\$0.12	\$1.99
\$1.88	\$0.31	\$2.19	\$0.22	\$2.10	\$0.12	\$2.00
\$1.89	\$0.31	\$2.20	\$0.22	\$2.11	\$0.12	\$2.01
\$1.90	\$0.31	\$2.21	\$0.22	\$2.12	\$0.12	\$2.02
\$1.91	\$0.32	\$2.23	\$0.22	\$2.13	\$0.12	\$2.03
\$1.92	\$0.32	\$2.24	\$0.22	\$2.14	\$0.12	\$2.04
\$1.93	\$0.32	\$2.25	\$0.22	\$2.15	\$0.13	\$2.06
\$1.94	\$0.32	\$2.26	\$0.22	\$2.16	\$0.13	\$2.07

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$1.95 to \$2.32*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.95	\$0.32	\$2.27	\$0.22	\$2.17	\$0.13	\$2.08
\$1.96	\$0.32	\$2.28	\$0.23	\$2.19	\$0.13	\$2.09
\$1.97	\$0.33	\$2.30	\$0.23	\$2.20	\$0.13	\$2.10
\$1.98	\$0.33	\$2.31	\$0.23	\$2.21	\$0.13	\$2.11
\$1.99	\$0.33	\$2.32	\$0.23	\$2.22	\$0.13	\$2.12
\$2.00	\$0.33	\$2.33	\$0.23	\$2.23	\$0.13	\$2.13
\$2.01	\$0.33	\$2.34	\$0.23	\$2.24	\$0.13	\$2.14
\$2.02	\$0.33	\$2.35	\$0.23	\$2.25	\$0.13	\$2.15
\$2.03	\$0.33	\$2.36	\$0.23	\$2.26	\$0.13	\$2.16
\$2.04	\$0.34	\$2.38	\$0.23	\$2.27	\$0.13	\$2.17
\$2.05	\$0.34	\$2.39	\$0.24	\$2.29	\$0.13	\$2.18
\$2.06	\$0.34	\$2.40	\$0.24	\$2.30	\$0.13	\$2.19
\$2.07	\$0.34	\$2.41	\$0.24	\$2.31	\$0.13	\$2.20
\$2.08	\$0.34	\$2.42	\$0.24	\$2.32	\$0.14	\$2.22
\$2.09	\$0.34	\$2.43	\$0.24	\$2.33	\$0.14	\$2.23
\$2.10	\$0.35	\$2.45	\$0.24	\$2.34	\$0.14	\$2.24
\$2.11	\$0.35	\$2.46	\$0.24	\$2.35	\$0.14	\$2.25
\$2.12	\$0.35	\$2.47	\$0.24	\$2.36	\$0.14	\$2.26
\$2.13	\$0.35	\$2.48	\$0.24	\$2.37	\$0.14	\$2.27
\$2.14	\$0.35	\$2.49	\$0.25	\$2.39	\$0.14	\$2.28
\$2.15	\$0.35	\$2.50	\$0.25	\$2.40	\$0.14	\$2.29
\$2.16	\$0.36	\$2.52	\$0.25	\$2.41	\$0.14	\$2.30
\$2.17	\$0.36	\$2.53	\$0.25	\$2.42	\$0.14	\$2.31
\$2.18	\$0.36	\$2.54	\$0.25	\$2.43	\$0.14	\$2.32
\$2.19	\$0.36	\$2.55	\$0.25	\$2.44	\$0.14	\$2.33
\$2.20	\$0.36	\$2.56	\$0.25	\$2.45	\$0.14	\$2.34
\$2.21	\$0.36	\$2.57	\$0.25	\$2.46	\$0.14	\$2.35
\$2.22	\$0.37	\$2.59	\$0.26	\$2.48	\$0.14	\$2.36
\$2.23	\$0.37	\$2.60	\$0.26	\$2.49	\$0.14	\$2.37
\$2.24	\$0.37	\$2.61	\$0.26	\$2.50	\$0.15	\$2.39
\$2.25	\$0.37	\$2.62	\$0.26	\$2.51	\$0.15	\$2.40
\$2.26	\$0.37	\$2.63	\$0.26	\$2.52	\$0.15	\$2.41
\$2.27	\$0.37	\$2.64	\$0.26	\$2.53	\$0.15	\$2.42
\$2.28	\$0.38	\$2.66	\$0.26	\$2.54	\$0.15	\$2.43
\$2.29	\$0.38	\$2.67	\$0.26	\$2.55	\$0.15	\$2.44
\$2.30	\$0.38	\$2.68	\$0.26	\$2.56	\$0.15	\$2.45
\$2.31	\$0.38	\$2.69	\$0.27	\$2.58	\$0.15	\$2.46
\$2.32	\$0.38	\$2.70	\$0.27	\$2.59	\$0.15	\$2.47

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$2.33 to \$2.70*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$2.33	\$0.38	\$2.71	\$0.27	\$2.60	\$0.15	\$2.48
\$2.34	\$0.39	\$2.73	\$0.27	\$2.61	\$0.15	\$2.49
\$2.35	\$0.39	\$2.74	\$0.27	\$2.62	\$0.15	\$2.50
\$2.36	\$0.39	\$2.75	\$0.27	\$2.63	\$0.15	\$2.51
\$2.37	\$0.39	\$2.76	\$0.27	\$2.64	\$0.15	\$2.52
\$2.38	\$0.39	\$2.77	\$0.27	\$2.65	\$0.15	\$2.53
\$2.39	\$0.39	\$2.78	\$0.27	\$2.66	\$0.16	\$2.55
\$2.40	\$0.40	\$2.80	\$0.28	\$2.68	\$0.16	\$2.56
\$2.41	\$0.40	\$2.81	\$0.28	\$2.69	\$0.16	\$2.57
\$2.42	\$0.40	\$2.82	\$0.28	\$2.70	\$0.16	\$2.58
\$2.43	\$0.40	\$2.83	\$0.28	\$2.71	\$0.16	\$2.59
\$2.44	\$0.40	\$2.84	\$0.28	\$2.72	\$0.16	\$2.60
\$2.45	\$0.40	\$2.85	\$0.28	\$2.73	\$0.16	\$2.61
\$2.46	\$0.41	\$2.87	\$0.28	\$2.74	\$0.16	\$2.62
\$2.47	\$0.41	\$2.88	\$0.28	\$2.75	\$0.16	\$2.63
\$2.48	\$0.41	\$2.89	\$0.29	\$2.77	\$0.16	\$2.64
\$2.49	\$0.41	\$2.90	\$0.29	\$2.78	\$0.16	\$2.65
\$2.50	\$0.41	\$2.91	\$0.29	\$2.79	\$0.16	\$2.66
\$2.51	\$0.41	\$2.92	\$0.29	\$2.80	\$0.16	\$2.67
\$2.52	\$0.42	\$2.94	\$0.29	\$2.81	\$0.16	\$2.68
\$2.53	\$0.42	\$2.95	\$0.29	\$2.82	\$0.16	\$2.69
\$2.54	\$0.42	\$2.96	\$0.29	\$2.83	\$0.17	\$2.71
\$2.55	\$0.42	\$2.97	\$0.29	\$2.84	\$0.17	\$2.72
\$2.56	\$0.42	\$2.98	\$0.29	\$2.85	\$0.17	\$2.73
\$2.57	\$0.42	\$2.99	\$0.30	\$2.87	\$0.17	\$2.74
\$2.58	\$0.43	\$3.01	\$0.30	\$2.88	\$0.17	\$2.75
\$2.59	\$0.43	\$3.02	\$0.30	\$2.89	\$0.17	\$2.76
\$2.60	\$0.43	\$3.03	\$0.30	\$2.90	\$0.17	\$2.77
\$2.61	\$0.43	\$3.04	\$0.30	\$2.91	\$0.17	\$2.78
\$2.62	\$0.43	\$3.05	\$0.30	\$2.92	\$0.17	\$2.79
\$2.63	\$0.43	\$3.06	\$0.30	\$2.93	\$0.17	\$2.80
\$2.64	\$0.44	\$3.08	\$0.30	\$2.94	\$0.17	\$2.81
\$2.65	\$0.44	\$3.09	\$0.30	\$2.95	\$0.17	\$2.82
\$2.66	\$0.44	\$3.10	\$0.31	\$2.97	\$0.17	\$2.83
\$2.67	\$0.44	\$3.11	\$0.31	\$2.98	\$0.17	\$2.84
\$2.68	\$0.44	\$3.12	\$0.31	\$2.99	\$0.17	\$2.85
\$2.69	\$0.44	\$3.13	\$0.31	\$3.00	\$0.17	\$2.86
\$2.70	\$0.45	\$3.15	\$0.31	\$3.01	\$0.18	\$2.88

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$2.71 to \$3.08*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$2.71	\$0.45	\$3.16	\$0.31	\$3.02	\$0.18	\$2.89
\$2.72	\$0.45	\$3.17	\$0.31	\$3.03	\$0.18	\$2.90
\$2.73	\$0.45	\$3.18	\$0.31	\$3.04	\$0.18	\$2.91
\$2.74	\$0.45	\$3.19	\$0.32	\$3.06	\$0.18	\$2.92
\$2.75	\$0.45	\$3.20	\$0.32	\$3.07	\$0.18	\$2.93
\$2.76	\$0.46	\$3.22	\$0.32	\$3.08	\$0.18	\$2.94
\$2.77	\$0.46	\$3.23	\$0.32	\$3.09	\$0.18	\$2.95
\$2.78	\$0.46	\$3.24	\$0.32	\$3.10	\$0.18	\$2.96
\$2.79	\$0.46	\$3.25	\$0.32	\$3.11	\$0.18	\$2.97
\$2.80	\$0.46	\$3.26	\$0.32	\$3.12	\$0.18	\$2.98
\$2.81	\$0.46	\$3.27	\$0.32	\$3.13	\$0.18	\$2.99
\$2.82	\$0.47	\$3.29	\$0.32	\$3.14	\$0.18	\$3.00
\$2.83	\$0.47	\$3.30	\$0.33	\$3.16	\$0.18	\$3.01
\$2.84	\$0.47	\$3.31	\$0.33	\$3.17	\$0.18	\$3.02
\$2.85	\$0.47	\$3.32	\$0.33	\$3.18	\$0.19	\$3.04
\$2.86	\$0.47	\$3.33	\$0.33	\$3.19	\$0.19	\$3.05
\$2.87	\$0.47	\$3.34	\$0.33	\$3.20	\$0.19	\$3.06
\$2.88	\$0.48	\$3.36	\$0.33	\$3.21	\$0.19	\$3.07
\$2.89	\$0.48	\$3.37	\$0.33	\$3.22	\$0.19	\$3.08
\$2.90	\$0.48	\$3.38	\$0.33	\$3.23	\$0.19	\$3.09
\$2.91	\$0.48	\$3.39	\$0.33	\$3.24	\$0.19	\$3.10
\$2.92	\$0.48	\$3.40	\$0.34	\$3.26	\$0.19	\$3.11
\$2.93	\$0.48	\$3.41	\$0.34	\$3.27	\$0.19	\$3.12
\$2.94	\$0.49	\$3.43	\$0.34	\$3.28	\$0.19	\$3.13
\$2.95	\$0.49	\$3.44	\$0.34	\$3.29	\$0.19	\$3.14
\$2.96	\$0.49	\$3.45	\$0.34	\$3.30	\$0.19	\$3.15
\$2.97	\$0.49	\$3.46	\$0.34	\$3.31	\$0.19	\$3.16
\$2.98	\$0.49	\$3.47	\$0.34	\$3.32	\$0.19	\$3.17
\$2.99	\$0.49	\$3.48	\$0.34	\$3.33	\$0.19	\$3.18
\$3.00	\$0.49	\$3.49	\$0.34	\$3.34	\$0.19	\$3.19
\$3.01	\$0.50	\$3.51	\$0.35	\$3.36	\$0.20	\$3.21
\$3.02	\$0.50	\$3.52	\$0.35	\$3.37	\$0.20	\$3.22
\$3.03	\$0.50	\$3.53	\$0.35	\$3.38	\$0.20	\$3.23
\$3.04	\$0.50	\$3.54	\$0.35	\$3.39	\$0.20	\$3.24
\$3.05	\$0.50	\$3.55	\$0.35	\$3.40	\$0.20	\$3.25
\$3.06	\$0.50	\$3.56	\$0.35	\$3.41	\$0.20	\$3.26
\$3.07	\$0.51	\$3.58	\$0.35	\$3.42	\$0.20	\$3.27
\$3.08	\$0.51	\$3.59	\$0.35	\$3.43	\$0.20	\$3.28

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$3.09 to \$3.46*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.09	\$0.51	\$3.60	\$0.36	\$3.45	\$0.20	\$3.29
\$3.10	\$0.51	\$3.61	\$0.36	\$3.46	\$0.20	\$3.30
\$3.11	\$0.51	\$3.62	\$0.36	\$3.47	\$0.20	\$3.31
\$3.12	\$0.51	\$3.63	\$0.36	\$3.48	\$0.20	\$3.32
\$3.13	\$0.52	\$3.65	\$0.36	\$3.49	\$0.20	\$3.33
\$3.14	\$0.52	\$3.66	\$0.36	\$3.50	\$0.20	\$3.34
\$3.15	\$0.52	\$3.67	\$0.36	\$3.51	\$0.20	\$3.35
\$3.16	\$0.52	\$3.68	\$0.36	\$3.52	\$0.21	\$3.37
\$3.17	\$0.52	\$3.69	\$0.36	\$3.53	\$0.21	\$3.38
\$3.18	\$0.52	\$3.70	\$0.37	\$3.55	\$0.21	\$3.39
\$3.19	\$0.53	\$3.72	\$0.37	\$3.56	\$0.21	\$3.40
\$3.20	\$0.53	\$3.73	\$0.37	\$3.57	\$0.21	\$3.41
\$3.21	\$0.53	\$3.74	\$0.37	\$3.58	\$0.21	\$3.42
\$3.22	\$0.53	\$3.75	\$0.37	\$3.59	\$0.21	\$3.43
\$3.23	\$0.53	\$3.76	\$0.37	\$3.60	\$0.21	\$3.44
\$3.24	\$0.53	\$3.77	\$0.37	\$3.61	\$0.21	\$3.45
\$3.25	\$0.54	\$3.79	\$0.37	\$3.62	\$0.21	\$3.46
\$3.26	\$0.54	\$3.80	\$0.37	\$3.63	\$0.21	\$3.47
\$3.27	\$0.54	\$3.81	\$0.38	\$3.65	\$0.21	\$3.48
\$3.28	\$0.54	\$3.82	\$0.38	\$3.66	\$0.21	\$3.49
\$3.29	\$0.54	\$3.83	\$0.38	\$3.67	\$0.21	\$3.50
\$3.30	\$0.54	\$3.84	\$0.38	\$3.68	\$0.21	\$3.51
\$3.31	\$0.55	\$3.86	\$0.38	\$3.69	\$0.22	\$3.53
\$3.32	\$0.55	\$3.87	\$0.38	\$3.70	\$0.22	\$3.54
\$3.33	\$0.55	\$3.88	\$0.38	\$3.71	\$0.22	\$3.55
\$3.34	\$0.55	\$3.89	\$0.38	\$3.72	\$0.22	\$3.56
\$3.35	\$0.55	\$3.90	\$0.39	\$3.74	\$0.22	\$3.57
\$3.36	\$0.55	\$3.91	\$0.39	\$3.75	\$0.22	\$3.58
\$3.37	\$0.56	\$3.93	\$0.39	\$3.76	\$0.22	\$3.59
\$3.38	\$0.56	\$3.94	\$0.39	\$3.77	\$0.22	\$3.60
\$3.39	\$0.56	\$3.95	\$0.39	\$3.78	\$0.22	\$3.61
\$3.40	\$0.56	\$3.96	\$0.39	\$3.79	\$0.22	\$3.62
\$3.41	\$0.56	\$3.97	\$0.39	\$3.80	\$0.22	\$3.63
\$3.42	\$0.56	\$3.98	\$0.39	\$3.81	\$0.22	\$3.64
\$3.43	\$0.57	\$4.00	\$0.39	\$3.82	\$0.22	\$3.65
\$3.44	\$0.57	\$4.01	\$0.40	\$3.84	\$0.22	\$3.66
\$3.45	\$0.57	\$4.02	\$0.40	\$3.85	\$0.22	\$3.67
\$3.46	\$0.57	\$4.03	\$0.40	\$3.86	\$0.22	\$3.68

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$3.47 to \$3.84*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.47	\$0.57	\$4.04	\$0.40	\$3.87	\$0.23	\$3.70
\$3.48	\$0.57	\$4.05	\$0.40	\$3.88	\$0.23	\$3.71
\$3.49	\$0.58	\$4.07	\$0.40	\$3.89	\$0.23	\$3.72
\$3.50	\$0.58	\$4.08	\$0.40	\$3.90	\$0.23	\$3.73
\$3.51	\$0.58	\$4.09	\$0.40	\$3.91	\$0.23	\$3.74
\$3.52	\$0.58	\$4.10	\$0.40	\$3.92	\$0.23	\$3.75
\$3.53	\$0.58	\$4.11	\$0.41	\$3.94	\$0.23	\$3.76
\$3.54	\$0.58	\$4.12	\$0.41	\$3.95	\$0.23	\$3.77
\$3.55	\$0.59	\$4.14	\$0.41	\$3.96	\$0.23	\$3.78
\$3.56	\$0.59	\$4.15	\$0.41	\$3.97	\$0.23	\$3.79
\$3.57	\$0.59	\$4.16	\$0.41	\$3.98	\$0.23	\$3.80
\$3.58	\$0.59	\$4.17	\$0.41	\$3.99	\$0.23	\$3.81
\$3.59	\$0.59	\$4.18	\$0.41	\$4.00	\$0.23	\$3.82
\$3.60	\$0.59	\$4.19	\$0.41	\$4.01	\$0.23	\$3.83
\$3.61	\$0.60	\$4.21	\$0.42	\$4.03	\$0.23	\$3.84
\$3.62	\$0.60	\$4.22	\$0.42	\$4.04	\$0.24	\$3.86
\$3.63	\$0.60	\$4.23	\$0.42	\$4.05	\$0.24	\$3.87
\$3.64	\$0.60	\$4.24	\$0.42	\$4.06	\$0.24	\$3.88
\$3.65	\$0.60	\$4.25	\$0.42	\$4.07	\$0.24	\$3.89
\$3.66	\$0.60	\$4.26	\$0.42	\$4.08	\$0.24	\$3.90
\$3.67	\$0.61	\$4.28	\$0.42	\$4.09	\$0.24	\$3.91
\$3.68	\$0.61	\$4.29	\$0.42	\$4.10	\$0.24	\$3.92
\$3.69	\$0.61	\$4.30	\$0.42	\$4.11	\$0.24	\$3.93
\$3.70	\$0.61	\$4.31	\$0.43	\$4.13	\$0.24	\$3.94
\$3.71	\$0.61	\$4.32	\$0.43	\$4.14	\$0.24	\$3.95
\$3.72	\$0.61	\$4.33	\$0.43	\$4.15	\$0.24	\$3.96
\$3.73	\$0.62	\$4.35	\$0.43	\$4.16	\$0.24	\$3.97
\$3.74	\$0.62	\$4.36	\$0.43	\$4.17	\$0.24	\$3.98
\$3.75	\$0.62	\$4.37	\$0.43	\$4.18	\$0.24	\$3.99
\$3.76	\$0.62	\$4.38	\$0.43	\$4.19	\$0.24	\$4.00
\$3.77	\$0.62	\$4.39	\$0.43	\$4.20	\$0.25	\$4.02
\$3.78	\$0.62	\$4.40	\$0.43	\$4.21	\$0.25	\$4.03
\$3.79	\$0.63	\$4.42	\$0.44	\$4.23	\$0.25	\$4.04
\$3.80	\$0.63	\$4.43	\$0.44	\$4.24	\$0.25	\$4.05
\$3.81	\$0.63	\$4.44	\$0.44	\$4.25	\$0.25	\$4.06
\$3.82	\$0.63	\$4.45	\$0.44	\$4.26	\$0.25	\$4.07
\$3.83	\$0.63	\$4.46	\$0.44	\$4.27	\$0.25	\$4.08
\$3.84	\$0.63	\$4.47	\$0.44	\$4.28	\$0.25	\$4.09

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$3.85 to \$4.22*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.85	\$0.64	\$4.49	\$0.44	\$4.29	\$0.25	\$4.10
\$3.86	\$0.64	\$4.50	\$0.44	\$4.30	\$0.25	\$4.11
\$3.87	\$0.64	\$4.51	\$0.45	\$4.32	\$0.25	\$4.12
\$3.88	\$0.64	\$4.52	\$0.45	\$4.33	\$0.25	\$4.13
\$3.89	\$0.64	\$4.53	\$0.45	\$4.34	\$0.25	\$4.14
\$3.90	\$0.64	\$4.54	\$0.45	\$4.35	\$0.25	\$4.15
\$3.91	\$0.65	\$4.56	\$0.45	\$4.36	\$0.25	\$4.16
\$3.92	\$0.65	\$4.57	\$0.45	\$4.37	\$0.25	\$4.17
\$3.93	\$0.65	\$4.58	\$0.45	\$4.38	\$0.26	\$4.19
\$3.94	\$0.65	\$4.59	\$0.45	\$4.39	\$0.26	\$4.20
\$3.95	\$0.65	\$4.60	\$0.45	\$4.40	\$0.26	\$4.21
\$3.96	\$0.65	\$4.61	\$0.46	\$4.42	\$0.26	\$4.22
\$3.97	\$0.66	\$4.63	\$0.46	\$4.43	\$0.26	\$4.23
\$3.98	\$0.66	\$4.64	\$0.46	\$4.44	\$0.26	\$4.24
\$3.99	\$0.66	\$4.65	\$0.46	\$4.45	\$0.26	\$4.25
\$4.00	\$0.66	\$4.66	\$0.46	\$4.46	\$0.26	\$4.26
\$4.01	\$0.66	\$4.67	\$0.46	\$4.47	\$0.26	\$4.27
\$4.02	\$0.66	\$4.68	\$0.46	\$4.48	\$0.26	\$4.28
\$4.03	\$0.66	\$4.69	\$0.46	\$4.49	\$0.26	\$4.29
\$4.04	\$0.67	\$4.71	\$0.46	\$4.50	\$0.26	\$4.30
\$4.05	\$0.67	\$4.72	\$0.47	\$4.52	\$0.26	\$4.31
\$4.06	\$0.67	\$4.73	\$0.47	\$4.53	\$0.26	\$4.32
\$4.07	\$0.67	\$4.74	\$0.47	\$4.54	\$0.26	\$4.33
\$4.08	\$0.67	\$4.75	\$0.47	\$4.55	\$0.27	\$4.35
\$4.09	\$0.67	\$4.76	\$0.47	\$4.56	\$0.27	\$4.36
\$4.10	\$0.68	\$4.78	\$0.47	\$4.57	\$0.27	\$4.37
\$4.11	\$0.68	\$4.79	\$0.47	\$4.58	\$0.27	\$4.38
\$4.12	\$0.68	\$4.80	\$0.47	\$4.59	\$0.27	\$4.39
\$4.13	\$0.68	\$4.81	\$0.47	\$4.60	\$0.27	\$4.40
\$4.14	\$0.68	\$4.82	\$0.48	\$4.62	\$0.27	\$4.41
\$4.15	\$0.68	\$4.83	\$0.48	\$4.63	\$0.27	\$4.42
\$4.16	\$0.69	\$4.85	\$0.48	\$4.64	\$0.27	\$4.43
\$4.17	\$0.69	\$4.86	\$0.48	\$4.65	\$0.27	\$4.44
\$4.18	\$0.69	\$4.87	\$0.48	\$4.66	\$0.27	\$4.45
\$4.19	\$0.69	\$4.88	\$0.48	\$4.67	\$0.27	\$4.46
\$4.20	\$0.69	\$4.89	\$0.48	\$4.68	\$0.27	\$4.47
\$4.21	\$0.69	\$4.90	\$0.48	\$4.69	\$0.27	\$4.48
\$4.22	\$0.70	\$4.92	\$0.49	\$4.71	\$0.27	\$4.49

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$4.23 to \$4.60*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.23	\$0.70	\$4.93	\$0.49	\$4.72	\$0.27	\$4.50
\$4.24	\$0.70	\$4.94	\$0.49	\$4.73	\$0.28	\$4.52
\$4.25	\$0.70	\$4.95	\$0.49	\$4.74	\$0.28	\$4.53
\$4.26	\$0.70	\$4.96	\$0.49	\$4.75	\$0.28	\$4.54
\$4.27	\$0.70	\$4.97	\$0.49	\$4.76	\$0.28	\$4.55
\$4.28	\$0.71	\$4.99	\$0.49	\$4.77	\$0.28	\$4.56
\$4.29	\$0.71	\$5.00	\$0.49	\$4.78	\$0.28	\$4.57
\$4.30	\$0.71	\$5.01	\$0.49	\$4.79	\$0.28	\$4.58
\$4.31	\$0.71	\$5.02	\$0.50	\$4.81	\$0.28	\$4.59
\$4.32	\$0.71	\$5.03	\$0.50	\$4.82	\$0.28	\$4.60
\$4.33	\$0.71	\$5.04	\$0.50	\$4.83	\$0.28	\$4.61
\$4.34	\$0.72	\$5.06	\$0.50	\$4.84	\$0.28	\$4.62
\$4.35	\$0.72	\$5.07	\$0.50	\$4.85	\$0.28	\$4.63
\$4.36	\$0.72	\$5.08	\$0.50	\$4.86	\$0.28	\$4.64
\$4.37	\$0.72	\$5.09	\$0.50	\$4.87	\$0.28	\$4.65
\$4.38	\$0.72	\$5.10	\$0.50	\$4.88	\$0.28	\$4.66
\$4.39	\$0.72	\$5.11	\$0.50	\$4.89	\$0.29	\$4.68
\$4.40	\$0.73	\$5.13	\$0.51	\$4.91	\$0.29	\$4.69
\$4.41	\$0.73	\$5.14	\$0.51	\$4.92	\$0.29	\$4.70
\$4.42	\$0.73	\$5.15	\$0.51	\$4.93	\$0.29	\$4.71
\$4.43	\$0.73	\$5.16	\$0.51	\$4.94	\$0.29	\$4.72
\$4.44	\$0.73	\$5.17	\$0.51	\$4.95	\$0.29	\$4.73
\$4.45	\$0.73	\$5.18	\$0.51	\$4.96	\$0.29	\$4.74
\$4.46	\$0.74	\$5.20	\$0.51	\$4.97	\$0.29	\$4.75
\$4.47	\$0.74	\$5.21	\$0.51	\$4.98	\$0.29	\$4.76
\$4.48	\$0.74	\$5.22	\$0.52	\$5.00	\$0.29	\$4.77
\$4.49	\$0.74	\$5.23	\$0.52	\$5.01	\$0.29	\$4.78
\$4.50	\$0.74	\$5.24	\$0.52	\$5.02	\$0.29	\$4.79
\$4.51	\$0.74	\$5.25	\$0.52	\$5.03	\$0.29	\$4.80
\$4.52	\$0.75	\$5.27	\$0.52	\$5.04	\$0.29	\$4.81
\$4.53	\$0.75	\$5.28	\$0.52	\$5.05	\$0.29	\$4.82
\$4.54	\$0.75	\$5.29	\$0.52	\$5.06	\$0.30	\$4.84
\$4.55	\$0.75	\$5.30	\$0.52	\$5.07	\$0.30	\$4.85
\$4.56	\$0.75	\$5.31	\$0.52	\$5.08	\$0.30	\$4.86
\$4.57	\$0.75	\$5.32	\$0.53	\$5.10	\$0.30	\$4.87
\$4.58	\$0.76	\$5.34	\$0.53	\$5.11	\$0.30	\$4.88
\$4.59	\$0.76	\$5.35	\$0.53	\$5.12	\$0.30	\$4.89
\$4.60	\$0.76	\$5.36	\$0.53	\$5.13	\$0.30	\$4.90

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$4.61 to \$4.98*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.61	\$0.76	\$5.37	\$0.53	\$5.14	\$0.30	\$4.91
\$4.62	\$0.76	\$5.38	\$0.53	\$5.15	\$0.30	\$4.92
\$4.63	\$0.76	\$5.39	\$0.53	\$5.16	\$0.30	\$4.93
\$4.64	\$0.77	\$5.41	\$0.53	\$5.17	\$0.30	\$4.94
\$4.65	\$0.77	\$5.42	\$0.53	\$5.18	\$0.30	\$4.95
\$4.66	\$0.77	\$5.43	\$0.54	\$5.20	\$0.30	\$4.96
\$4.67	\$0.77	\$5.44	\$0.54	\$5.21	\$0.30	\$4.97
\$4.68	\$0.77	\$5.45	\$0.54	\$5.22	\$0.30	\$4.98
\$4.69	\$0.77	\$5.46	\$0.54	\$5.23	\$0.30	\$4.99
\$4.70	\$0.78	\$5.48	\$0.54	\$5.24	\$0.31	\$5.01
\$4.71	\$0.78	\$5.49	\$0.54	\$5.25	\$0.31	\$5.02
\$4.72	\$0.78	\$5.50	\$0.54	\$5.26	\$0.31	\$5.03
\$4.73	\$0.78	\$5.51	\$0.54	\$5.27	\$0.31	\$5.04
\$4.74	\$0.78	\$5.52	\$0.55	\$5.29	\$0.31	\$5.05
\$4.75	\$0.78	\$5.53	\$0.55	\$5.30	\$0.31	\$5.06
\$4.76	\$0.79	\$5.55	\$0.55	\$5.31	\$0.31	\$5.07
\$4.77	\$0.79	\$5.56	\$0.55	\$5.32	\$0.31	\$5.08
\$4.78	\$0.79	\$5.57	\$0.55	\$5.33	\$0.31	\$5.09
\$4.79	\$0.79	\$5.58	\$0.55	\$5.34	\$0.31	\$5.10
\$4.80	\$0.79	\$5.59	\$0.55	\$5.35	\$0.31	\$5.11
\$4.81	\$0.79	\$5.60	\$0.55	\$5.36	\$0.31	\$5.12
\$4.82	\$0.80	\$5.62	\$0.55	\$5.37	\$0.31	\$5.13
\$4.83	\$0.80	\$5.63	\$0.56	\$5.39	\$0.31	\$5.14
\$4.84	\$0.80	\$5.64	\$0.56	\$5.40	\$0.31	\$5.15
\$4.85	\$0.80	\$5.65	\$0.56	\$5.41	\$0.32	\$5.17
\$4.86	\$0.80	\$5.66	\$0.56	\$5.42	\$0.32	\$5.18
\$4.87	\$0.80	\$5.67	\$0.56	\$5.43	\$0.32	\$5.19
\$4.88	\$0.81	\$5.69	\$0.56	\$5.44	\$0.32	\$5.20
\$4.89	\$0.81	\$5.70	\$0.56	\$5.45	\$0.32	\$5.21
\$4.90	\$0.81	\$5.71	\$0.56	\$5.46	\$0.32	\$5.22
\$4.91	\$0.81	\$5.72	\$0.56	\$5.47	\$0.32	\$5.23
\$4.92	\$0.81	\$5.73	\$0.57	\$5.49	\$0.32	\$5.24
\$4.93	\$0.81	\$5.74	\$0.57	\$5.50	\$0.32	\$5.25
\$4.94	\$0.82	\$5.76	\$0.57	\$5.51	\$0.32	\$5.26
\$4.95	\$0.82	\$5.77	\$0.57	\$5.52	\$0.32	\$5.27
\$4.96	\$0.82	\$5.78	\$0.57	\$5.53	\$0.32	\$5.28
\$4.97	\$0.82	\$5.79	\$0.57	\$5.54	\$0.32	\$5.29
\$4.98	\$0.82	\$5.80	\$0.57	\$5.55	\$0.32	\$5.30

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$4.99 to \$5.36*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.99	\$0.82	\$5.81	\$0.57	\$5.56	\$0.32	\$5.31
\$5.00	\$0.82	\$5.82	\$0.57	\$5.57	\$0.32	\$5.32
\$5.01	\$0.83	\$5.84	\$0.58	\$5.59	\$0.33	\$5.34
\$5.02	\$0.83	\$5.85	\$0.58	\$5.60	\$0.33	\$5.35
\$5.03	\$0.83	\$5.86	\$0.58	\$5.61	\$0.33	\$5.36
\$5.04	\$0.83	\$5.87	\$0.58	\$5.62	\$0.33	\$5.37
\$5.05	\$0.83	\$5.88	\$0.58	\$5.63	\$0.33	\$5.38
\$5.06	\$0.83	\$5.89	\$0.58	\$5.64	\$0.33	\$5.39
\$5.07	\$0.84	\$5.91	\$0.58	\$5.65	\$0.33	\$5.40
\$5.08	\$0.84	\$5.92	\$0.58	\$5.66	\$0.33	\$5.41
\$5.09	\$0.84	\$5.93	\$0.59	\$5.68	\$0.33	\$5.42
\$5.10	\$0.84	\$5.94	\$0.59	\$5.69	\$0.33	\$5.43
\$5.11	\$0.84	\$5.95	\$0.59	\$5.70	\$0.33	\$5.44
\$5.12	\$0.84	\$5.96	\$0.59	\$5.71	\$0.33	\$5.45
\$5.13	\$0.85	\$5.98	\$0.59	\$5.72	\$0.33	\$5.46
\$5.14	\$0.85	\$5.99	\$0.59	\$5.73	\$0.33	\$5.47
\$5.15	\$0.85	\$6.00	\$0.59	\$5.74	\$0.33	\$5.48
\$5.16	\$0.85	\$6.01	\$0.59	\$5.75	\$0.34	\$5.50
\$5.17	\$0.85	\$6.02	\$0.59	\$5.76	\$0.34	\$5.51
\$5.18	\$0.85	\$6.03	\$0.60	\$5.78	\$0.34	\$5.52
\$5.19	\$0.86	\$6.05	\$0.60	\$5.79	\$0.34	\$5.53
\$5.20	\$0.86	\$6.06	\$0.60	\$5.80	\$0.34	\$5.54
\$5.21	\$0.86	\$6.07	\$0.60	\$5.81	\$0.34	\$5.55
\$5.22	\$0.86	\$6.08	\$0.60	\$5.82	\$0.34	\$5.56
\$5.23	\$0.86	\$6.09	\$0.60	\$5.83	\$0.34	\$5.57
\$5.24	\$0.86	\$6.10	\$0.60	\$5.84	\$0.34	\$5.58
\$5.25	\$0.87	\$6.12	\$0.60	\$5.85	\$0.34	\$5.59
\$5.26	\$0.87	\$6.13	\$0.60	\$5.86	\$0.34	\$5.60
\$5.27	\$0.87	\$6.14	\$0.61	\$5.88	\$0.34	\$5.61
\$5.28	\$0.87	\$6.15	\$0.61	\$5.89	\$0.34	\$5.62
\$5.29	\$0.87	\$6.16	\$0.61	\$5.90	\$0.34	\$5.63
\$5.30	\$0.87	\$6.17	\$0.61	\$5.91	\$0.34	\$5.64
\$5.31	\$0.88	\$6.19	\$0.61	\$5.92	\$0.35	\$5.66
\$5.32	\$0.88	\$6.20	\$0.61	\$5.93	\$0.35	\$5.67
\$5.33	\$0.88	\$6.21	\$0.61	\$5.94	\$0.35	\$5.68
\$5.34	\$0.88	\$6.22	\$0.61	\$5.95	\$0.35	\$5.69
\$5.35	\$0.88	\$6.23	\$0.62	\$5.97	\$0.35	\$5.70
\$5.36	\$0.88	\$6.24	\$0.62	\$5.98	\$0.35	\$5.71

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$5.37 to \$5.74*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$5.37	\$0.89	\$6.26	\$0.62	\$5.99	\$0.35	\$5.72
\$5.38	\$0.89	\$6.27	\$0.62	\$6.00	\$0.35	\$5.73
\$5.39	\$0.89	\$6.28	\$0.62	\$6.01	\$0.35	\$5.74
\$5.40	\$0.89	\$6.29	\$0.62	\$6.02	\$0.35	\$5.75
\$5.41	\$0.89	\$6.30	\$0.62	\$6.03	\$0.35	\$5.76
\$5.42	\$0.89	\$6.31	\$0.62	\$6.04	\$0.35	\$5.77
\$5.43	\$0.90	\$6.33	\$0.62	\$6.05	\$0.35	\$5.78
\$5.44	\$0.90	\$6.34	\$0.63	\$6.07	\$0.35	\$5.79
\$5.45	\$0.90	\$6.35	\$0.63	\$6.08	\$0.35	\$5.80
\$5.46	\$0.90	\$6.36	\$0.63	\$6.09	\$0.35	\$5.81
\$5.47	\$0.90	\$6.37	\$0.63	\$6.10	\$0.36	\$5.83
\$5.48	\$0.90	\$6.38	\$0.63	\$6.11	\$0.36	\$5.84
\$5.49	\$0.91	\$6.40	\$0.63	\$6.12	\$0.36	\$5.85
\$5.50	\$0.91	\$6.41	\$0.63	\$6.13	\$0.36	\$5.86
\$5.51	\$0.91	\$6.42	\$0.63	\$6.14	\$0.36	\$5.87
\$5.52	\$0.91	\$6.43	\$0.63	\$6.15	\$0.36	\$5.88
\$5.53	\$0.91	\$6.44	\$0.64	\$6.17	\$0.36	\$5.89
\$5.54	\$0.91	\$6.45	\$0.64	\$6.18	\$0.36	\$5.90
\$5.55	\$0.92	\$6.47	\$0.64	\$6.19	\$0.36	\$5.91
\$5.56	\$0.92	\$6.48	\$0.64	\$6.20	\$0.36	\$5.92
\$5.57	\$0.92	\$6.49	\$0.64	\$6.21	\$0.36	\$5.93
\$5.58	\$0.92	\$6.50	\$0.64	\$6.22	\$0.36	\$5.94
\$5.59	\$0.92	\$6.51	\$0.64	\$6.23	\$0.36	\$5.95
\$5.60	\$0.92	\$6.52	\$0.64	\$6.24	\$0.36	\$5.96
\$5.61	\$0.93	\$6.54	\$0.65	\$6.26	\$0.36	\$5.97
\$5.62	\$0.93	\$6.55	\$0.65	\$6.27	\$0.37	\$5.99
\$5.63	\$0.93	\$6.56	\$0.65	\$6.28	\$0.37	\$6.00
\$5.64	\$0.93	\$6.57	\$0.65	\$6.29	\$0.37	\$6.01
\$5.65	\$0.93	\$6.58	\$0.65	\$6.30	\$0.37	\$6.02
\$5.66	\$0.93	\$6.59	\$0.65	\$6.31	\$0.37	\$6.03
\$5.67	\$0.94	\$6.61	\$0.65	\$6.32	\$0.37	\$6.04
\$5.68	\$0.94	\$6.62	\$0.65	\$6.33	\$0.37	\$6.05
\$5.69	\$0.94	\$6.63	\$0.65	\$6.34	\$0.37	\$6.06
\$5.70	\$0.94	\$6.64	\$0.66	\$6.36	\$0.37	\$6.07
\$5.71	\$0.94	\$6.65	\$0.66	\$6.37	\$0.37	\$6.08
\$5.72	\$0.94	\$6.66	\$0.66	\$6.38	\$0.37	\$6.09
\$5.73	\$0.95	\$6.68	\$0.66	\$6.39	\$0.37	\$6.10
\$5.74	\$0.95	\$6.69	\$0.66	\$6.40	\$0.37	\$6.11

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$5.75 to \$6.12*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$5.75	\$0.95	\$6.70	\$0.66	\$6.41	\$0.37	\$6.12
\$5.76	\$0.95	\$6.71	\$0.66	\$6.42	\$0.37	\$6.13
\$5.77	\$0.95	\$6.72	\$0.66	\$6.43	\$0.38	\$6.15
\$5.78	\$0.95	\$6.73	\$0.66	\$6.44	\$0.38	\$6.16
\$5.79	\$0.96	\$6.75	\$0.67	\$6.46	\$0.38	\$6.17
\$5.80	\$0.96	\$6.76	\$0.67	\$6.47	\$0.38	\$6.18
\$5.81	\$0.96	\$6.77	\$0.67	\$6.48	\$0.38	\$6.19
\$5.82	\$0.96	\$6.78	\$0.67	\$6.49	\$0.38	\$6.20
\$5.83	\$0.96	\$6.79	\$0.67	\$6.50	\$0.38	\$6.21
\$5.84	\$0.96	\$6.80	\$0.67	\$6.51	\$0.38	\$6.22
\$5.85	\$0.97	\$6.82	\$0.67	\$6.52	\$0.38	\$6.23
\$5.86	\$0.97	\$6.83	\$0.67	\$6.53	\$0.38	\$6.24
\$5.87	\$0.97	\$6.84	\$0.68	\$6.55	\$0.38	\$6.25
\$5.88	\$0.97	\$6.85	\$0.68	\$6.56	\$0.38	\$6.26
\$5.89	\$0.97	\$6.86	\$0.68	\$6.57	\$0.38	\$6.27
\$5.90	\$0.97	\$6.87	\$0.68	\$6.58	\$0.38	\$6.28
\$5.91	\$0.98	\$6.89	\$0.68	\$6.59	\$0.38	\$6.29
\$5.92	\$0.98	\$6.90	\$0.68	\$6.60	\$0.38	\$6.30
\$5.93	\$0.98	\$6.91	\$0.68	\$6.61	\$0.39	\$6.32
\$5.94	\$0.98	\$6.92	\$0.68	\$6.62	\$0.39	\$6.33
\$5.95	\$0.98	\$6.93	\$0.68	\$6.63	\$0.39	\$6.34
\$5.96	\$0.98	\$6.94	\$0.69	\$6.65	\$0.39	\$6.35
\$5.97	\$0.99	\$6.96	\$0.69	\$6.66	\$0.39	\$6.36
\$5.98	\$0.99	\$6.97	\$0.69	\$6.67	\$0.39	\$6.37
\$5.99	\$0.99	\$6.98	\$0.69	\$6.68	\$0.39	\$6.38
\$6.00	\$0.99	\$6.99	\$0.69	\$6.69	\$0.39	\$6.39
\$6.01	\$0.99	\$7.00	\$0.69	\$6.70	\$0.39	\$6.40
\$6.02	\$0.99	\$7.01	\$0.69	\$6.71	\$0.39	\$6.41
\$6.03	\$0.99	\$7.02	\$0.69	\$6.72	\$0.39	\$6.42
\$6.04	\$1.00	\$7.04	\$0.69	\$6.73	\$0.39	\$6.43
\$6.05	\$1.00	\$7.05	\$0.70	\$6.75	\$0.39	\$6.44
\$6.06	\$1.00	\$7.06	\$0.70	\$6.76	\$0.39	\$6.45
\$6.07	\$1.00	\$7.07	\$0.70	\$6.77	\$0.39	\$6.46
\$6.08	\$1.00	\$7.08	\$0.70	\$6.78	\$0.40	\$6.48
\$6.09	\$1.00	\$7.09	\$0.70	\$6.79	\$0.40	\$6.49
\$6.10	\$1.01	\$7.11	\$0.70	\$6.80	\$0.40	\$6.50
\$6.11	\$1.01	\$7.12	\$0.70	\$6.81	\$0.40	\$6.51
\$6.12	\$1.01	\$7.13	\$0.70	\$6.82	\$0.40	\$6.52

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$6.13 to \$6.50*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.13	\$1.01	\$7.14	\$0.70	\$6.83	\$0.40	\$6.53
\$6.14	\$1.01	\$7.15	\$0.71	\$6.85	\$0.40	\$6.54
\$6.15	\$1.01	\$7.16	\$0.71	\$6.86	\$0.40	\$6.55
\$6.16	\$1.02	\$7.18	\$0.71	\$6.87	\$0.40	\$6.56
\$6.17	\$1.02	\$7.19	\$0.71	\$6.88	\$0.40	\$6.57
\$6.18	\$1.02	\$7.20	\$0.71	\$6.89	\$0.40	\$6.58
\$6.19	\$1.02	\$7.21	\$0.71	\$6.90	\$0.40	\$6.59
\$6.20	\$1.02	\$7.22	\$0.71	\$6.91	\$0.40	\$6.60
\$6.21	\$1.02	\$7.23	\$0.71	\$6.92	\$0.40	\$6.61
\$6.22	\$1.03	\$7.25	\$0.72	\$6.94	\$0.40	\$6.62
\$6.23	\$1.03	\$7.26	\$0.72	\$6.95	\$0.40	\$6.63
\$6.24	\$1.03	\$7.27	\$0.72	\$6.96	\$0.41	\$6.65
\$6.25	\$1.03	\$7.28	\$0.72	\$6.97	\$0.41	\$6.66
\$6.26	\$1.03	\$7.29	\$0.72	\$6.98	\$0.41	\$6.67
\$6.27	\$1.03	\$7.30	\$0.72	\$6.99	\$0.41	\$6.68
\$6.28	\$1.04	\$7.32	\$0.72	\$7.00	\$0.41	\$6.69
\$6.29	\$1.04	\$7.33	\$0.72	\$7.01	\$0.41	\$6.70
\$6.30	\$1.04	\$7.34	\$0.72	\$7.02	\$0.41	\$6.71
\$6.31	\$1.04	\$7.35	\$0.73	\$7.04	\$0.41	\$6.72
\$6.32	\$1.04	\$7.36	\$0.73	\$7.05	\$0.41	\$6.73
\$6.33	\$1.04	\$7.37	\$0.73	\$7.06	\$0.41	\$6.74
\$6.34	\$1.05	\$7.39	\$0.73	\$7.07	\$0.41	\$6.75
\$6.35	\$1.05	\$7.40	\$0.73	\$7.08	\$0.41	\$6.76
\$6.36	\$1.05	\$7.41	\$0.73	\$7.09	\$0.41	\$6.77
\$6.37	\$1.05	\$7.42	\$0.73	\$7.10	\$0.41	\$6.78
\$6.38	\$1.05	\$7.43	\$0.73	\$7.11	\$0.41	\$6.79
\$6.39	\$1.05	\$7.44	\$0.73	\$7.12	\$0.42	\$6.81
\$6.40	\$1.06	\$7.46	\$0.74	\$7.14	\$0.42	\$6.82
\$6.41	\$1.06	\$7.47	\$0.74	\$7.15	\$0.42	\$6.83
\$6.42	\$1.06	\$7.48	\$0.74	\$7.16	\$0.42	\$6.84
\$6.43	\$1.06	\$7.49	\$0.74	\$7.17	\$0.42	\$6.85
\$6.44	\$1.06	\$7.50	\$0.74	\$7.18	\$0.42	\$6.86
\$6.45	\$1.06	\$7.51	\$0.74	\$7.19	\$0.42	\$6.87
\$6.46	\$1.07	\$7.53	\$0.74	\$7.20	\$0.42	\$6.88
\$6.47	\$1.07	\$7.54	\$0.74	\$7.21	\$0.42	\$6.89
\$6.48	\$1.07	\$7.55	\$0.75	\$7.23	\$0.42	\$6.90
\$6.49	\$1.07	\$7.56	\$0.75	\$7.24	\$0.42	\$6.91
\$6.50	\$1.07	\$7.57	\$0.75	\$7.25	\$0.42	\$6.92

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$6.51 to \$6.88*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.51	\$1.07	\$7.58	\$0.75	\$7.26	\$0.42	\$6.93
\$6.52	\$1.08	\$7.60	\$0.75	\$7.27	\$0.42	\$6.94
\$6.53	\$1.08	\$7.61	\$0.75	\$7.28	\$0.42	\$6.95
\$6.54	\$1.08	\$7.62	\$0.75	\$7.29	\$0.43	\$6.97
\$6.55	\$1.08	\$7.63	\$0.75	\$7.30	\$0.43	\$6.98
\$6.56	\$1.08	\$7.64	\$0.75	\$7.31	\$0.43	\$6.99
\$6.57	\$1.08	\$7.65	\$0.76	\$7.33	\$0.43	\$7.00
\$6.58	\$1.09	\$7.67	\$0.76	\$7.34	\$0.43	\$7.01
\$6.59	\$1.09	\$7.68	\$0.76	\$7.35	\$0.43	\$7.02
\$6.60	\$1.09	\$7.69	\$0.76	\$7.36	\$0.43	\$7.03
\$6.61	\$1.09	\$7.70	\$0.76	\$7.37	\$0.43	\$7.04
\$6.62	\$1.09	\$7.71	\$0.76	\$7.38	\$0.43	\$7.05
\$6.63	\$1.09	\$7.72	\$0.76	\$7.39	\$0.43	\$7.06
\$6.64	\$1.10	\$7.74	\$0.76	\$7.40	\$0.43	\$7.07
\$6.65	\$1.10	\$7.75	\$0.76	\$7.41	\$0.43	\$7.08
\$6.66	\$1.10	\$7.76	\$0.77	\$7.43	\$0.43	\$7.09
\$6.67	\$1.10	\$7.77	\$0.77	\$7.44	\$0.43	\$7.10
\$6.68	\$1.10	\$7.78	\$0.77	\$7.45	\$0.43	\$7.11
\$6.69	\$1.10	\$7.79	\$0.77	\$7.46	\$0.43	\$7.12
\$6.70	\$1.11	\$7.81	\$0.77	\$7.47	\$0.44	\$7.14
\$6.71	\$1.11	\$7.82	\$0.77	\$7.48	\$0.44	\$7.15
\$6.72	\$1.11	\$7.83	\$0.77	\$7.49	\$0.44	\$7.16
\$6.73	\$1.11	\$7.84	\$0.77	\$7.50	\$0.44	\$7.17
\$6.74	\$1.11	\$7.85	\$0.78	\$7.52	\$0.44	\$7.18
\$6.75	\$1.11	\$7.86	\$0.78	\$7.53	\$0.44	\$7.19
\$6.76	\$1.12	\$7.88	\$0.78	\$7.54	\$0.44	\$7.20
\$6.77	\$1.12	\$7.89	\$0.78	\$7.55	\$0.44	\$7.21
\$6.78	\$1.12	\$7.90	\$0.78	\$7.56	\$0.44	\$7.22
\$6.79	\$1.12	\$7.91	\$0.78	\$7.57	\$0.44	\$7.23
\$6.80	\$1.12	\$7.92	\$0.78	\$7.58	\$0.44	\$7.24
\$6.81	\$1.12	\$7.93	\$0.78	\$7.59	\$0.44	\$7.25
\$6.82	\$1.13	\$7.95	\$0.78	\$7.60	\$0.44	\$7.26
\$6.83	\$1.13	\$7.96	\$0.79	\$7.62	\$0.44	\$7.27
\$6.84	\$1.13	\$7.97	\$0.79	\$7.63	\$0.44	\$7.28
\$6.85	\$1.13	\$7.98	\$0.79	\$7.64	\$0.45	\$7.30
\$6.86	\$1.13	\$7.99	\$0.79	\$7.65	\$0.45	\$7.31
\$6.87	\$1.13	\$8.00	\$0.79	\$7.66	\$0.45	\$7.32
\$6.88	\$1.14	\$8.02	\$0.79	\$7.67	\$0.45	\$7.33

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$6.89 to \$7.26*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.89	\$1.14	\$8.03	\$0.79	\$7.68	\$0.45	\$7.34
\$6.90	\$1.14	\$8.04	\$0.79	\$7.69	\$0.45	\$7.35
\$6.91	\$1.14	\$8.05	\$0.79	\$7.70	\$0.45	\$7.36
\$6.92	\$1.14	\$8.06	\$0.80	\$7.72	\$0.45	\$7.37
\$6.93	\$1.14	\$8.07	\$0.80	\$7.73	\$0.45	\$7.38
\$6.94	\$1.15	\$8.09	\$0.80	\$7.74	\$0.45	\$7.39
\$6.95	\$1.15	\$8.10	\$0.80	\$7.75	\$0.45	\$7.40
\$6.96	\$1.15	\$8.11	\$0.80	\$7.76	\$0.45	\$7.41
\$6.97	\$1.15	\$8.12	\$0.80	\$7.77	\$0.45	\$7.42
\$6.98	\$1.15	\$8.13	\$0.80	\$7.78	\$0.45	\$7.43
\$6.99	\$1.15	\$8.14	\$0.80	\$7.79	\$0.45	\$7.44
\$7.00	\$1.15	\$8.15	\$0.80	\$7.80	\$0.45	\$7.45
\$7.01	\$1.16	\$8.17	\$0.81	\$7.82	\$0.46	\$7.47
\$7.02	\$1.16	\$8.18	\$0.81	\$7.83	\$0.46	\$7.48
\$7.03	\$1.16	\$8.19	\$0.81	\$7.84	\$0.46	\$7.49
\$7.04	\$1.16	\$8.20	\$0.81	\$7.85	\$0.46	\$7.50
\$7.05	\$1.16	\$8.21	\$0.81	\$7.86	\$0.46	\$7.51
\$7.06	\$1.16	\$8.22	\$0.81	\$7.87	\$0.46	\$7.52
\$7.07	\$1.17	\$8.24	\$0.81	\$7.88	\$0.46	\$7.53
\$7.08	\$1.17	\$8.25	\$0.81	\$7.89	\$0.46	\$7.54
\$7.09	\$1.17	\$8.26	\$0.82	\$7.91	\$0.46	\$7.55
\$7.10	\$1.17	\$8.27	\$0.82	\$7.92	\$0.46	\$7.56
\$7.11	\$1.17	\$8.28	\$0.82	\$7.93	\$0.46	\$7.57
\$7.12	\$1.17	\$8.29	\$0.82	\$7.94	\$0.46	\$7.58
\$7.13	\$1.18	\$8.31	\$0.82	\$7.95	\$0.46	\$7.59
\$7.14	\$1.18	\$8.32	\$0.82	\$7.96	\$0.46	\$7.60
\$7.15	\$1.18	\$8.33	\$0.82	\$7.97	\$0.46	\$7.61
\$7.16	\$1.18	\$8.34	\$0.82	\$7.98	\$0.47	\$7.63
\$7.17	\$1.18	\$8.35	\$0.82	\$7.99	\$0.47	\$7.64
\$7.18	\$1.18	\$8.36	\$0.83	\$8.01	\$0.47	\$7.65
\$7.19	\$1.19	\$8.38	\$0.83	\$8.02	\$0.47	\$7.66
\$7.20	\$1.19	\$8.39	\$0.83	\$8.03	\$0.47	\$7.67
\$7.21	\$1.19	\$8.40	\$0.83	\$8.04	\$0.47	\$7.68
\$7.22	\$1.19	\$8.41	\$0.83	\$8.05	\$0.47	\$7.69
\$7.23	\$1.19	\$8.42	\$0.83	\$8.06	\$0.47	\$7.70
\$7.24	\$1.19	\$8.43	\$0.83	\$8.07	\$0.47	\$7.71
\$7.25	\$1.20	\$8.45	\$0.83	\$8.08	\$0.47	\$7.72
\$7.26	\$1.20	\$8.46	\$0.83	\$8.09	\$0.47	\$7.73

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$7.27 to \$7.64*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$7.27	\$1.20	\$8.47	\$0.84	\$8.11	\$0.47	\$7.74
\$7.28	\$1.20	\$8.48	\$0.84	\$8.12	\$0.47	\$7.75
\$7.29	\$1.20	\$8.49	\$0.84	\$8.13	\$0.47	\$7.76
\$7.30	\$1.20	\$8.50	\$0.84	\$8.14	\$0.47	\$7.77
\$7.31	\$1.21	\$8.52	\$0.84	\$8.15	\$0.48	\$7.79
\$7.32	\$1.21	\$8.53	\$0.84	\$8.16	\$0.48	\$7.80
\$7.33	\$1.21	\$8.54	\$0.84	\$8.17	\$0.48	\$7.81
\$7.34	\$1.21	\$8.55	\$0.84	\$8.18	\$0.48	\$7.82
\$7.35	\$1.21	\$8.56	\$0.85	\$8.20	\$0.48	\$7.83
\$7.36	\$1.21	\$8.57	\$0.85	\$8.21	\$0.48	\$7.84
\$7.37	\$1.22	\$8.59	\$0.85	\$8.22	\$0.48	\$7.85
\$7.38	\$1.22	\$8.60	\$0.85	\$8.23	\$0.48	\$7.86
\$7.39	\$1.22	\$8.61	\$0.85	\$8.24	\$0.48	\$7.87
\$7.40	\$1.22	\$8.62	\$0.85	\$8.25	\$0.48	\$7.88
\$7.41	\$1.22	\$8.63	\$0.85	\$8.26	\$0.48	\$7.89
\$7.42	\$1.22	\$8.64	\$0.85	\$8.27	\$0.48	\$7.90
\$7.43	\$1.23	\$8.66	\$0.85	\$8.28	\$0.48	\$7.91
\$7.44	\$1.23	\$8.67	\$0.86	\$8.30	\$0.48	\$7.92
\$7.45	\$1.23	\$8.68	\$0.86	\$8.31	\$0.48	\$7.93
\$7.46	\$1.23	\$8.69	\$0.86	\$8.32	\$0.48	\$7.94
\$7.47	\$1.23	\$8.70	\$0.86	\$8.33	\$0.49	\$7.96
\$7.48	\$1.23	\$8.71	\$0.86	\$8.34	\$0.49	\$7.97
\$7.49	\$1.24	\$8.73	\$0.86	\$8.35	\$0.49	\$7.98
\$7.50	\$1.24	\$8.74	\$0.86	\$8.36	\$0.49	\$7.99
\$7.51	\$1.24	\$8.75	\$0.86	\$8.37	\$0.49	\$8.00
\$7.52	\$1.24	\$8.76	\$0.86	\$8.38	\$0.49	\$8.01
\$7.53	\$1.24	\$8.77	\$0.87	\$8.40	\$0.49	\$8.02
\$7.54	\$1.24	\$8.78	\$0.87	\$8.41	\$0.49	\$8.03
\$7.55	\$1.25	\$8.80	\$0.87	\$8.42	\$0.49	\$8.04
\$7.56	\$1.25	\$8.81	\$0.87	\$8.43	\$0.49	\$8.05
\$7.57	\$1.25	\$8.82	\$0.87	\$8.44	\$0.49	\$8.06
\$7.58	\$1.25	\$8.83	\$0.87	\$8.45	\$0.49	\$8.07
\$7.59	\$1.25	\$8.84	\$0.87	\$8.46	\$0.49	\$8.08
\$7.60	\$1.25	\$8.85	\$0.87	\$8.47	\$0.49	\$8.09
\$7.61	\$1.26	\$8.87	\$0.88	\$8.49	\$0.49	\$8.10
\$7.62	\$1.26	\$8.88	\$0.88	\$8.50	\$0.50	\$8.12
\$7.63	\$1.26	\$8.89	\$0.88	\$8.51	\$0.50	\$8.13
\$7.64	\$1.26	\$8.90	\$0.88	\$8.52	\$0.50	\$8.14

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$7.65 to \$8.02*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$7.65	\$1.26	\$8.91	\$0.88	\$8.53	\$0.50	\$8.15
\$7.66	\$1.26	\$8.92	\$0.88	\$8.54	\$0.50	\$8.16
\$7.67	\$1.27	\$8.94	\$0.88	\$8.55	\$0.50	\$8.17
\$7.68	\$1.27	\$8.95	\$0.88	\$8.56	\$0.50	\$8.18
\$7.69	\$1.27	\$8.96	\$0.88	\$8.57	\$0.50	\$8.19
\$7.70	\$1.27	\$8.97	\$0.89	\$8.59	\$0.50	\$8.20
\$7.71	\$1.27	\$8.98	\$0.89	\$8.60	\$0.50	\$8.21
\$7.72	\$1.27	\$8.99	\$0.89	\$8.61	\$0.50	\$8.22
\$7.73	\$1.28	\$9.01	\$0.89	\$8.62	\$0.50	\$8.23
\$7.74	\$1.28	\$9.02	\$0.89	\$8.63	\$0.50	\$8.24
\$7.75	\$1.28	\$9.03	\$0.89	\$8.64	\$0.50	\$8.25
\$7.76	\$1.28	\$9.04	\$0.89	\$8.65	\$0.50	\$8.26
\$7.77	\$1.28	\$9.05	\$0.89	\$8.66	\$0.51	\$8.28
\$7.78	\$1.28	\$9.06	\$0.89	\$8.67	\$0.51	\$8.29
\$7.79	\$1.29	\$9.08	\$0.90	\$8.69	\$0.51	\$8.30
\$7.80	\$1.29	\$9.09	\$0.90	\$8.70	\$0.51	\$8.31
\$7.81	\$1.29	\$9.10	\$0.90	\$8.71	\$0.51	\$8.32
\$7.82	\$1.29	\$9.11	\$0.90	\$8.72	\$0.51	\$8.33
\$7.83	\$1.29	\$9.12	\$0.90	\$8.73	\$0.51	\$8.34
\$7.84	\$1.29	\$9.13	\$0.90	\$8.74	\$0.51	\$8.35
\$7.85	\$1.30	\$9.15	\$0.90	\$8.75	\$0.51	\$8.36
\$7.86	\$1.30	\$9.16	\$0.90	\$8.76	\$0.51	\$8.37
\$7.87	\$1.30	\$9.17	\$0.91	\$8.78	\$0.51	\$8.38
\$7.88	\$1.30	\$9.18	\$0.91	\$8.79	\$0.51	\$8.39
\$7.89	\$1.30	\$9.19	\$0.91	\$8.80	\$0.51	\$8.40
\$7.90	\$1.30	\$9.20	\$0.91	\$8.81	\$0.51	\$8.41
\$7.91	\$1.31	\$9.22	\$0.91	\$8.82	\$0.51	\$8.42
\$7.92	\$1.31	\$9.23	\$0.91	\$8.83	\$0.51	\$8.43
\$7.93	\$1.31	\$9.24	\$0.91	\$8.84	\$0.52	\$8.45
\$7.94	\$1.31	\$9.25	\$0.91	\$8.85	\$0.52	\$8.46
\$7.95	\$1.31	\$9.26	\$0.91	\$8.86	\$0.52	\$8.47
\$7.96	\$1.31	\$9.27	\$0.92	\$8.88	\$0.52	\$8.48
\$7.97	\$1.32	\$9.29	\$0.92	\$8.89	\$0.52	\$8.49
\$7.98	\$1.32	\$9.30	\$0.92	\$8.90	\$0.52	\$8.50
\$7.99	\$1.32	\$9.31	\$0.92	\$8.91	\$0.52	\$8.51
\$8.00	\$1.32	\$9.32	\$0.92	\$8.92	\$0.52	\$8.52
\$8.01	\$1.32	\$9.33	\$0.92	\$8.93	\$0.52	\$8.53
\$8.02	\$1.32	\$9.34	\$0.92	\$8.94	\$0.52	\$8.54

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$8.03 to \$8.40*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.03	\$1.32	\$9.35	\$0.92	\$8.95	\$0.52	\$8.55
\$8.04	\$1.33	\$9.37	\$0.92	\$8.96	\$0.52	\$8.56
\$8.05	\$1.33	\$9.38	\$0.93	\$8.98	\$0.52	\$8.57
\$8.06	\$1.33	\$9.39	\$0.93	\$8.99	\$0.52	\$8.58
\$8.07	\$1.33	\$9.40	\$0.93	\$9.00	\$0.52	\$8.59
\$8.08	\$1.33	\$9.41	\$0.93	\$9.01	\$0.53	\$8.61
\$8.09	\$1.33	\$9.42	\$0.93	\$9.02	\$0.53	\$8.62
\$8.10	\$1.34	\$9.44	\$0.93	\$9.03	\$0.53	\$8.63
\$8.11	\$1.34	\$9.45	\$0.93	\$9.04	\$0.53	\$8.64
\$8.12	\$1.34	\$9.46	\$0.93	\$9.05	\$0.53	\$8.65
\$8.13	\$1.34	\$9.47	\$0.93	\$9.06	\$0.53	\$8.66
\$8.14	\$1.34	\$9.48	\$0.94	\$9.08	\$0.53	\$8.67
\$8.15	\$1.34	\$9.49	\$0.94	\$9.09	\$0.53	\$8.68
\$8.16	\$1.35	\$9.51	\$0.94	\$9.10	\$0.53	\$8.69
\$8.17	\$1.35	\$9.52	\$0.94	\$9.11	\$0.53	\$8.70
\$8.18	\$1.35	\$9.53	\$0.94	\$9.12	\$0.53	\$8.71
\$8.19	\$1.35	\$9.54	\$0.94	\$9.13	\$0.53	\$8.72
\$8.20	\$1.35	\$9.55	\$0.94	\$9.14	\$0.53	\$8.73
\$8.21	\$1.35	\$9.56	\$0.94	\$9.15	\$0.53	\$8.74
\$8.22	\$1.36	\$9.58	\$0.95	\$9.17	\$0.53	\$8.75
\$8.23	\$1.36	\$9.59	\$0.95	\$9.18	\$0.53	\$8.76
\$8.24	\$1.36	\$9.60	\$0.95	\$9.19	\$0.54	\$8.78
\$8.25	\$1.36	\$9.61	\$0.95	\$9.20	\$0.54	\$8.79
\$8.26	\$1.36	\$9.62	\$0.95	\$9.21	\$0.54	\$8.80
\$8.27	\$1.36	\$9.63	\$0.95	\$9.22	\$0.54	\$8.81
\$8.28	\$1.37	\$9.65	\$0.95	\$9.23	\$0.54	\$8.82
\$8.29	\$1.37	\$9.66	\$0.95	\$9.24	\$0.54	\$8.83
\$8.30	\$1.37	\$9.67	\$0.95	\$9.25	\$0.54	\$8.84
\$8.31	\$1.37	\$9.68	\$0.96	\$9.27	\$0.54	\$8.85
\$8.32	\$1.37	\$9.69	\$0.96	\$9.28	\$0.54	\$8.86
\$8.33	\$1.37	\$9.70	\$0.96	\$9.29	\$0.54	\$8.87
\$8.34	\$1.38	\$9.72	\$0.96	\$9.30	\$0.54	\$8.88
\$8.35	\$1.38	\$9.73	\$0.96	\$9.31	\$0.54	\$8.89
\$8.36	\$1.38	\$9.74	\$0.96	\$9.32	\$0.54	\$8.90
\$8.37	\$1.38	\$9.75	\$0.96	\$9.33	\$0.54	\$8.91
\$8.38	\$1.38	\$9.76	\$0.96	\$9.34	\$0.54	\$8.92
\$8.39	\$1.38	\$9.77	\$0.96	\$9.35	\$0.55	\$8.94
\$8.40	\$1.39	\$9.79	\$0.97	\$9.37	\$0.55	\$8.95

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$8.41 to \$8.78*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.41	\$1.39	\$9.80	\$0.97	\$9.38	\$0.55	\$8.96
\$8.42	\$1.39	\$9.81	\$0.97	\$9.39	\$0.55	\$8.97
\$8.43	\$1.39	\$9.82	\$0.97	\$9.40	\$0.55	\$8.98
\$8.44	\$1.39	\$9.83	\$0.97	\$9.41	\$0.55	\$8.99
\$8.45	\$1.39	\$9.84	\$0.97	\$9.42	\$0.55	\$9.00
\$8.46	\$1.40	\$9.86	\$0.97	\$9.43	\$0.55	\$9.01
\$8.47	\$1.40	\$9.87	\$0.97	\$9.44	\$0.55	\$9.02
\$8.48	\$1.40	\$9.88	\$0.98	\$9.46	\$0.55	\$9.03
\$8.49	\$1.40	\$9.89	\$0.98	\$9.47	\$0.55	\$9.04
\$8.50	\$1.40	\$9.90	\$0.98	\$9.48	\$0.55	\$9.05
\$8.51	\$1.40	\$9.91	\$0.98	\$9.49	\$0.55	\$9.06
\$8.52	\$1.41	\$9.93	\$0.98	\$9.50	\$0.55	\$9.07
\$8.53	\$1.41	\$9.94	\$0.98	\$9.51	\$0.55	\$9.08
\$8.54	\$1.41	\$9.95	\$0.98	\$9.52	\$0.56	\$9.10
\$8.55	\$1.41	\$9.96	\$0.98	\$9.53	\$0.56	\$9.11
\$8.56	\$1.41	\$9.97	\$0.98	\$9.54	\$0.56	\$9.12
\$8.57	\$1.41	\$9.98	\$0.99	\$9.56	\$0.56	\$9.13
\$8.58	\$1.42	\$10.00	\$0.99	\$9.57	\$0.56	\$9.14
\$8.59	\$1.42	\$10.01	\$0.99	\$9.58	\$0.56	\$9.15
\$8.60	\$1.42	\$10.02	\$0.99	\$9.59	\$0.56	\$9.16
\$8.61	\$1.42	\$10.03	\$0.99	\$9.60	\$0.56	\$9.17
\$8.62	\$1.42	\$10.04	\$0.99	\$9.61	\$0.56	\$9.18
\$8.63	\$1.42	\$10.05	\$0.99	\$9.62	\$0.56	\$9.19
\$8.64	\$1.43	\$10.07	\$0.99	\$9.63	\$0.56	\$9.20
\$8.65	\$1.43	\$10.08	\$0.99	\$9.64	\$0.56	\$9.21
\$8.66	\$1.43	\$10.09	\$1.00	\$9.66	\$0.56	\$9.22
\$8.67	\$1.43	\$10.10	\$1.00	\$9.67	\$0.56	\$9.23
\$8.68	\$1.43	\$10.11	\$1.00	\$9.68	\$0.56	\$9.24
\$8.69	\$1.43	\$10.12	\$1.00	\$9.69	\$0.56	\$9.25
\$8.70	\$1.44	\$10.14	\$1.00	\$9.70	\$0.57	\$9.27
\$8.71	\$1.44	\$10.15	\$1.00	\$9.71	\$0.57	\$9.28
\$8.72	\$1.44	\$10.16	\$1.00	\$9.72	\$0.57	\$9.29
\$8.73	\$1.44	\$10.17	\$1.00	\$9.73	\$0.57	\$9.30
\$8.74	\$1.44	\$10.18	\$1.01	\$9.75	\$0.57	\$9.31
\$8.75	\$1.44	\$10.19	\$1.01	\$9.76	\$0.57	\$9.32
\$8.76	\$1.45	\$10.21	\$1.01	\$9.77	\$0.57	\$9.33
\$8.77	\$1.45	\$10.22	\$1.01	\$9.78	\$0.57	\$9.34
\$8.78	\$1.45	\$10.23	\$1.01	\$9.79	\$0.57	\$9.35

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$8.79 to \$9.16*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.79	\$1.45	\$10.24	\$1.01	\$9.80	\$0.57	\$9.36
\$8.80	\$1.45	\$10.25	\$1.01	\$9.81	\$0.57	\$9.37
\$8.81	\$1.45	\$10.26	\$1.01	\$9.82	\$0.57	\$9.38
\$8.82	\$1.46	\$10.28	\$1.01	\$9.83	\$0.57	\$9.39
\$8.83	\$1.46	\$10.29	\$1.02	\$9.85	\$0.57	\$9.40
\$8.84	\$1.46	\$10.30	\$1.02	\$9.86	\$0.57	\$9.41
\$8.85	\$1.46	\$10.31	\$1.02	\$9.87	\$0.58	\$9.43
\$8.86	\$1.46	\$10.32	\$1.02	\$9.88	\$0.58	\$9.44
\$8.87	\$1.46	\$10.33	\$1.02	\$9.89	\$0.58	\$9.45
\$8.88	\$1.47	\$10.35	\$1.02	\$9.90	\$0.58	\$9.46
\$8.89	\$1.47	\$10.36	\$1.02	\$9.91	\$0.58	\$9.47
\$8.90	\$1.47	\$10.37	\$1.02	\$9.92	\$0.58	\$9.48
\$8.91	\$1.47	\$10.38	\$1.02	\$9.93	\$0.58	\$9.49
\$8.92	\$1.47	\$10.39	\$1.03	\$9.95	\$0.58	\$9.50
\$8.93	\$1.47	\$10.40	\$1.03	\$9.96	\$0.58	\$9.51
\$8.94	\$1.48	\$10.42	\$1.03	\$9.97	\$0.58	\$9.52
\$8.95	\$1.48	\$10.43	\$1.03	\$9.98	\$0.58	\$9.53
\$8.96	\$1.48	\$10.44	\$1.03	\$9.99	\$0.58	\$9.54
\$8.97	\$1.48	\$10.45	\$1.03	\$10.00	\$0.58	\$9.55
\$8.98	\$1.48	\$10.46	\$1.03	\$10.01	\$0.58	\$9.56
\$8.99	\$1.48	\$10.47	\$1.03	\$10.02	\$0.58	\$9.57
\$9.00	\$1.48	\$10.48	\$1.03	\$10.03	\$0.58	\$9.58
\$9.01	\$1.49	\$10.50	\$1.04	\$10.05	\$0.59	\$9.60
\$9.02	\$1.49	\$10.51	\$1.04	\$10.06	\$0.59	\$9.61
\$9.03	\$1.49	\$10.52	\$1.04	\$10.07	\$0.59	\$9.62
\$9.04	\$1.49	\$10.53	\$1.04	\$10.08	\$0.59	\$9.63
\$9.05	\$1.49	\$10.54	\$1.04	\$10.09	\$0.59	\$9.64
\$9.06	\$1.49	\$10.55	\$1.04	\$10.10	\$0.59	\$9.65
\$9.07	\$1.50	\$10.57	\$1.04	\$10.11	\$0.59	\$9.66
\$9.08	\$1.50	\$10.58	\$1.04	\$10.12	\$0.59	\$9.67
\$9.09	\$1.50	\$10.59	\$1.05	\$10.14	\$0.59	\$9.68
\$9.10	\$1.50	\$10.60	\$1.05	\$10.15	\$0.59	\$9.69
\$9.11	\$1.50	\$10.61	\$1.05	\$10.16	\$0.59	\$9.70
\$9.12	\$1.50	\$10.62	\$1.05	\$10.17	\$0.59	\$9.71
\$9.13	\$1.51	\$10.64	\$1.05	\$10.18	\$0.59	\$9.72
\$9.14	\$1.51	\$10.65	\$1.05	\$10.19	\$0.59	\$9.73
\$9.15	\$1.51	\$10.66	\$1.05	\$10.20	\$0.59	\$9.74
\$9.16	\$1.51	\$10.67	\$1.05	\$10.21	\$0.60	\$9.76

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$9.17 to \$9.54*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.17	\$1.51	\$10.68	\$1.05	\$10.22	\$0.60	\$9.77
\$9.18	\$1.51	\$10.69	\$1.06	\$10.24	\$0.60	\$9.78
\$9.19	\$1.52	\$10.71	\$1.06	\$10.25	\$0.60	\$9.79
\$9.20	\$1.52	\$10.72	\$1.06	\$10.26	\$0.60	\$9.80
\$9.21	\$1.52	\$10.73	\$1.06	\$10.27	\$0.60	\$9.81
\$9.22	\$1.52	\$10.74	\$1.06	\$10.28	\$0.60	\$9.82
\$9.23	\$1.52	\$10.75	\$1.06	\$10.29	\$0.60	\$9.83
\$9.24	\$1.52	\$10.76	\$1.06	\$10.30	\$0.60	\$9.84
\$9.25	\$1.53	\$10.78	\$1.06	\$10.31	\$0.60	\$9.85
\$9.26	\$1.53	\$10.79	\$1.06	\$10.32	\$0.60	\$9.86
\$9.27	\$1.53	\$10.80	\$1.07	\$10.34	\$0.60	\$9.87
\$9.28	\$1.53	\$10.81	\$1.07	\$10.35	\$0.60	\$9.88
\$9.29	\$1.53	\$10.82	\$1.07	\$10.36	\$0.60	\$9.89
\$9.30	\$1.53	\$10.83	\$1.07	\$10.37	\$0.60	\$9.90
\$9.31	\$1.54	\$10.85	\$1.07	\$10.38	\$0.61	\$9.92
\$9.32	\$1.54	\$10.86	\$1.07	\$10.39	\$0.61	\$9.93
\$9.33	\$1.54	\$10.87	\$1.07	\$10.40	\$0.61	\$9.94
\$9.34	\$1.54	\$10.88	\$1.07	\$10.41	\$0.61	\$9.95
\$9.35	\$1.54	\$10.89	\$1.08	\$10.43	\$0.61	\$9.96
\$9.36	\$1.54	\$10.90	\$1.08	\$10.44	\$0.61	\$9.97
\$9.37	\$1.55	\$10.92	\$1.08	\$10.45	\$0.61	\$9.98
\$9.38	\$1.55	\$10.93	\$1.08	\$10.46	\$0.61	\$9.99
\$9.39	\$1.55	\$10.94	\$1.08	\$10.47	\$0.61	\$10.00
\$9.40	\$1.55	\$10.95	\$1.08	\$10.48	\$0.61	\$10.01
\$9.41	\$1.55	\$10.96	\$1.08	\$10.49	\$0.61	\$10.02
\$9.42	\$1.55	\$10.97	\$1.08	\$10.50	\$0.61	\$10.03
\$9.43	\$1.56	\$10.99	\$1.08	\$10.51	\$0.61	\$10.04
\$9.44	\$1.56	\$11.00	\$1.09	\$10.53	\$0.61	\$10.05
\$9.45	\$1.56	\$11.01	\$1.09	\$10.54	\$0.61	\$10.06
\$9.46	\$1.56	\$11.02	\$1.09	\$10.55	\$0.61	\$10.07
\$9.47	\$1.56	\$11.03	\$1.09	\$10.56	\$0.62	\$10.09
\$9.48	\$1.56	\$11.04	\$1.09	\$10.57	\$0.62	\$10.10
\$9.49	\$1.57	\$11.06	\$1.09	\$10.58	\$0.62	\$10.11
\$9.50	\$1.57	\$11.07	\$1.09	\$10.59	\$0.62	\$10.12
\$9.51	\$1.57	\$11.08	\$1.09	\$10.60	\$0.62	\$10.13
\$9.52	\$1.57	\$11.09	\$1.09	\$10.61	\$0.62	\$10.14
\$9.53	\$1.57	\$11.10	\$1.10	\$10.63	\$0.62	\$10.15
\$9.54	\$1.57	\$11.11	\$1.10	\$10.64	\$0.62	\$10.16

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$9.55 to \$9.92*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.55	\$1.58	\$11.13	\$1.10	\$10.65	\$0.62	\$10.17
\$9.56	\$1.58	\$11.14	\$1.10	\$10.66	\$0.62	\$10.18
\$9.57	\$1.58	\$11.15	\$1.10	\$10.67	\$0.62	\$10.19
\$9.58	\$1.58	\$11.16	\$1.10	\$10.68	\$0.62	\$10.20
\$9.59	\$1.58	\$11.17	\$1.10	\$10.69	\$0.62	\$10.21
\$9.60	\$1.58	\$11.18	\$1.10	\$10.70	\$0.62	\$10.22
\$9.61	\$1.59	\$11.20	\$1.11	\$10.72	\$0.62	\$10.23
\$9.62	\$1.59	\$11.21	\$1.11	\$10.73	\$0.63	\$10.25
\$9.63	\$1.59	\$11.22	\$1.11	\$10.74	\$0.63	\$10.26
\$9.64	\$1.59	\$11.23	\$1.11	\$10.75	\$0.63	\$10.27
\$9.65	\$1.59	\$11.24	\$1.11	\$10.76	\$0.63	\$10.28
\$9.66	\$1.59	\$11.25	\$1.11	\$10.77	\$0.63	\$10.29
\$9.67	\$1.60	\$11.27	\$1.11	\$10.78	\$0.63	\$10.30
\$9.68	\$1.60	\$11.28	\$1.11	\$10.79	\$0.63	\$10.31
\$9.69	\$1.60	\$11.29	\$1.11	\$10.80	\$0.63	\$10.32
\$9.70	\$1.60	\$11.30	\$1.12	\$10.82	\$0.63	\$10.33
\$9.71	\$1.60	\$11.31	\$1.12	\$10.83	\$0.63	\$10.34
\$9.72	\$1.60	\$11.32	\$1.12	\$10.84	\$0.63	\$10.35
\$9.73	\$1.61	\$11.34	\$1.12	\$10.85	\$0.63	\$10.36
\$9.74	\$1.61	\$11.35	\$1.12	\$10.86	\$0.63	\$10.37
\$9.75	\$1.61	\$11.36	\$1.12	\$10.87	\$0.63	\$10.38
\$9.76	\$1.61	\$11.37	\$1.12	\$10.88	\$0.63	\$10.39
\$9.77	\$1.61	\$11.38	\$1.12	\$10.89	\$0.64	\$10.41
\$9.78	\$1.61	\$11.39	\$1.12	\$10.90	\$0.64	\$10.42
\$9.79	\$1.62	\$11.41	\$1.13	\$10.92	\$0.64	\$10.43
\$9.80	\$1.62	\$11.42	\$1.13	\$10.93	\$0.64	\$10.44
\$9.81	\$1.62	\$11.43	\$1.13	\$10.94	\$0.64	\$10.45
\$9.82	\$1.62	\$11.44	\$1.13	\$10.95	\$0.64	\$10.46
\$9.83	\$1.62	\$11.45	\$1.13	\$10.96	\$0.64	\$10.47
\$9.84	\$1.62	\$11.46	\$1.13	\$10.97	\$0.64	\$10.48
\$9.85	\$1.63	\$11.48	\$1.13	\$10.98	\$0.64	\$10.49
\$9.86	\$1.63	\$11.49	\$1.13	\$10.99	\$0.64	\$10.50
\$9.87	\$1.63	\$11.50	\$1.14	\$11.01	\$0.64	\$10.51
\$9.88	\$1.63	\$11.51	\$1.14	\$11.02	\$0.64	\$10.52
\$9.89	\$1.63	\$11.52	\$1.14	\$11.03	\$0.64	\$10.53
\$9.90	\$1.63	\$11.53	\$1.14	\$11.04	\$0.64	\$10.54
\$9.91	\$1.64	\$11.55	\$1.14	\$11.05	\$0.64	\$10.55
\$9.92	\$1.64	\$11.56	\$1.14	\$11.06	\$0.64	\$10.56

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$9.93 to \$10.30*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.93	\$1.64	\$11.57	\$1.14	\$11.07	\$0.65	\$10.58
\$9.94	\$1.64	\$11.58	\$1.14	\$11.08	\$0.65	\$10.59
\$9.95	\$1.64	\$11.59	\$1.14	\$11.09	\$0.65	\$10.60
\$9.96	\$1.64	\$11.60	\$1.15	\$11.11	\$0.65	\$10.61
\$9.97	\$1.65	\$11.62	\$1.15	\$11.12	\$0.65	\$10.62
\$9.98	\$1.65	\$11.63	\$1.15	\$11.13	\$0.65	\$10.63
\$9.99	\$1.65	\$11.64	\$1.15	\$11.14	\$0.65	\$10.64
\$10.00	\$1.65	\$11.65	\$1.15	\$11.15	\$0.65	\$10.65
\$10.01	\$1.65	\$11.66	\$1.15	\$11.16	\$0.65	\$10.66
\$10.02	\$1.65	\$11.67	\$1.15	\$11.17	\$0.65	\$10.67
\$10.03	\$1.65	\$11.68	\$1.15	\$11.18	\$0.65	\$10.68
\$10.04	\$1.66	\$11.70	\$1.15	\$11.19	\$0.65	\$10.69
\$10.05	\$1.66	\$11.71	\$1.16	\$11.21	\$0.65	\$10.70
\$10.06	\$1.66	\$11.72	\$1.16	\$11.22	\$0.65	\$10.71
\$10.07	\$1.66	\$11.73	\$1.16	\$11.23	\$0.65	\$10.72
\$10.08	\$1.66	\$11.74	\$1.16	\$11.24	\$0.66	\$10.74
\$10.09	\$1.66	\$11.75	\$1.16	\$11.25	\$0.66	\$10.75
\$10.10	\$1.67	\$11.77	\$1.16	\$11.26	\$0.66	\$10.76
\$10.11	\$1.67	\$11.78	\$1.16	\$11.27	\$0.66	\$10.77
\$10.12	\$1.67	\$11.79	\$1.16	\$11.28	\$0.66	\$10.78
\$10.13	\$1.67	\$11.80	\$1.16	\$11.29	\$0.66	\$10.79
\$10.14	\$1.67	\$11.81	\$1.17	\$11.31	\$0.66	\$10.80
\$10.15	\$1.67	\$11.82	\$1.17	\$11.32	\$0.66	\$10.81
\$10.16	\$1.68	\$11.84	\$1.17	\$11.33	\$0.66	\$10.82
\$10.17	\$1.68	\$11.85	\$1.17	\$11.34	\$0.66	\$10.83
\$10.18	\$1.68	\$11.86	\$1.17	\$11.35	\$0.66	\$10.84
\$10.19	\$1.68	\$11.87	\$1.17	\$11.36	\$0.66	\$10.85
\$10.20	\$1.68	\$11.88	\$1.17	\$11.37	\$0.66	\$10.86
\$10.21	\$1.68	\$11.89	\$1.17	\$11.38	\$0.66	\$10.87
\$10.22	\$1.69	\$11.91	\$1.18	\$11.40	\$0.66	\$10.88
\$10.23	\$1.69	\$11.92	\$1.18	\$11.41	\$0.66	\$10.89
\$10.24	\$1.69	\$11.93	\$1.18	\$11.42	\$0.67	\$10.91
\$10.25	\$1.69	\$11.94	\$1.18	\$11.43	\$0.67	\$10.92
\$10.26	\$1.69	\$11.95	\$1.18	\$11.44	\$0.67	\$10.93
\$10.27	\$1.69	\$11.96	\$1.18	\$11.45	\$0.67	\$10.94
\$10.28	\$1.70	\$11.98	\$1.18	\$11.46	\$0.67	\$10.95
\$10.29	\$1.70	\$11.99	\$1.18	\$11.47	\$0.67	\$10.96
\$10.30	\$1.70	\$12.00	\$1.18	\$11.48	\$0.67	\$10.97

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$10.31 to \$10.68*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$10.31	\$1.70	\$12.01	\$1.19	\$11.50	\$0.67	\$10.98
\$10.32	\$1.70	\$12.02	\$1.19	\$11.51	\$0.67	\$10.99
\$10.33	\$1.70	\$12.03	\$1.19	\$11.52	\$0.67	\$11.00
\$10.34	\$1.71	\$12.05	\$1.19	\$11.53	\$0.67	\$11.01
\$10.35	\$1.71	\$12.06	\$1.19	\$11.54	\$0.67	\$11.02
\$10.36	\$1.71	\$12.07	\$1.19	\$11.55	\$0.67	\$11.03
\$10.37	\$1.71	\$12.08	\$1.19	\$11.56	\$0.67	\$11.04
\$10.38	\$1.71	\$12.09	\$1.19	\$11.57	\$0.67	\$11.05
\$10.39	\$1.71	\$12.10	\$1.19	\$11.58	\$0.68	\$11.07
\$10.40	\$1.72	\$12.12	\$1.20	\$11.60	\$0.68	\$11.08
\$10.41	\$1.72	\$12.13	\$1.20	\$11.61	\$0.68	\$11.09
\$10.42	\$1.72	\$12.14	\$1.20	\$11.62	\$0.68	\$11.10
\$10.43	\$1.72	\$12.15	\$1.20	\$11.63	\$0.68	\$11.11
\$10.44	\$1.72	\$12.16	\$1.20	\$11.64	\$0.68	\$11.12
\$10.45	\$1.72	\$12.17	\$1.20	\$11.65	\$0.68	\$11.13
\$10.46	\$1.73	\$12.19	\$1.20	\$11.66	\$0.68	\$11.14
\$10.47	\$1.73	\$12.20	\$1.20	\$11.67	\$0.68	\$11.15
\$10.48	\$1.73	\$12.21	\$1.21	\$11.69	\$0.68	\$11.16
\$10.49	\$1.73	\$12.22	\$1.21	\$11.70	\$0.68	\$11.17
\$10.50	\$1.73	\$12.23	\$1.21	\$11.71	\$0.68	\$11.18
\$10.51	\$1.73	\$12.24	\$1.21	\$11.72	\$0.68	\$11.19
\$10.52	\$1.74	\$12.26	\$1.21	\$11.73	\$0.68	\$11.20
\$10.53	\$1.74	\$12.27	\$1.21	\$11.74	\$0.68	\$11.21
\$10.54	\$1.74	\$12.28	\$1.21	\$11.75	\$0.69	\$11.23
\$10.55	\$1.74	\$12.29	\$1.21	\$11.76	\$0.69	\$11.24
\$10.56	\$1.74	\$12.30	\$1.21	\$11.77	\$0.69	\$11.25
\$10.57	\$1.74	\$12.31	\$1.22	\$11.79	\$0.69	\$11.26
\$10.58	\$1.75	\$12.33	\$1.22	\$11.80	\$0.69	\$11.27
\$10.59	\$1.75	\$12.34	\$1.22	\$11.81	\$0.69	\$11.28
\$10.60	\$1.75	\$12.35	\$1.22	\$11.82	\$0.69	\$11.29
\$10.61	\$1.75	\$12.36	\$1.22	\$11.83	\$0.69	\$11.30
\$10.62	\$1.75	\$12.37	\$1.22	\$11.84	\$0.69	\$11.31
\$10.63	\$1.75	\$12.38	\$1.22	\$11.85	\$0.69	\$11.32
\$10.64	\$1.76	\$12.40	\$1.22	\$11.86	\$0.69	\$11.33
\$10.65	\$1.76	\$12.41	\$1.22	\$11.87	\$0.69	\$11.34
\$10.66	\$1.76	\$12.42	\$1.23	\$11.89	\$0.69	\$11.35
\$10.67	\$1.76	\$12.43	\$1.23	\$11.90	\$0.69	\$11.36
\$10.68	\$1.76	\$12.44	\$1.23	\$11.91	\$0.69	\$11.37

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$10.69 to \$11.06*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$10.69	\$1.76	\$12.45	\$1.23	\$11.92	\$0.69	\$11.38
\$10.70	\$1.77	\$12.47	\$1.23	\$11.93	\$0.70	\$11.40
\$10.71	\$1.77	\$12.48	\$1.23	\$11.94	\$0.70	\$11.41
\$10.72	\$1.77	\$12.49	\$1.23	\$11.95	\$0.70	\$11.42
\$10.73	\$1.77	\$12.50	\$1.23	\$11.96	\$0.70	\$11.43
\$10.74	\$1.77	\$12.51	\$1.24	\$11.98	\$0.70	\$11.44
\$10.75	\$1.77	\$12.52	\$1.24	\$11.99	\$0.70	\$11.45
\$10.76	\$1.78	\$12.54	\$1.24	\$12.00	\$0.70	\$11.46
\$10.77	\$1.78	\$12.55	\$1.24	\$12.01	\$0.70	\$11.47
\$10.78	\$1.78	\$12.56	\$1.24	\$12.02	\$0.70	\$11.48
\$10.79	\$1.78	\$12.57	\$1.24	\$12.03	\$0.70	\$11.49
\$10.80	\$1.78	\$12.58	\$1.24	\$12.04	\$0.70	\$11.50
\$10.81	\$1.78	\$12.59	\$1.24	\$12.05	\$0.70	\$11.51
\$10.82	\$1.79	\$12.61	\$1.24	\$12.06	\$0.70	\$11.52
\$10.83	\$1.79	\$12.62	\$1.25	\$12.08	\$0.70	\$11.53
\$10.84	\$1.79	\$12.63	\$1.25	\$12.09	\$0.70	\$11.54
\$10.85	\$1.79	\$12.64	\$1.25	\$12.10	\$0.71	\$11.56
\$10.86	\$1.79	\$12.65	\$1.25	\$12.11	\$0.71	\$11.57
\$10.87	\$1.79	\$12.66	\$1.25	\$12.12	\$0.71	\$11.58
\$10.88	\$1.80	\$12.68	\$1.25	\$12.13	\$0.71	\$11.59
\$10.89	\$1.80	\$12.69	\$1.25	\$12.14	\$0.71	\$11.60
\$10.90	\$1.80	\$12.70	\$1.25	\$12.15	\$0.71	\$11.61
\$10.91	\$1.80	\$12.71	\$1.25	\$12.16	\$0.71	\$11.62
\$10.92	\$1.80	\$12.72	\$1.26	\$12.18	\$0.71	\$11.63
\$10.93	\$1.80	\$12.73	\$1.26	\$12.19	\$0.71	\$11.64
\$10.94	\$1.81	\$12.75	\$1.26	\$12.20	\$0.71	\$11.65
\$10.95	\$1.81	\$12.76	\$1.26	\$12.21	\$0.71	\$11.66
\$10.96	\$1.81	\$12.77	\$1.26	\$12.22	\$0.71	\$11.67
\$10.97	\$1.81	\$12.78	\$1.26	\$12.23	\$0.71	\$11.68
\$10.98	\$1.81	\$12.79	\$1.26	\$12.24	\$0.71	\$11.69
\$10.99	\$1.81	\$12.80	\$1.26	\$12.25	\$0.71	\$11.70
\$11.00	\$1.81	\$12.81	\$1.26	\$12.26	\$0.71	\$11.71
\$11.01	\$1.82	\$12.83	\$1.27	\$12.28	\$0.72	\$11.73
\$11.02	\$1.82	\$12.84	\$1.27	\$12.29	\$0.72	\$11.74
\$11.03	\$1.82	\$12.85	\$1.27	\$12.30	\$0.72	\$11.75
\$11.04	\$1.82	\$12.86	\$1.27	\$12.31	\$0.72	\$11.76
\$11.05	\$1.82	\$12.87	\$1.27	\$12.32	\$0.72	\$11.77
\$11.06	\$1.82	\$12.88	\$1.27	\$12.33	\$0.72	\$11.78

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$11.07 to \$11.44*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.07	\$1.83	\$12.90	\$1.27	\$12.34	\$0.72	\$11.79
\$11.08	\$1.83	\$12.91	\$1.27	\$12.35	\$0.72	\$11.80
\$11.09	\$1.83	\$12.92	\$1.28	\$12.37	\$0.72	\$11.81
\$11.10	\$1.83	\$12.93	\$1.28	\$12.38	\$0.72	\$11.82
\$11.11	\$1.83	\$12.94	\$1.28	\$12.39	\$0.72	\$11.83
\$11.12	\$1.83	\$12.95	\$1.28	\$12.40	\$0.72	\$11.84
\$11.13	\$1.84	\$12.97	\$1.28	\$12.41	\$0.72	\$11.85
\$11.14	\$1.84	\$12.98	\$1.28	\$12.42	\$0.72	\$11.86
\$11.15	\$1.84	\$12.99	\$1.28	\$12.43	\$0.72	\$11.87
\$11.16	\$1.84	\$13.00	\$1.28	\$12.44	\$0.73	\$11.89
\$11.17	\$1.84	\$13.01	\$1.28	\$12.45	\$0.73	\$11.90
\$11.18	\$1.84	\$13.02	\$1.29	\$12.47	\$0.73	\$11.91
\$11.19	\$1.85	\$13.04	\$1.29	\$12.48	\$0.73	\$11.92
\$11.20	\$1.85	\$13.05	\$1.29	\$12.49	\$0.73	\$11.93
\$11.21	\$1.85	\$13.06	\$1.29	\$12.50	\$0.73	\$11.94
\$11.22	\$1.85	\$13.07	\$1.29	\$12.51	\$0.73	\$11.95
\$11.23	\$1.85	\$13.08	\$1.29	\$12.52	\$0.73	\$11.96
\$11.24	\$1.85	\$13.09	\$1.29	\$12.53	\$0.73	\$11.97
\$11.25	\$1.86	\$13.11	\$1.29	\$12.54	\$0.73	\$11.98
\$11.26	\$1.86	\$13.12	\$1.29	\$12.55	\$0.73	\$11.99
\$11.27	\$1.86	\$13.13	\$1.30	\$12.57	\$0.73	\$12.00
\$11.28	\$1.86	\$13.14	\$1.30	\$12.58	\$0.73	\$12.01
\$11.29	\$1.86	\$13.15	\$1.30	\$12.59	\$0.73	\$12.02
\$11.30	\$1.86	\$13.16	\$1.30	\$12.60	\$0.73	\$12.03
\$11.31	\$1.87	\$13.18	\$1.30	\$12.61	\$0.74	\$12.05
\$11.32	\$1.87	\$13.19	\$1.30	\$12.62	\$0.74	\$12.06
\$11.33	\$1.87	\$13.20	\$1.30	\$12.63	\$0.74	\$12.07
\$11.34	\$1.87	\$13.21	\$1.30	\$12.64	\$0.74	\$12.08
\$11.35	\$1.87	\$13.22	\$1.31	\$12.66	\$0.74	\$12.09
\$11.36	\$1.87	\$13.23	\$1.31	\$12.67	\$0.74	\$12.10
\$11.37	\$1.88	\$13.25	\$1.31	\$12.68	\$0.74	\$12.11
\$11.38	\$1.88	\$13.26	\$1.31	\$12.69	\$0.74	\$12.12
\$11.39	\$1.88	\$13.27	\$1.31	\$12.70	\$0.74	\$12.13
\$11.40	\$1.88	\$13.28	\$1.31	\$12.71	\$0.74	\$12.14
\$11.41	\$1.88	\$13.29	\$1.31	\$12.72	\$0.74	\$12.15
\$11.42	\$1.88	\$13.30	\$1.31	\$12.73	\$0.74	\$12.16
\$11.43	\$1.89	\$13.32	\$1.31	\$12.74	\$0.74	\$12.17
\$11.44	\$1.89	\$13.33	\$1.32	\$12.76	\$0.74	\$12.18

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$11.45 to \$11.82*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.45	\$1.89	\$13.34	\$1.32	\$12.77	\$0.74	\$12.19
\$11.46	\$1.89	\$13.35	\$1.32	\$12.78	\$0.74	\$12.20
\$11.47	\$1.89	\$13.36	\$1.32	\$12.79	\$0.75	\$12.22
\$11.48	\$1.89	\$13.37	\$1.32	\$12.80	\$0.75	\$12.23
\$11.49	\$1.90	\$13.39	\$1.32	\$12.81	\$0.75	\$12.24
\$11.50	\$1.90	\$13.40	\$1.32	\$12.82	\$0.75	\$12.25
\$11.51	\$1.90	\$13.41	\$1.32	\$12.83	\$0.75	\$12.26
\$11.52	\$1.90	\$13.42	\$1.32	\$12.84	\$0.75	\$12.27
\$11.53	\$1.90	\$13.43	\$1.33	\$12.86	\$0.75	\$12.28
\$11.54	\$1.90	\$13.44	\$1.33	\$12.87	\$0.75	\$12.29
\$11.55	\$1.91	\$13.46	\$1.33	\$12.88	\$0.75	\$12.30
\$11.56	\$1.91	\$13.47	\$1.33	\$12.89	\$0.75	\$12.31
\$11.57	\$1.91	\$13.48	\$1.33	\$12.90	\$0.75	\$12.32
\$11.58	\$1.91	\$13.49	\$1.33	\$12.91	\$0.75	\$12.33
\$11.59	\$1.91	\$13.50	\$1.33	\$12.92	\$0.75	\$12.34
\$11.60	\$1.91	\$13.51	\$1.33	\$12.93	\$0.75	\$12.35
\$11.61	\$1.92	\$13.53	\$1.34	\$12.95	\$0.75	\$12.36
\$11.62	\$1.92	\$13.54	\$1.34	\$12.96	\$0.76	\$12.38
\$11.63	\$1.92	\$13.55	\$1.34	\$12.97	\$0.76	\$12.39
\$11.64	\$1.92	\$13.56	\$1.34	\$12.98	\$0.76	\$12.40
\$11.65	\$1.92	\$13.57	\$1.34	\$12.99	\$0.76	\$12.41
\$11.66	\$1.92	\$13.58	\$1.34	\$13.00	\$0.76	\$12.42
\$11.67	\$1.93	\$13.60	\$1.34	\$13.01	\$0.76	\$12.43
\$11.68	\$1.93	\$13.61	\$1.34	\$13.02	\$0.76	\$12.44
\$11.69	\$1.93	\$13.62	\$1.34	\$13.03	\$0.76	\$12.45
\$11.70	\$1.93	\$13.63	\$1.35	\$13.05	\$0.76	\$12.46
\$11.71	\$1.93	\$13.64	\$1.35	\$13.06	\$0.76	\$12.47
\$11.72	\$1.93	\$13.65	\$1.35	\$13.07	\$0.76	\$12.48
\$11.73	\$1.94	\$13.67	\$1.35	\$13.08	\$0.76	\$12.49
\$11.74	\$1.94	\$13.68	\$1.35	\$13.09	\$0.76	\$12.50
\$11.75	\$1.94	\$13.69	\$1.35	\$13.10	\$0.76	\$12.51
\$11.76	\$1.94	\$13.70	\$1.35	\$13.11	\$0.76	\$12.52
\$11.77	\$1.94	\$13.71	\$1.35	\$13.12	\$0.77	\$12.54
\$11.78	\$1.94	\$13.72	\$1.35	\$13.13	\$0.77	\$12.55
\$11.79	\$1.95	\$13.74	\$1.36	\$13.15	\$0.77	\$12.56
\$11.80	\$1.95	\$13.75	\$1.36	\$13.16	\$0.77	\$12.57
\$11.81	\$1.95	\$13.76	\$1.36	\$13.17	\$0.77	\$12.58
\$11.82	\$1.95	\$13.77	\$1.36	\$13.18	\$0.77	\$12.59

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$11.83 to \$12.20*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.83	\$1.95	\$13.78	\$1.36	\$13.19	\$0.77	\$12.60
\$11.84	\$1.95	\$13.79	\$1.36	\$13.20	\$0.77	\$12.61
\$11.85	\$1.96	\$13.81	\$1.36	\$13.21	\$0.77	\$12.62
\$11.86	\$1.96	\$13.82	\$1.36	\$13.22	\$0.77	\$12.63
\$11.87	\$1.96	\$13.83	\$1.37	\$13.24	\$0.77	\$12.64
\$11.88	\$1.96	\$13.84	\$1.37	\$13.25	\$0.77	\$12.65
\$11.89	\$1.96	\$13.85	\$1.37	\$13.26	\$0.77	\$12.66
\$11.90	\$1.96	\$13.86	\$1.37	\$13.27	\$0.77	\$12.67
\$11.91	\$1.97	\$13.88	\$1.37	\$13.28	\$0.77	\$12.68
\$11.92	\$1.97	\$13.89	\$1.37	\$13.29	\$0.77	\$12.69
\$11.93	\$1.97	\$13.90	\$1.37	\$13.30	\$0.78	\$12.71
\$11.94	\$1.97	\$13.91	\$1.37	\$13.31	\$0.78	\$12.72
\$11.95	\$1.97	\$13.92	\$1.37	\$13.32	\$0.78	\$12.73
\$11.96	\$1.97	\$13.93	\$1.38	\$13.34	\$0.78	\$12.74
\$11.97	\$1.98	\$13.95	\$1.38	\$13.35	\$0.78	\$12.75
\$11.98	\$1.98	\$13.96	\$1.38	\$13.36	\$0.78	\$12.76
\$11.99	\$1.98	\$13.97	\$1.38	\$13.37	\$0.78	\$12.77
\$12.00	\$1.98	\$13.98	\$1.38	\$13.38	\$0.78	\$12.78
\$12.01	\$1.98	\$13.99	\$1.38	\$13.39	\$0.78	\$12.79
\$12.02	\$1.98	\$14.00	\$1.38	\$13.40	\$0.78	\$12.80
\$12.03	\$1.98	\$14.01	\$1.38	\$13.41	\$0.78	\$12.81
\$12.04	\$1.99	\$14.03	\$1.38	\$13.42	\$0.78	\$12.82
\$12.05	\$1.99	\$14.04	\$1.39	\$13.44	\$0.78	\$12.83
\$12.06	\$1.99	\$14.05	\$1.39	\$13.45	\$0.78	\$12.84
\$12.07	\$1.99	\$14.06	\$1.39	\$13.46	\$0.78	\$12.85
\$12.08	\$1.99	\$14.07	\$1.39	\$13.47	\$0.79	\$12.87
\$12.09	\$1.99	\$14.08	\$1.39	\$13.48	\$0.79	\$12.88
\$12.10	\$2.00	\$14.10	\$1.39	\$13.49	\$0.79	\$12.89
\$12.11	\$2.00	\$14.11	\$1.39	\$13.50	\$0.79	\$12.90
\$12.12	\$2.00	\$14.12	\$1.39	\$13.51	\$0.79	\$12.91
\$12.13	\$2.00	\$14.13	\$1.39	\$13.52	\$0.79	\$12.92
\$12.14	\$2.00	\$14.14	\$1.40	\$13.54	\$0.79	\$12.93
\$12.15	\$2.00	\$14.15	\$1.40	\$13.55	\$0.79	\$12.94
\$12.16	\$2.01	\$14.17	\$1.40	\$13.56	\$0.79	\$12.95
\$12.17	\$2.01	\$14.18	\$1.40	\$13.57	\$0.79	\$12.96
\$12.18	\$2.01	\$14.19	\$1.40	\$13.58	\$0.79	\$12.97
\$12.19	\$2.01	\$14.20	\$1.40	\$13.59	\$0.79	\$12.98
\$12.20	\$2.01	\$14.21	\$1.40	\$13.60	\$0.79	\$12.99

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$12.21 to \$12.58*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$12.21	\$2.01	\$14.22	\$1.40	\$13.61	\$0.79	\$13.00
\$12.22	\$2.02	\$14.24	\$1.41	\$13.63	\$0.79	\$13.01
\$12.23	\$2.02	\$14.25	\$1.41	\$13.64	\$0.79	\$13.02
\$12.24	\$2.02	\$14.26	\$1.41	\$13.65	\$0.80	\$13.04
\$12.25	\$2.02	\$14.27	\$1.41	\$13.66	\$0.80	\$13.05
\$12.26	\$2.02	\$14.28	\$1.41	\$13.67	\$0.80	\$13.06
\$12.27	\$2.02	\$14.29	\$1.41	\$13.68	\$0.80	\$13.07
\$12.28	\$2.03	\$14.31	\$1.41	\$13.69	\$0.80	\$13.08
\$12.29	\$2.03	\$14.32	\$1.41	\$13.70	\$0.80	\$13.09
\$12.30	\$2.03	\$14.33	\$1.41	\$13.71	\$0.80	\$13.10
\$12.31	\$2.03	\$14.34	\$1.42	\$13.73	\$0.80	\$13.11
\$12.32	\$2.03	\$14.35	\$1.42	\$13.74	\$0.80	\$13.12
\$12.33	\$2.03	\$14.36	\$1.42	\$13.75	\$0.80	\$13.13
\$12.34	\$2.04	\$14.38	\$1.42	\$13.76	\$0.80	\$13.14
\$12.35	\$2.04	\$14.39	\$1.42	\$13.77	\$0.80	\$13.15
\$12.36	\$2.04	\$14.40	\$1.42	\$13.78	\$0.80	\$13.16
\$12.37	\$2.04	\$14.41	\$1.42	\$13.79	\$0.80	\$13.17
\$12.38	\$2.04	\$14.42	\$1.42	\$13.80	\$0.80	\$13.18
\$12.39	\$2.04	\$14.43	\$1.42	\$13.81	\$0.81	\$13.20
\$12.40	\$2.05	\$14.45	\$1.43	\$13.83	\$0.81	\$13.21
\$12.41	\$2.05	\$14.46	\$1.43	\$13.84	\$0.81	\$13.22
\$12.42	\$2.05	\$14.47	\$1.43	\$13.85	\$0.81	\$13.23
\$12.43	\$2.05	\$14.48	\$1.43	\$13.86	\$0.81	\$13.24
\$12.44	\$2.05	\$14.49	\$1.43	\$13.87	\$0.81	\$13.25
\$12.45	\$2.05	\$14.50	\$1.43	\$13.88	\$0.81	\$13.26
\$12.46	\$2.06	\$14.52	\$1.43	\$13.89	\$0.81	\$13.27
\$12.47	\$2.06	\$14.53	\$1.43	\$13.90	\$0.81	\$13.28
\$12.48	\$2.06	\$14.54	\$1.44	\$13.92	\$0.81	\$13.29
\$12.49	\$2.06	\$14.55	\$1.44	\$13.93	\$0.81	\$13.30
\$12.50	\$2.06	\$14.56	\$1.44	\$13.94	\$0.81	\$13.31
\$12.51	\$2.06	\$14.57	\$1.44	\$13.95	\$0.81	\$13.32
\$12.52	\$2.07	\$14.59	\$1.44	\$13.96	\$0.81	\$13.33
\$12.53	\$2.07	\$14.60	\$1.44	\$13.97	\$0.81	\$13.34
\$12.54	\$2.07	\$14.61	\$1.44	\$13.98	\$0.82	\$13.36
\$12.55	\$2.07	\$14.62	\$1.44	\$13.99	\$0.82	\$13.37
\$12.56	\$2.07	\$14.63	\$1.44	\$14.00	\$0.82	\$13.38
\$12.57	\$2.07	\$14.64	\$1.45	\$14.02	\$0.82	\$13.39
\$12.58	\$2.08	\$14.66	\$1.45	\$14.03	\$0.82	\$13.40

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$12.59 to \$12.96*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$12.59	\$2.08	\$14.67	\$1.45	\$14.04	\$0.82	\$13.41
\$12.60	\$2.08	\$14.68	\$1.45	\$14.05	\$0.82	\$13.42
\$12.61	\$2.08	\$14.69	\$1.45	\$14.06	\$0.82	\$13.43
\$12.62	\$2.08	\$14.70	\$1.45	\$14.07	\$0.82	\$13.44
\$12.63	\$2.08	\$14.71	\$1.45	\$14.08	\$0.82	\$13.45
\$12.64	\$2.09	\$14.73	\$1.45	\$14.09	\$0.82	\$13.46
\$12.65	\$2.09	\$14.74	\$1.45	\$14.10	\$0.82	\$13.47
\$12.66	\$2.09	\$14.75	\$1.46	\$14.12	\$0.82	\$13.48
\$12.67	\$2.09	\$14.76	\$1.46	\$14.13	\$0.82	\$13.49
\$12.68	\$2.09	\$14.77	\$1.46	\$14.14	\$0.82	\$13.50
\$12.69	\$2.09	\$14.78	\$1.46	\$14.15	\$0.82	\$13.51
\$12.70	\$2.10	\$14.80	\$1.46	\$14.16	\$0.83	\$13.53
\$12.71	\$2.10	\$14.81	\$1.46	\$14.17	\$0.83	\$13.54
\$12.72	\$2.10	\$14.82	\$1.46	\$14.18	\$0.83	\$13.55
\$12.73	\$2.10	\$14.83	\$1.46	\$14.19	\$0.83	\$13.56
\$12.74	\$2.10	\$14.84	\$1.47	\$14.21	\$0.83	\$13.57
\$12.75	\$2.10	\$14.85	\$1.47	\$14.22	\$0.83	\$13.58
\$12.76	\$2.11	\$14.87	\$1.47	\$14.23	\$0.83	\$13.59
\$12.77	\$2.11	\$14.88	\$1.47	\$14.24	\$0.83	\$13.60
\$12.78	\$2.11	\$14.89	\$1.47	\$14.25	\$0.83	\$13.61
\$12.79	\$2.11	\$14.90	\$1.47	\$14.26	\$0.83	\$13.62
\$12.80	\$2.11	\$14.91	\$1.47	\$14.27	\$0.83	\$13.63
\$12.81	\$2.11	\$14.92	\$1.47	\$14.28	\$0.83	\$13.64
\$12.82	\$2.12	\$14.94	\$1.47	\$14.29	\$0.83	\$13.65
\$12.83	\$2.12	\$14.95	\$1.48	\$14.31	\$0.83	\$13.66
\$12.84	\$2.12	\$14.96	\$1.48	\$14.32	\$0.83	\$13.67
\$12.85	\$2.12	\$14.97	\$1.48	\$14.33	\$0.84	\$13.69
\$12.86	\$2.12	\$14.98	\$1.48	\$14.34	\$0.84	\$13.70
\$12.87	\$2.12	\$14.99	\$1.48	\$14.35	\$0.84	\$13.71
\$12.88	\$2.13	\$15.01	\$1.48	\$14.36	\$0.84	\$13.72
\$12.89	\$2.13	\$15.02	\$1.48	\$14.37	\$0.84	\$13.73
\$12.90	\$2.13	\$15.03	\$1.48	\$14.38	\$0.84	\$13.74
\$12.91	\$2.13	\$15.04	\$1.48	\$14.39	\$0.84	\$13.75
\$12.92	\$2.13	\$15.05	\$1.49	\$14.41	\$0.84	\$13.76
\$12.93	\$2.13	\$15.06	\$1.49	\$14.42	\$0.84	\$13.77
\$12.94	\$2.14	\$15.08	\$1.49	\$14.43	\$0.84	\$13.78
\$12.95	\$2.14	\$15.09	\$1.49	\$14.44	\$0.84	\$13.79
\$12.96	\$2.14	\$15.10	\$1.49	\$14.45	\$0.84	\$13.80

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$12.97 to \$13.34*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$12.97	\$2.14	\$15.11	\$1.49	\$14.46	\$0.84	\$13.81
\$12.98	\$2.14	\$15.12	\$1.49	\$14.47	\$0.84	\$13.82
\$12.99	\$2.14	\$15.13	\$1.49	\$14.48	\$0.84	\$13.83
\$13.00	\$2.14	\$15.14	\$1.49	\$14.49	\$0.84	\$13.84
\$13.01	\$2.15	\$15.16	\$1.50	\$14.51	\$0.85	\$13.86
\$13.02	\$2.15	\$15.17	\$1.50	\$14.52	\$0.85	\$13.87
\$13.03	\$2.15	\$15.18	\$1.50	\$14.53	\$0.85	\$13.88
\$13.04	\$2.15	\$15.19	\$1.50	\$14.54	\$0.85	\$13.89
\$13.05	\$2.15	\$15.20	\$1.50	\$14.55	\$0.85	\$13.90
\$13.06	\$2.15	\$15.21	\$1.50	\$14.56	\$0.85	\$13.91
\$13.07	\$2.16	\$15.23	\$1.50	\$14.57	\$0.85	\$13.92
\$13.08	\$2.16	\$15.24	\$1.50	\$14.58	\$0.85	\$13.93
\$13.09	\$2.16	\$15.25	\$1.51	\$14.60	\$0.85	\$13.94
\$13.10	\$2.16	\$15.26	\$1.51	\$14.61	\$0.85	\$13.95
\$13.11	\$2.16	\$15.27	\$1.51	\$14.62	\$0.85	\$13.96
\$13.12	\$2.16	\$15.28	\$1.51	\$14.63	\$0.85	\$13.97
\$13.13	\$2.17	\$15.30	\$1.51	\$14.64	\$0.85	\$13.98
\$13.14	\$2.17	\$15.31	\$1.51	\$14.65	\$0.85	\$13.99
\$13.15	\$2.17	\$15.32	\$1.51	\$14.66	\$0.85	\$14.00
\$13.16	\$2.17	\$15.33	\$1.51	\$14.67	\$0.86	\$14.02
\$13.17	\$2.17	\$15.34	\$1.51	\$14.68	\$0.86	\$14.03
\$13.18	\$2.17	\$15.35	\$1.52	\$14.70	\$0.86	\$14.04
\$13.19	\$2.18	\$15.37	\$1.52	\$14.71	\$0.86	\$14.05
\$13.20	\$2.18	\$15.38	\$1.52	\$14.72	\$0.86	\$14.06
\$13.21	\$2.18	\$15.39	\$1.52	\$14.73	\$0.86	\$14.07
\$13.22	\$2.18	\$15.40	\$1.52	\$14.74	\$0.86	\$14.08
\$13.23	\$2.18	\$15.41	\$1.52	\$14.75	\$0.86	\$14.09
\$13.24	\$2.18	\$15.42	\$1.52	\$14.76	\$0.86	\$14.10
\$13.25	\$2.19	\$15.44	\$1.52	\$14.77	\$0.86	\$14.11
\$13.26	\$2.19	\$15.45	\$1.52	\$14.78	\$0.86	\$14.12
\$13.27	\$2.19	\$15.46	\$1.53	\$14.80	\$0.86	\$14.13
\$13.28	\$2.19	\$15.47	\$1.53	\$14.81	\$0.86	\$14.14
\$13.29	\$2.19	\$15.48	\$1.53	\$14.82	\$0.86	\$14.15
\$13.30	\$2.19	\$15.49	\$1.53	\$14.83	\$0.86	\$14.16
\$13.31	\$2.20	\$15.51	\$1.53	\$14.84	\$0.87	\$14.18
\$13.32	\$2.20	\$15.52	\$1.53	\$14.85	\$0.87	\$14.19
\$13.33	\$2.20	\$15.53	\$1.53	\$14.86	\$0.87	\$14.20
\$13.34	\$2.20	\$15.54	\$1.53	\$14.87	\$0.87	\$14.21

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$13.35 to \$13.72*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$13.35	\$2.20	\$15.55	\$1.54	\$14.89	\$0.87	\$14.22
\$13.36	\$2.20	\$15.56	\$1.54	\$14.90	\$0.87	\$14.23
\$13.37	\$2.21	\$15.58	\$1.54	\$14.91	\$0.87	\$14.24
\$13.38	\$2.21	\$15.59	\$1.54	\$14.92	\$0.87	\$14.25
\$13.39	\$2.21	\$15.60	\$1.54	\$14.93	\$0.87	\$14.26
\$13.40	\$2.21	\$15.61	\$1.54	\$14.94	\$0.87	\$14.27
\$13.41	\$2.21	\$15.62	\$1.54	\$14.95	\$0.87	\$14.28
\$13.42	\$2.21	\$15.63	\$1.54	\$14.96	\$0.87	\$14.29
\$13.43	\$2.22	\$15.65	\$1.54	\$14.97	\$0.87	\$14.30
\$13.44	\$2.22	\$15.66	\$1.55	\$14.99	\$0.87	\$14.31
\$13.45	\$2.22	\$15.67	\$1.55	\$15.00	\$0.87	\$14.32
\$13.46	\$2.22	\$15.68	\$1.55	\$15.01	\$0.87	\$14.33
\$13.47	\$2.22	\$15.69	\$1.55	\$15.02	\$0.88	\$14.35
\$13.48	\$2.22	\$15.70	\$1.55	\$15.03	\$0.88	\$14.36
\$13.49	\$2.23	\$15.72	\$1.55	\$15.04	\$0.88	\$14.37
\$13.50	\$2.23	\$15.73	\$1.55	\$15.05	\$0.88	\$14.38
\$13.51	\$2.23	\$15.74	\$1.55	\$15.06	\$0.88	\$14.39
\$13.52	\$2.23	\$15.75	\$1.55	\$15.07	\$0.88	\$14.40
\$13.53	\$2.23	\$15.76	\$1.56	\$15.09	\$0.88	\$14.41
\$13.54	\$2.23	\$15.77	\$1.56	\$15.10	\$0.88	\$14.42
\$13.55	\$2.24	\$15.79	\$1.56	\$15.11	\$0.88	\$14.43
\$13.56	\$2.24	\$15.80	\$1.56	\$15.12	\$0.88	\$14.44
\$13.57	\$2.24	\$15.81	\$1.56	\$15.13	\$0.88	\$14.45
\$13.58	\$2.24	\$15.82	\$1.56	\$15.14	\$0.88	\$14.46
\$13.59	\$2.24	\$15.83	\$1.56	\$15.15	\$0.88	\$14.47
\$13.60	\$2.24	\$15.84	\$1.56	\$15.16	\$0.88	\$14.48
\$13.61	\$2.25	\$15.86	\$1.57	\$15.18	\$0.88	\$14.49
\$13.62	\$2.25	\$15.87	\$1.57	\$15.19	\$0.89	\$14.51
\$13.63	\$2.25	\$15.88	\$1.57	\$15.20	\$0.89	\$14.52
\$13.64	\$2.25	\$15.89	\$1.57	\$15.21	\$0.89	\$14.53
\$13.65	\$2.25	\$15.90	\$1.57	\$15.22	\$0.89	\$14.54
\$13.66	\$2.25	\$15.91	\$1.57	\$15.23	\$0.89	\$14.55
\$13.67	\$2.26	\$15.93	\$1.57	\$15.24	\$0.89	\$14.56
\$13.68	\$2.26	\$15.94	\$1.57	\$15.25	\$0.89	\$14.57
\$13.69	\$2.26	\$15.95	\$1.57	\$15.26	\$0.89	\$14.58
\$13.70	\$2.26	\$15.96	\$1.58	\$15.28	\$0.89	\$14.59
\$13.71	\$2.26	\$15.97	\$1.58	\$15.29	\$0.89	\$14.60
\$13.72	\$2.26	\$15.98	\$1.58	\$15.30	\$0.89	\$14.61

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$13.73 to \$14.10*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$13.73	\$2.27	\$16.00	\$1.58	\$15.31	\$0.89	\$14.62
\$13.74	\$2.27	\$16.01	\$1.58	\$15.32	\$0.89	\$14.63
\$13.75	\$2.27	\$16.02	\$1.58	\$15.33	\$0.89	\$14.64
\$13.76	\$2.27	\$16.03	\$1.58	\$15.34	\$0.89	\$14.65
\$13.77	\$2.27	\$16.04	\$1.58	\$15.35	\$0.90	\$14.67
\$13.78	\$2.27	\$16.05	\$1.58	\$15.36	\$0.90	\$14.68
\$13.79	\$2.28	\$16.07	\$1.59	\$15.38	\$0.90	\$14.69
\$13.80	\$2.28	\$16.08	\$1.59	\$15.39	\$0.90	\$14.70
\$13.81	\$2.28	\$16.09	\$1.59	\$15.40	\$0.90	\$14.71
\$13.82	\$2.28	\$16.10	\$1.59	\$15.41	\$0.90	\$14.72
\$13.83	\$2.28	\$16.11	\$1.59	\$15.42	\$0.90	\$14.73
\$13.84	\$2.28	\$16.12	\$1.59	\$15.43	\$0.90	\$14.74
\$13.85	\$2.29	\$16.14	\$1.59	\$15.44	\$0.90	\$14.75
\$13.86	\$2.29	\$16.15	\$1.59	\$15.45	\$0.90	\$14.76
\$13.87	\$2.29	\$16.16	\$1.60	\$15.47	\$0.90	\$14.77
\$13.88	\$2.29	\$16.17	\$1.60	\$15.48	\$0.90	\$14.78
\$13.89	\$2.29	\$16.18	\$1.60	\$15.49	\$0.90	\$14.79
\$13.90	\$2.29	\$16.19	\$1.60	\$15.50	\$0.90	\$14.80
\$13.91	\$2.30	\$16.21	\$1.60	\$15.51	\$0.90	\$14.81
\$13.92	\$2.30	\$16.22	\$1.60	\$15.52	\$0.90	\$14.82
\$13.93	\$2.30	\$16.23	\$1.60	\$15.53	\$0.91	\$14.84
\$13.94	\$2.30	\$16.24	\$1.60	\$15.54	\$0.91	\$14.85
\$13.95	\$2.30	\$16.25	\$1.60	\$15.55	\$0.91	\$14.86
\$13.96	\$2.30	\$16.26	\$1.61	\$15.57	\$0.91	\$14.87
\$13.97	\$2.31	\$16.28	\$1.61	\$15.58	\$0.91	\$14.88
\$13.98	\$2.31	\$16.29	\$1.61	\$15.59	\$0.91	\$14.89
\$13.99	\$2.31	\$16.30	\$1.61	\$15.60	\$0.91	\$14.90
\$14.00	\$2.31	\$16.31	\$1.61	\$15.61	\$0.91	\$14.91
\$14.01	\$2.31	\$16.32	\$1.61	\$15.62	\$0.91	\$14.92
\$14.02	\$2.31	\$16.33	\$1.61	\$15.63	\$0.91	\$14.93
\$14.03	\$2.31	\$16.34	\$1.61	\$15.64	\$0.91	\$14.94
\$14.04	\$2.32	\$16.36	\$1.61	\$15.65	\$0.91	\$14.95
\$14.05	\$2.32	\$16.37	\$1.62	\$15.67	\$0.91	\$14.96
\$14.06	\$2.32	\$16.38	\$1.62	\$15.68	\$0.91	\$14.97
\$14.07	\$2.32	\$16.39	\$1.62	\$15.69	\$0.91	\$14.98
\$14.08	\$2.32	\$16.40	\$1.62	\$15.70	\$0.92	\$15.00
\$14.09	\$2.32	\$16.41	\$1.62	\$15.71	\$0.92	\$15.01
\$14.10	\$2.33	\$16.43	\$1.62	\$15.72	\$0.92	\$15.02

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$14.11 to \$14.48*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$14.11	\$2.33	\$16.44	\$1.62	\$15.73	\$0.92	\$15.03
\$14.12	\$2.33	\$16.45	\$1.62	\$15.74	\$0.92	\$15.04
\$14.13	\$2.33	\$16.46	\$1.62	\$15.75	\$0.92	\$15.05
\$14.14	\$2.33	\$16.47	\$1.63	\$15.77	\$0.92	\$15.06
\$14.15	\$2.33	\$16.48	\$1.63	\$15.78	\$0.92	\$15.07
\$14.16	\$2.34	\$16.50	\$1.63	\$15.79	\$0.92	\$15.08
\$14.17	\$2.34	\$16.51	\$1.63	\$15.80	\$0.92	\$15.09
\$14.18	\$2.34	\$16.52	\$1.63	\$15.81	\$0.92	\$15.10
\$14.19	\$2.34	\$16.53	\$1.63	\$15.82	\$0.92	\$15.11
\$14.20	\$2.34	\$16.54	\$1.63	\$15.83	\$0.92	\$15.12
\$14.21	\$2.34	\$16.55	\$1.63	\$15.84	\$0.92	\$15.13
\$14.22	\$2.35	\$16.57	\$1.64	\$15.86	\$0.92	\$15.14
\$14.23	\$2.35	\$16.58	\$1.64	\$15.87	\$0.92	\$15.15
\$14.24	\$2.35	\$16.59	\$1.64	\$15.88	\$0.93	\$15.17
\$14.25	\$2.35	\$16.60	\$1.64	\$15.89	\$0.93	\$15.18
\$14.26	\$2.35	\$16.61	\$1.64	\$15.90	\$0.93	\$15.19
\$14.27	\$2.35	\$16.62	\$1.64	\$15.91	\$0.93	\$15.20
\$14.28	\$2.36	\$16.64	\$1.64	\$15.92	\$0.93	\$15.21
\$14.29	\$2.36	\$16.65	\$1.64	\$15.93	\$0.93	\$15.22
\$14.30	\$2.36	\$16.66	\$1.64	\$15.94	\$0.93	\$15.23
\$14.31	\$2.36	\$16.67	\$1.65	\$15.96	\$0.93	\$15.24
\$14.32	\$2.36	\$16.68	\$1.65	\$15.97	\$0.93	\$15.25
\$14.33	\$2.36	\$16.69	\$1.65	\$15.98	\$0.93	\$15.26
\$14.34	\$2.37	\$16.71	\$1.65	\$15.99	\$0.93	\$15.27
\$14.35	\$2.37	\$16.72	\$1.65	\$16.00	\$0.93	\$15.28
\$14.36	\$2.37	\$16.73	\$1.65	\$16.01	\$0.93	\$15.29
\$14.37	\$2.37	\$16.74	\$1.65	\$16.02	\$0.93	\$15.30
\$14.38	\$2.37	\$16.75	\$1.65	\$16.03	\$0.93	\$15.31
\$14.39	\$2.37	\$16.76	\$1.65	\$16.04	\$0.94	\$15.33
\$14.40	\$2.38	\$16.78	\$1.66	\$16.06	\$0.94	\$15.34
\$14.41	\$2.38	\$16.79	\$1.66	\$16.07	\$0.94	\$15.35
\$14.42	\$2.38	\$16.80	\$1.66	\$16.08	\$0.94	\$15.36
\$14.43	\$2.38	\$16.81	\$1.66	\$16.09	\$0.94	\$15.37
\$14.44	\$2.38	\$16.82	\$1.66	\$16.10	\$0.94	\$15.38
\$14.45	\$2.38	\$16.83	\$1.66	\$16.11	\$0.94	\$15.39
\$14.46	\$2.39	\$16.85	\$1.66	\$16.12	\$0.94	\$15.40
\$14.47	\$2.39	\$16.86	\$1.66	\$16.13	\$0.94	\$15.41
\$14.48	\$2.39	\$16.87	\$1.67	\$16.15	\$0.94	\$15.42

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$14.49 to \$14.86*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$14.49	\$2.39	\$16.88	\$1.67	\$16.16	\$0.94	\$15.43
\$14.50	\$2.39	\$16.89	\$1.67	\$16.17	\$0.94	\$15.44
\$14.51	\$2.39	\$16.90	\$1.67	\$16.18	\$0.94	\$15.45
\$14.52	\$2.40	\$16.92	\$1.67	\$16.19	\$0.94	\$15.46
\$14.53	\$2.40	\$16.93	\$1.67	\$16.20	\$0.94	\$15.47
\$14.54	\$2.40	\$16.94	\$1.67	\$16.21	\$0.95	\$15.49
\$14.55	\$2.40	\$16.95	\$1.67	\$16.22	\$0.95	\$15.50
\$14.56	\$2.40	\$16.96	\$1.67	\$16.23	\$0.95	\$15.51
\$14.57	\$2.40	\$16.97	\$1.68	\$16.25	\$0.95	\$15.52
\$14.58	\$2.41	\$16.99	\$1.68	\$16.26	\$0.95	\$15.53
\$14.59	\$2.41	\$17.00	\$1.68	\$16.27	\$0.95	\$15.54
\$14.60	\$2.41	\$17.01	\$1.68	\$16.28	\$0.95	\$15.55
\$14.61	\$2.41	\$17.02	\$1.68	\$16.29	\$0.95	\$15.56
\$14.62	\$2.41	\$17.03	\$1.68	\$16.30	\$0.95	\$15.57
\$14.63	\$2.41	\$17.04	\$1.68	\$16.31	\$0.95	\$15.58
\$14.64	\$2.42	\$17.06	\$1.68	\$16.32	\$0.95	\$15.59
\$14.65	\$2.42	\$17.07	\$1.68	\$16.33	\$0.95	\$15.60
\$14.66	\$2.42	\$17.08	\$1.69	\$16.35	\$0.95	\$15.61
\$14.67	\$2.42	\$17.09	\$1.69	\$16.36	\$0.95	\$15.62
\$14.68	\$2.42	\$17.10	\$1.69	\$16.37	\$0.95	\$15.63
\$14.69	\$2.42	\$17.11	\$1.69	\$16.38	\$0.95	\$15.64
\$14.70	\$2.43	\$17.13	\$1.69	\$16.39	\$0.96	\$15.66
\$14.71	\$2.43	\$17.14	\$1.69	\$16.40	\$0.96	\$15.67
\$14.72	\$2.43	\$17.15	\$1.69	\$16.41	\$0.96	\$15.68
\$14.73	\$2.43	\$17.16	\$1.69	\$16.42	\$0.96	\$15.69
\$14.74	\$2.43	\$17.17	\$1.70	\$16.44	\$0.96	\$15.70
\$14.75	\$2.43	\$17.18	\$1.70	\$16.45	\$0.96	\$15.71
\$14.76	\$2.44	\$17.20	\$1.70	\$16.46	\$0.96	\$15.72
\$14.77	\$2.44	\$17.21	\$1.70	\$16.47	\$0.96	\$15.73
\$14.78	\$2.44	\$17.22	\$1.70	\$16.48	\$0.96	\$15.74
\$14.79	\$2.44	\$17.23	\$1.70	\$16.49	\$0.96	\$15.75
\$14.80	\$2.44	\$17.24	\$1.70	\$16.50	\$0.96	\$15.76
\$14.81	\$2.44	\$17.25	\$1.70	\$16.51	\$0.96	\$15.77
\$14.82	\$2.45	\$17.27	\$1.70	\$16.52	\$0.96	\$15.78
\$14.83	\$2.45	\$17.28	\$1.71	\$16.54	\$0.96	\$15.79
\$14.84	\$2.45	\$17.29	\$1.71	\$16.55	\$0.96	\$15.80
\$14.85	\$2.45	\$17.30	\$1.71	\$16.56	\$0.97	\$15.82
\$14.86	\$2.45	\$17.31	\$1.71	\$16.57	\$0.97	\$15.83

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$14.87 to \$15.24*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$14.87	\$2.45	\$17.32	\$1.71	\$16.58	\$0.97	\$15.84
\$14.88	\$2.46	\$17.34	\$1.71	\$16.59	\$0.97	\$15.85
\$14.89	\$2.46	\$17.35	\$1.71	\$16.60	\$0.97	\$15.86
\$14.90	\$2.46	\$17.36	\$1.71	\$16.61	\$0.97	\$15.87
\$14.91	\$2.46	\$17.37	\$1.71	\$16.62	\$0.97	\$15.88
\$14.92	\$2.46	\$17.38	\$1.72	\$16.64	\$0.97	\$15.89
\$14.93	\$2.46	\$17.39	\$1.72	\$16.65	\$0.97	\$15.90
\$14.94	\$2.47	\$17.41	\$1.72	\$16.66	\$0.97	\$15.91
\$14.95	\$2.47	\$17.42	\$1.72	\$16.67	\$0.97	\$15.92
\$14.96	\$2.47	\$17.43	\$1.72	\$16.68	\$0.97	\$15.93
\$14.97	\$2.47	\$17.44	\$1.72	\$16.69	\$0.97	\$15.94
\$14.98	\$2.47	\$17.45	\$1.72	\$16.70	\$0.97	\$15.95
\$14.99	\$2.47	\$17.46	\$1.72	\$16.71	\$0.97	\$15.96
\$15.00	\$2.47	\$17.47	\$1.72	\$16.72	\$0.97	\$15.97
\$15.01	\$2.48	\$17.49	\$1.73	\$16.74	\$0.98	\$15.99
\$15.02	\$2.48	\$17.50	\$1.73	\$16.75	\$0.98	\$16.00
\$15.03	\$2.48	\$17.51	\$1.73	\$16.76	\$0.98	\$16.01
\$15.04	\$2.48	\$17.52	\$1.73	\$16.77	\$0.98	\$16.02
\$15.05	\$2.48	\$17.53	\$1.73	\$16.78	\$0.98	\$16.03
\$15.06	\$2.48	\$17.54	\$1.73	\$16.79	\$0.98	\$16.04
\$15.07	\$2.49	\$17.56	\$1.73	\$16.80	\$0.98	\$16.05
\$15.08	\$2.49	\$17.57	\$1.73	\$16.81	\$0.98	\$16.06
\$15.09	\$2.49	\$17.58	\$1.74	\$16.83	\$0.98	\$16.07
\$15.10	\$2.49	\$17.59	\$1.74	\$16.84	\$0.98	\$16.08
\$15.11	\$2.49	\$17.60	\$1.74	\$16.85	\$0.98	\$16.09
\$15.12	\$2.49	\$17.61	\$1.74	\$16.86	\$0.98	\$16.10
\$15.13	\$2.50	\$17.63	\$1.74	\$16.87	\$0.98	\$16.11
\$15.14	\$2.50	\$17.64	\$1.74	\$16.88	\$0.98	\$16.12
\$15.15	\$2.50	\$17.65	\$1.74	\$16.89	\$0.98	\$16.13
\$15.16	\$2.50	\$17.66	\$1.74	\$16.90	\$0.99	\$16.15
\$15.17	\$2.50	\$17.67	\$1.74	\$16.91	\$0.99	\$16.16
\$15.18	\$2.50	\$17.68	\$1.75	\$16.93	\$0.99	\$16.17
\$15.19	\$2.51	\$17.70	\$1.75	\$16.94	\$0.99	\$16.18
\$15.20	\$2.51	\$17.71	\$1.75	\$16.95	\$0.99	\$16.19
\$15.21	\$2.51	\$17.72	\$1.75	\$16.96	\$0.99	\$16.20
\$15.22	\$2.51	\$17.73	\$1.75	\$16.97	\$0.99	\$16.21
\$15.23	\$2.51	\$17.74	\$1.75	\$16.98	\$0.99	\$16.22
\$15.24	\$2.51	\$17.75	\$1.75	\$16.99	\$0.99	\$16.23

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$15.25 to \$15.62*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$15.25	\$2.52	\$17.77	\$1.75	\$17.00	\$0.99	\$16.24
\$15.26	\$2.52	\$17.78	\$1.75	\$17.01	\$0.99	\$16.25
\$15.27	\$2.52	\$17.79	\$1.76	\$17.03	\$0.99	\$16.26
\$15.28	\$2.52	\$17.80	\$1.76	\$17.04	\$0.99	\$16.27
\$15.29	\$2.52	\$17.81	\$1.76	\$17.05	\$0.99	\$16.28
\$15.30	\$2.52	\$17.82	\$1.76	\$17.06	\$0.99	\$16.29
\$15.31	\$2.53	\$17.84	\$1.76	\$17.07	\$1.00	\$16.31
\$15.32	\$2.53	\$17.85	\$1.76	\$17.08	\$1.00	\$16.32
\$15.33	\$2.53	\$17.86	\$1.76	\$17.09	\$1.00	\$16.33
\$15.34	\$2.53	\$17.87	\$1.76	\$17.10	\$1.00	\$16.34
\$15.35	\$2.53	\$17.88	\$1.77	\$17.12	\$1.00	\$16.35
\$15.36	\$2.53	\$17.89	\$1.77	\$17.13	\$1.00	\$16.36
\$15.37	\$2.54	\$17.91	\$1.77	\$17.14	\$1.00	\$16.37
\$15.38	\$2.54	\$17.92	\$1.77	\$17.15	\$1.00	\$16.38
\$15.39	\$2.54	\$17.93	\$1.77	\$17.16	\$1.00	\$16.39
\$15.40	\$2.54	\$17.94	\$1.77	\$17.17	\$1.00	\$16.40
\$15.41	\$2.54	\$17.95	\$1.77	\$17.18	\$1.00	\$16.41
\$15.42	\$2.54	\$17.96	\$1.77	\$17.19	\$1.00	\$16.42
\$15.43	\$2.55	\$17.98	\$1.77	\$17.20	\$1.00	\$16.43
\$15.44	\$2.55	\$17.99	\$1.78	\$17.22	\$1.00	\$16.44
\$15.45	\$2.55	\$18.00	\$1.78	\$17.23	\$1.00	\$16.45
\$15.46	\$2.55	\$18.01	\$1.78	\$17.24	\$1.00	\$16.46
\$15.47	\$2.55	\$18.02	\$1.78	\$17.25	\$1.01	\$16.48
\$15.48	\$2.55	\$18.03	\$1.78	\$17.26	\$1.01	\$16.49
\$15.49	\$2.56	\$18.05	\$1.78	\$17.27	\$1.01	\$16.50
\$15.50	\$2.56	\$18.06	\$1.78	\$17.28	\$1.01	\$16.51
\$15.51	\$2.56	\$18.07	\$1.78	\$17.29	\$1.01	\$16.52
\$15.52	\$2.56	\$18.08	\$1.78	\$17.30	\$1.01	\$16.53
\$15.53	\$2.56	\$18.09	\$1.79	\$17.32	\$1.01	\$16.54
\$15.54	\$2.56	\$18.10	\$1.79	\$17.33	\$1.01	\$16.55
\$15.55	\$2.57	\$18.12	\$1.79	\$17.34	\$1.01	\$16.56
\$15.56	\$2.57	\$18.13	\$1.79	\$17.35	\$1.01	\$16.57
\$15.57	\$2.57	\$18.14	\$1.79	\$17.36	\$1.01	\$16.58
\$15.58	\$2.57	\$18.15	\$1.79	\$17.37	\$1.01	\$16.59
\$15.59	\$2.57	\$18.16	\$1.79	\$17.38	\$1.01	\$16.60
\$15.60	\$2.57	\$18.17	\$1.79	\$17.39	\$1.01	\$16.61
\$15.61	\$2.58	\$18.19	\$1.80	\$17.41	\$1.01	\$16.62
\$15.62	\$2.58	\$18.20	\$1.80	\$17.42	\$1.02	\$16.64

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$15.63 to \$16.00*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$15.63	\$2.58	\$18.21	\$1.80	\$17.43	\$1.02	\$16.65
\$15.64	\$2.58	\$18.22	\$1.80	\$17.44	\$1.02	\$16.66
\$15.65	\$2.58	\$18.23	\$1.80	\$17.45	\$1.02	\$16.67
\$15.66	\$2.58	\$18.24	\$1.80	\$17.46	\$1.02	\$16.68
\$15.67	\$2.59	\$18.26	\$1.80	\$17.47	\$1.02	\$16.69
\$15.68	\$2.59	\$18.27	\$1.80	\$17.48	\$1.02	\$16.70
\$15.69	\$2.59	\$18.28	\$1.80	\$17.49	\$1.02	\$16.71
\$15.70	\$2.59	\$18.29	\$1.81	\$17.51	\$1.02	\$16.72
\$15.71	\$2.59	\$18.30	\$1.81	\$17.52	\$1.02	\$16.73
\$15.72	\$2.59	\$18.31	\$1.81	\$17.53	\$1.02	\$16.74
\$15.73	\$2.60	\$18.33	\$1.81	\$17.54	\$1.02	\$16.75
\$15.74	\$2.60	\$18.34	\$1.81	\$17.55	\$1.02	\$16.76
\$15.75	\$2.60	\$18.35	\$1.81	\$17.56	\$1.02	\$16.77
\$15.76	\$2.60	\$18.36	\$1.81	\$17.57	\$1.02	\$16.78
\$15.77	\$2.60	\$18.37	\$1.81	\$17.58	\$1.03	\$16.80
\$15.78	\$2.60	\$18.38	\$1.81	\$17.59	\$1.03	\$16.81
\$15.79	\$2.61	\$18.40	\$1.82	\$17.61	\$1.03	\$16.82
\$15.80	\$2.61	\$18.41	\$1.82	\$17.62	\$1.03	\$16.83
\$15.81	\$2.61	\$18.42	\$1.82	\$17.63	\$1.03	\$16.84
\$15.82	\$2.61	\$18.43	\$1.82	\$17.64	\$1.03	\$16.85
\$15.83	\$2.61	\$18.44	\$1.82	\$17.65	\$1.03	\$16.86
\$15.84	\$2.61	\$18.45	\$1.82	\$17.66	\$1.03	\$16.87
\$15.85	\$2.62	\$18.47	\$1.82	\$17.67	\$1.03	\$16.88
\$15.86	\$2.62	\$18.48	\$1.82	\$17.68	\$1.03	\$16.89
\$15.87	\$2.62	\$18.49	\$1.83	\$17.70	\$1.03	\$16.90
\$15.88	\$2.62	\$18.50	\$1.83	\$17.71	\$1.03	\$16.91
\$15.89	\$2.62	\$18.51	\$1.83	\$17.72	\$1.03	\$16.92
\$15.90	\$2.62	\$18.52	\$1.83	\$17.73	\$1.03	\$16.93
\$15.91	\$2.63	\$18.54	\$1.83	\$17.74	\$1.03	\$16.94
\$15.92	\$2.63	\$18.55	\$1.83	\$17.75	\$1.03	\$16.95
\$15.93	\$2.63	\$18.56	\$1.83	\$17.76	\$1.04	\$16.97
\$15.94	\$2.63	\$18.57	\$1.83	\$17.77	\$1.04	\$16.98
\$15.95	\$2.63	\$18.58	\$1.83	\$17.78	\$1.04	\$16.99
\$15.96	\$2.63	\$18.59	\$1.84	\$17.80	\$1.04	\$17.00
\$15.97	\$2.64	\$18.61	\$1.84	\$17.81	\$1.04	\$17.01
\$15.98	\$2.64	\$18.62	\$1.84	\$17.82	\$1.04	\$17.02
\$15.99	\$2.64	\$18.63	\$1.84	\$17.83	\$1.04	\$17.03
\$16.00	\$2.64	\$18.64	\$1.84	\$17.84	\$1.04	\$17.04

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$16.01 to \$16.38*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$16.01	\$2.64	\$18.65	\$1.84	\$17.85	\$1.04	\$17.05
\$16.02	\$2.64	\$18.66	\$1.84	\$17.86	\$1.04	\$17.06
\$16.03	\$2.64	\$18.67	\$1.84	\$17.87	\$1.04	\$17.07
\$16.04	\$2.65	\$18.69	\$1.84	\$17.88	\$1.04	\$17.08
\$16.05	\$2.65	\$18.70	\$1.85	\$17.90	\$1.04	\$17.09
\$16.06	\$2.65	\$18.71	\$1.85	\$17.91	\$1.04	\$17.10
\$16.07	\$2.65	\$18.72	\$1.85	\$17.92	\$1.04	\$17.11
\$16.08	\$2.65	\$18.73	\$1.85	\$17.93	\$1.05	\$17.13
\$16.09	\$2.65	\$18.74	\$1.85	\$17.94	\$1.05	\$17.14
\$16.10	\$2.66	\$18.76	\$1.85	\$17.95	\$1.05	\$17.15
\$16.11	\$2.66	\$18.77	\$1.85	\$17.96	\$1.05	\$17.16
\$16.12	\$2.66	\$18.78	\$1.85	\$17.97	\$1.05	\$17.17
\$16.13	\$2.66	\$18.79	\$1.85	\$17.98	\$1.05	\$17.18
\$16.14	\$2.66	\$18.80	\$1.86	\$18.00	\$1.05	\$17.19
\$16.15	\$2.66	\$18.81	\$1.86	\$18.01	\$1.05	\$17.20
\$16.16	\$2.67	\$18.83	\$1.86	\$18.02	\$1.05	\$17.21
\$16.17	\$2.67	\$18.84	\$1.86	\$18.03	\$1.05	\$17.22
\$16.18	\$2.67	\$18.85	\$1.86	\$18.04	\$1.05	\$17.23
\$16.19	\$2.67	\$18.86	\$1.86	\$18.05	\$1.05	\$17.24
\$16.20	\$2.67	\$18.87	\$1.86	\$18.06	\$1.05	\$17.25
\$16.21	\$2.67	\$18.88	\$1.86	\$18.07	\$1.05	\$17.26
\$16.22	\$2.68	\$18.90	\$1.87	\$18.09	\$1.05	\$17.27
\$16.23	\$2.68	\$18.91	\$1.87	\$18.10	\$1.05	\$17.28
\$16.24	\$2.68	\$18.92	\$1.87	\$18.11	\$1.06	\$17.30
\$16.25	\$2.68	\$18.93	\$1.87	\$18.12	\$1.06	\$17.31
\$16.26	\$2.68	\$18.94	\$1.87	\$18.13	\$1.06	\$17.32
\$16.27	\$2.68	\$18.95	\$1.87	\$18.14	\$1.06	\$17.33
\$16.28	\$2.69	\$18.97	\$1.87	\$18.15	\$1.06	\$17.34
\$16.29	\$2.69	\$18.98	\$1.87	\$18.16	\$1.06	\$17.35
\$16.30	\$2.69	\$18.99	\$1.87	\$18.17	\$1.06	\$17.36
\$16.31	\$2.69	\$19.00	\$1.88	\$18.19	\$1.06	\$17.37
\$16.32	\$2.69	\$19.01	\$1.88	\$18.20	\$1.06	\$17.38
\$16.33	\$2.69	\$19.02	\$1.88	\$18.21	\$1.06	\$17.39
\$16.34	\$2.70	\$19.04	\$1.88	\$18.22	\$1.06	\$17.40
\$16.35	\$2.70	\$19.05	\$1.88	\$18.23	\$1.06	\$17.41
\$16.36	\$2.70	\$19.06	\$1.88	\$18.24	\$1.06	\$17.42
\$16.37	\$2.70	\$19.07	\$1.88	\$18.25	\$1.06	\$17.43
\$16.38	\$2.70	\$19.08	\$1.88	\$18.26	\$1.06	\$17.44

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$16.39 to \$16.76*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$16.39	\$2.70	\$19.09	\$1.88	\$18.27	\$1.07	\$17.46
\$16.40	\$2.71	\$19.11	\$1.89	\$18.29	\$1.07	\$17.47
\$16.41	\$2.71	\$19.12	\$1.89	\$18.30	\$1.07	\$17.48
\$16.42	\$2.71	\$19.13	\$1.89	\$18.31	\$1.07	\$17.49
\$16.43	\$2.71	\$19.14	\$1.89	\$18.32	\$1.07	\$17.50
\$16.44	\$2.71	\$19.15	\$1.89	\$18.33	\$1.07	\$17.51
\$16.45	\$2.71	\$19.16	\$1.89	\$18.34	\$1.07	\$17.52
\$16.46	\$2.72	\$19.18	\$1.89	\$18.35	\$1.07	\$17.53
\$16.47	\$2.72	\$19.19	\$1.89	\$18.36	\$1.07	\$17.54
\$16.48	\$2.72	\$19.20	\$1.90	\$18.38	\$1.07	\$17.55
\$16.49	\$2.72	\$19.21	\$1.90	\$18.39	\$1.07	\$17.56
\$16.50	\$2.72	\$19.22	\$1.90	\$18.40	\$1.07	\$17.57
\$16.51	\$2.72	\$19.23	\$1.90	\$18.41	\$1.07	\$17.58
\$16.52	\$2.73	\$19.25	\$1.90	\$18.42	\$1.07	\$17.59
\$16.53	\$2.73	\$19.26	\$1.90	\$18.43	\$1.07	\$17.60
\$16.54	\$2.73	\$19.27	\$1.90	\$18.44	\$1.08	\$17.62
\$16.55	\$2.73	\$19.28	\$1.90	\$18.45	\$1.08	\$17.63
\$16.56	\$2.73	\$19.29	\$1.90	\$18.46	\$1.08	\$17.64
\$16.57	\$2.73	\$19.30	\$1.91	\$18.48	\$1.08	\$17.65
\$16.58	\$2.74	\$19.32	\$1.91	\$18.49	\$1.08	\$17.66
\$16.59	\$2.74	\$19.33	\$1.91	\$18.50	\$1.08	\$17.67
\$16.60	\$2.74	\$19.34	\$1.91	\$18.51	\$1.08	\$17.68
\$16.61	\$2.74	\$19.35	\$1.91	\$18.52	\$1.08	\$17.69
\$16.62	\$2.74	\$19.36	\$1.91	\$18.53	\$1.08	\$17.70
\$16.63	\$2.74	\$19.37	\$1.91	\$18.54	\$1.08	\$17.71
\$16.64	\$2.75	\$19.39	\$1.91	\$18.55	\$1.08	\$17.72
\$16.65	\$2.75	\$19.40	\$1.91	\$18.56	\$1.08	\$17.73
\$16.66	\$2.75	\$19.41	\$1.92	\$18.58	\$1.08	\$17.74
\$16.67	\$2.75	\$19.42	\$1.92	\$18.59	\$1.08	\$17.75
\$16.68	\$2.75	\$19.43	\$1.92	\$18.60	\$1.08	\$17.76
\$16.69	\$2.75	\$19.44	\$1.92	\$18.61	\$1.08	\$17.77
\$16.70	\$2.76	\$19.46	\$1.92	\$18.62	\$1.09	\$17.79
\$16.71	\$2.76	\$19.47	\$1.92	\$18.63	\$1.09	\$17.80
\$16.72	\$2.76	\$19.48	\$1.92	\$18.64	\$1.09	\$17.81
\$16.73	\$2.76	\$19.49	\$1.92	\$18.65	\$1.09	\$17.82
\$16.74	\$2.76	\$19.50	\$1.93	\$18.67	\$1.09	\$17.83
\$16.75	\$2.76	\$19.51	\$1.93	\$18.68	\$1.09	\$17.84
\$16.76	\$2.77	\$19.53	\$1.93	\$18.69	\$1.09	\$17.85

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$16.77 to \$17.14*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$16.77	\$2.77	\$19.54	\$1.93	\$18.70	\$1.09	\$17.86
\$16.78	\$2.77	\$19.55	\$1.93	\$18.71	\$1.09	\$17.87
\$16.79	\$2.77	\$19.56	\$1.93	\$18.72	\$1.09	\$17.88
\$16.80	\$2.77	\$19.57	\$1.93	\$18.73	\$1.09	\$17.89
\$16.81	\$2.77	\$19.58	\$1.93	\$18.74	\$1.09	\$17.90
\$16.82	\$2.78	\$19.60	\$1.93	\$18.75	\$1.09	\$17.91
\$16.83	\$2.78	\$19.61	\$1.94	\$18.77	\$1.09	\$17.92
\$16.84	\$2.78	\$19.62	\$1.94	\$18.78	\$1.09	\$17.93
\$16.85	\$2.78	\$19.63	\$1.94	\$18.79	\$1.10	\$17.95
\$16.86	\$2.78	\$19.64	\$1.94	\$18.80	\$1.10	\$17.96
\$16.87	\$2.78	\$19.65	\$1.94	\$18.81	\$1.10	\$17.97
\$16.88	\$2.79	\$19.67	\$1.94	\$18.82	\$1.10	\$17.98
\$16.89	\$2.79	\$19.68	\$1.94	\$18.83	\$1.10	\$17.99
\$16.90	\$2.79	\$19.69	\$1.94	\$18.84	\$1.10	\$18.00
\$16.91	\$2.79	\$19.70	\$1.94	\$18.85	\$1.10	\$18.01
\$16.92	\$2.79	\$19.71	\$1.95	\$18.87	\$1.10	\$18.02
\$16.93	\$2.79	\$19.72	\$1.95	\$18.88	\$1.10	\$18.03
\$16.94	\$2.80	\$19.74	\$1.95	\$18.89	\$1.10	\$18.04
\$16.95	\$2.80	\$19.75	\$1.95	\$18.90	\$1.10	\$18.05
\$16.96	\$2.80	\$19.76	\$1.95	\$18.91	\$1.10	\$18.06
\$16.97	\$2.80	\$19.77	\$1.95	\$18.92	\$1.10	\$18.07
\$16.98	\$2.80	\$19.78	\$1.95	\$18.93	\$1.10	\$18.08
\$16.99	\$2.80	\$19.79	\$1.95	\$18.94	\$1.10	\$18.09
\$17.00	\$2.80	\$19.80	\$1.95	\$18.95	\$1.10	\$18.10
\$17.01	\$2.81	\$19.82	\$1.96	\$18.97	\$1.11	\$18.12
\$17.02	\$2.81	\$19.83	\$1.96	\$18.98	\$1.11	\$18.13
\$17.03	\$2.81	\$19.84	\$1.96	\$18.99	\$1.11	\$18.14
\$17.04	\$2.81	\$19.85	\$1.96	\$19.00	\$1.11	\$18.15
\$17.05	\$2.81	\$19.86	\$1.96	\$19.01	\$1.11	\$18.16
\$17.06	\$2.81	\$19.87	\$1.96	\$19.02	\$1.11	\$18.17
\$17.07	\$2.82	\$19.89	\$1.96	\$19.03	\$1.11	\$18.18
\$17.08	\$2.82	\$19.90	\$1.96	\$19.04	\$1.11	\$18.19
\$17.09	\$2.82	\$19.91	\$1.97	\$19.06	\$1.11	\$18.20
\$17.10	\$2.82	\$19.92	\$1.97	\$19.07	\$1.11	\$18.21
\$17.11	\$2.82	\$19.93	\$1.97	\$19.08	\$1.11	\$18.22
\$17.12	\$2.82	\$19.94	\$1.97	\$19.09	\$1.11	\$18.23
\$17.13	\$2.83	\$19.96	\$1.97	\$19.10	\$1.11	\$18.24
\$17.14	\$2.83	\$19.97	\$1.97	\$19.11	\$1.11	\$18.25

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$17.15 to \$17.52*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$17.15	\$2.83	\$19.98	\$1.97	\$19.12	\$1.11	\$18.26
\$17.16	\$2.83	\$19.99	\$1.97	\$19.13	\$1.12	\$18.28
\$17.17	\$2.83	\$20.00	\$1.97	\$19.14	\$1.12	\$18.29
\$17.18	\$2.83	\$20.01	\$1.98	\$19.16	\$1.12	\$18.30
\$17.19	\$2.84	\$20.03	\$1.98	\$19.17	\$1.12	\$18.31
\$17.20	\$2.84	\$20.04	\$1.98	\$19.18	\$1.12	\$18.32
\$17.21	\$2.84	\$20.05	\$1.98	\$19.19	\$1.12	\$18.33
\$17.22	\$2.84	\$20.06	\$1.98	\$19.20	\$1.12	\$18.34
\$17.23	\$2.84	\$20.07	\$1.98	\$19.21	\$1.12	\$18.35
\$17.24	\$2.84	\$20.08	\$1.98	\$19.22	\$1.12	\$18.36
\$17.25	\$2.85	\$20.10	\$1.98	\$19.23	\$1.12	\$18.37
\$17.26	\$2.85	\$20.11	\$1.98	\$19.24	\$1.12	\$18.38
\$17.27	\$2.85	\$20.12	\$1.99	\$19.26	\$1.12	\$18.39
\$17.28	\$2.85	\$20.13	\$1.99	\$19.27	\$1.12	\$18.40
\$17.29	\$2.85	\$20.14	\$1.99	\$19.28	\$1.12	\$18.41
\$17.30	\$2.85	\$20.15	\$1.99	\$19.29	\$1.12	\$18.42
\$17.31	\$2.86	\$20.17	\$1.99	\$19.30	\$1.13	\$18.44
\$17.32	\$2.86	\$20.18	\$1.99	\$19.31	\$1.13	\$18.45
\$17.33	\$2.86	\$20.19	\$1.99	\$19.32	\$1.13	\$18.46
\$17.34	\$2.86	\$20.20	\$1.99	\$19.33	\$1.13	\$18.47
\$17.35	\$2.86	\$20.21	\$2.00	\$19.35	\$1.13	\$18.48
\$17.36	\$2.86	\$20.22	\$2.00	\$19.36	\$1.13	\$18.49
\$17.37	\$2.87	\$20.24	\$2.00	\$19.37	\$1.13	\$18.50
\$17.38	\$2.87	\$20.25	\$2.00	\$19.38	\$1.13	\$18.51
\$17.39	\$2.87	\$20.26	\$2.00	\$19.39	\$1.13	\$18.52
\$17.40	\$2.87	\$20.27	\$2.00	\$19.40	\$1.13	\$18.53
\$17.41	\$2.87	\$20.28	\$2.00	\$19.41	\$1.13	\$18.54
\$17.42	\$2.87	\$20.29	\$2.00	\$19.42	\$1.13	\$18.55
\$17.43	\$2.88	\$20.31	\$2.00	\$19.43	\$1.13	\$18.56
\$17.44	\$2.88	\$20.32	\$2.01	\$19.45	\$1.13	\$18.57
\$17.45	\$2.88	\$20.33	\$2.01	\$19.46	\$1.13	\$18.58
\$17.46	\$2.88	\$20.34	\$2.01	\$19.47	\$1.13	\$18.59
\$17.47	\$2.88	\$20.35	\$2.01	\$19.48	\$1.14	\$18.61
\$17.48	\$2.88	\$20.36	\$2.01	\$19.49	\$1.14	\$18.62
\$17.49	\$2.89	\$20.38	\$2.01	\$19.50	\$1.14	\$18.63
\$17.50	\$2.89	\$20.39	\$2.01	\$19.51	\$1.14	\$18.64
\$17.51	\$2.89	\$20.40	\$2.01	\$19.52	\$1.14	\$18.65
\$17.52	\$2.89	\$20.41	\$2.01	\$19.53	\$1.14	\$18.66

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$17.53 to \$17.90*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$17.53	\$2.89	\$20.42	\$2.02	\$19.55	\$1.14	\$18.67
\$17.54	\$2.89	\$20.43	\$2.02	\$19.56	\$1.14	\$18.68
\$17.55	\$2.90	\$20.45	\$2.02	\$19.57	\$1.14	\$18.69
\$17.56	\$2.90	\$20.46	\$2.02	\$19.58	\$1.14	\$18.70
\$17.57	\$2.90	\$20.47	\$2.02	\$19.59	\$1.14	\$18.71
\$17.58	\$2.90	\$20.48	\$2.02	\$19.60	\$1.14	\$18.72
\$17.59	\$2.90	\$20.49	\$2.02	\$19.61	\$1.14	\$18.73
\$17.60	\$2.90	\$20.50	\$2.02	\$19.62	\$1.14	\$18.74
\$17.61	\$2.91	\$20.52	\$2.03	\$19.64	\$1.14	\$18.75
\$17.62	\$2.91	\$20.53	\$2.03	\$19.65	\$1.15	\$18.77
\$17.63	\$2.91	\$20.54	\$2.03	\$19.66	\$1.15	\$18.78
\$17.64	\$2.91	\$20.55	\$2.03	\$19.67	\$1.15	\$18.79
\$17.65	\$2.91	\$20.56	\$2.03	\$19.68	\$1.15	\$18.80
\$17.66	\$2.91	\$20.57	\$2.03	\$19.69	\$1.15	\$18.81
\$17.67	\$2.92	\$20.59	\$2.03	\$19.70	\$1.15	\$18.82
\$17.68	\$2.92	\$20.60	\$2.03	\$19.71	\$1.15	\$18.83
\$17.69	\$2.92	\$20.61	\$2.03	\$19.72	\$1.15	\$18.84
\$17.70	\$2.92	\$20.62	\$2.04	\$19.74	\$1.15	\$18.85
\$17.71	\$2.92	\$20.63	\$2.04	\$19.75	\$1.15	\$18.86
\$17.72	\$2.92	\$20.64	\$2.04	\$19.76	\$1.15	\$18.87
\$17.73	\$2.93	\$20.66	\$2.04	\$19.77	\$1.15	\$18.88
\$17.74	\$2.93	\$20.67	\$2.04	\$19.78	\$1.15	\$18.89
\$17.75	\$2.93	\$20.68	\$2.04	\$19.79	\$1.15	\$18.90
\$17.76	\$2.93	\$20.69	\$2.04	\$19.80	\$1.15	\$18.91
\$17.77	\$2.93	\$20.70	\$2.04	\$19.81	\$1.16	\$18.93
\$17.78	\$2.93	\$20.71	\$2.04	\$19.82	\$1.16	\$18.94
\$17.79	\$2.94	\$20.73	\$2.05	\$19.84	\$1.16	\$18.95
\$17.80	\$2.94	\$20.74	\$2.05	\$19.85	\$1.16	\$18.96
\$17.81	\$2.94	\$20.75	\$2.05	\$19.86	\$1.16	\$18.97
\$17.82	\$2.94	\$20.76	\$2.05	\$19.87	\$1.16	\$18.98
\$17.83	\$2.94	\$20.77	\$2.05	\$19.88	\$1.16	\$18.99
\$17.84	\$2.94	\$20.78	\$2.05	\$19.89	\$1.16	\$19.00
\$17.85	\$2.95	\$20.80	\$2.05	\$19.90	\$1.16	\$19.01
\$17.86	\$2.95	\$20.81	\$2.05	\$19.91	\$1.16	\$19.02
\$17.87	\$2.95	\$20.82	\$2.06	\$19.93	\$1.16	\$19.03
\$17.88	\$2.95	\$20.83	\$2.06	\$19.94	\$1.16	\$19.04
\$17.89	\$2.95	\$20.84	\$2.06	\$19.95	\$1.16	\$19.05
\$17.90	\$2.95	\$20.85	\$2.06	\$19.96	\$1.16	\$19.06

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$17.91 to \$18.28*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$17.91	\$2.96	\$20.87	\$2.06	\$19.97	\$1.16	\$19.07
\$17.92	\$2.96	\$20.88	\$2.06	\$19.98	\$1.16	\$19.08
\$17.93	\$2.96	\$20.89	\$2.06	\$19.99	\$1.17	\$19.10
\$17.94	\$2.96	\$20.90	\$2.06	\$20.00	\$1.17	\$19.11
\$17.95	\$2.96	\$20.91	\$2.06	\$20.01	\$1.17	\$19.12
\$17.96	\$2.96	\$20.92	\$2.07	\$20.03	\$1.17	\$19.13
\$17.97	\$2.97	\$20.94	\$2.07	\$20.04	\$1.17	\$19.14
\$17.98	\$2.97	\$20.95	\$2.07	\$20.05	\$1.17	\$19.15
\$17.99	\$2.97	\$20.96	\$2.07	\$20.06	\$1.17	\$19.16
\$18.00	\$2.97	\$20.97	\$2.07	\$20.07	\$1.17	\$19.17
\$18.01	\$2.97	\$20.98	\$2.07	\$20.08	\$1.17	\$19.18
\$18.02	\$2.97	\$20.99	\$2.07	\$20.09	\$1.17	\$19.19
\$18.03	\$2.97	\$21.00	\$2.07	\$20.10	\$1.17	\$19.20
\$18.04	\$2.98	\$21.02	\$2.07	\$20.11	\$1.17	\$19.21
\$18.05	\$2.98	\$21.03	\$2.08	\$20.13	\$1.17	\$19.22
\$18.06	\$2.98	\$21.04	\$2.08	\$20.14	\$1.17	\$19.23
\$18.07	\$2.98	\$21.05	\$2.08	\$20.15	\$1.17	\$19.24
\$18.08	\$2.98	\$21.06	\$2.08	\$20.16	\$1.18	\$19.26
\$18.09	\$2.98	\$21.07	\$2.08	\$20.17	\$1.18	\$19.27
\$18.10	\$2.99	\$21.09	\$2.08	\$20.18	\$1.18	\$19.28
\$18.11	\$2.99	\$21.10	\$2.08	\$20.19	\$1.18	\$19.29
\$18.12	\$2.99	\$21.11	\$2.08	\$20.20	\$1.18	\$19.30
\$18.13	\$2.99	\$21.12	\$2.08	\$20.21	\$1.18	\$19.31
\$18.14	\$2.99	\$21.13	\$2.09	\$20.23	\$1.18	\$19.32
\$18.15	\$2.99	\$21.14	\$2.09	\$20.24	\$1.18	\$19.33
\$18.16	\$3.00	\$21.16	\$2.09	\$20.25	\$1.18	\$19.34
\$18.17	\$3.00	\$21.17	\$2.09	\$20.26	\$1.18	\$19.35
\$18.18	\$3.00	\$21.18	\$2.09	\$20.27	\$1.18	\$19.36
\$18.19	\$3.00	\$21.19	\$2.09	\$20.28	\$1.18	\$19.37
\$18.20	\$3.00	\$21.20	\$2.09	\$20.29	\$1.18	\$19.38
\$18.21	\$3.00	\$21.21	\$2.09	\$20.30	\$1.18	\$19.39
\$18.22	\$3.01	\$21.23	\$2.10	\$20.32	\$1.18	\$19.40
\$18.23	\$3.01	\$21.24	\$2.10	\$20.33	\$1.18	\$19.41
\$18.24	\$3.01	\$21.25	\$2.10	\$20.34	\$1.19	\$19.43
\$18.25	\$3.01	\$21.26	\$2.10	\$20.35	\$1.19	\$19.44
\$18.26	\$3.01	\$21.27	\$2.10	\$20.36	\$1.19	\$19.45
\$18.27	\$3.01	\$21.28	\$2.10	\$20.37	\$1.19	\$19.46
\$18.28	\$3.02	\$21.30	\$2.10	\$20.38	\$1.19	\$19.47

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$18.29 to \$18.66*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$18.29	\$3.02	\$21.31	\$2.10	\$20.39	\$1.19	\$19.48
\$18.30	\$3.02	\$21.32	\$2.10	\$20.40	\$1.19	\$19.49
\$18.31	\$3.02	\$21.33	\$2.11	\$20.42	\$1.19	\$19.50
\$18.32	\$3.02	\$21.34	\$2.11	\$20.43	\$1.19	\$19.51
\$18.33	\$3.02	\$21.35	\$2.11	\$20.44	\$1.19	\$19.52
\$18.34	\$3.03	\$21.37	\$2.11	\$20.45	\$1.19	\$19.53
\$18.35	\$3.03	\$21.38	\$2.11	\$20.46	\$1.19	\$19.54
\$18.36	\$3.03	\$21.39	\$2.11	\$20.47	\$1.19	\$19.55
\$18.37	\$3.03	\$21.40	\$2.11	\$20.48	\$1.19	\$19.56
\$18.38	\$3.03	\$21.41	\$2.11	\$20.49	\$1.19	\$19.57
\$18.39	\$3.03	\$21.42	\$2.11	\$20.50	\$1.20	\$19.59
\$18.40	\$3.04	\$21.44	\$2.12	\$20.52	\$1.20	\$19.60
\$18.41	\$3.04	\$21.45	\$2.12	\$20.53	\$1.20	\$19.61
\$18.42	\$3.04	\$21.46	\$2.12	\$20.54	\$1.20	\$19.62
\$18.43	\$3.04	\$21.47	\$2.12	\$20.55	\$1.20	\$19.63
\$18.44	\$3.04	\$21.48	\$2.12	\$20.56	\$1.20	\$19.64
\$18.45	\$3.04	\$21.49	\$2.12	\$20.57	\$1.20	\$19.65
\$18.46	\$3.05	\$21.51	\$2.12	\$20.58	\$1.20	\$19.66
\$18.47	\$3.05	\$21.52	\$2.12	\$20.59	\$1.20	\$19.67
\$18.48	\$3.05	\$21.53	\$2.13	\$20.61	\$1.20	\$19.68
\$18.49	\$3.05	\$21.54	\$2.13	\$20.62	\$1.20	\$19.69
\$18.50	\$3.05	\$21.55	\$2.13	\$20.63	\$1.20	\$19.70
\$18.51	\$3.05	\$21.56	\$2.13	\$20.64	\$1.20	\$19.71
\$18.52	\$3.06	\$21.58	\$2.13	\$20.65	\$1.20	\$19.72
\$18.53	\$3.06	\$21.59	\$2.13	\$20.66	\$1.20	\$19.73
\$18.54	\$3.06	\$21.60	\$2.13	\$20.67	\$1.21	\$19.75
\$18.55	\$3.06	\$21.61	\$2.13	\$20.68	\$1.21	\$19.76
\$18.56	\$3.06	\$21.62	\$2.13	\$20.69	\$1.21	\$19.77
\$18.57	\$3.06	\$21.63	\$2.14	\$20.71	\$1.21	\$19.78
\$18.58	\$3.07	\$21.65	\$2.14	\$20.72	\$1.21	\$19.79
\$18.59	\$3.07	\$21.66	\$2.14	\$20.73	\$1.21	\$19.80
\$18.60	\$3.07	\$21.67	\$2.14	\$20.74	\$1.21	\$19.81
\$18.61	\$3.07	\$21.68	\$2.14	\$20.75	\$1.21	\$19.82
\$18.62	\$3.07	\$21.69	\$2.14	\$20.76	\$1.21	\$19.83
\$18.63	\$3.07	\$21.70	\$2.14	\$20.77	\$1.21	\$19.84
\$18.64	\$3.08	\$21.72	\$2.14	\$20.78	\$1.21	\$19.85
\$18.65	\$3.08	\$21.73	\$2.14	\$20.79	\$1.21	\$19.86
\$18.66	\$3.08	\$21.74	\$2.15	\$20.81	\$1.21	\$19.87

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$18.67 to \$19.04*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$18.67	\$3.08	\$21.75	\$2.15	\$20.82	\$1.21	\$19.88
\$18.68	\$3.08	\$21.76	\$2.15	\$20.83	\$1.21	\$19.89
\$18.69	\$3.08	\$21.77	\$2.15	\$20.84	\$1.21	\$19.90
\$18.70	\$3.09	\$21.79	\$2.15	\$20.85	\$1.22	\$19.92
\$18.71	\$3.09	\$21.80	\$2.15	\$20.86	\$1.22	\$19.93
\$18.72	\$3.09	\$21.81	\$2.15	\$20.87	\$1.22	\$19.94
\$18.73	\$3.09	\$21.82	\$2.15	\$20.88	\$1.22	\$19.95
\$18.74	\$3.09	\$21.83	\$2.16	\$20.90	\$1.22	\$19.96
\$18.75	\$3.09	\$21.84	\$2.16	\$20.91	\$1.22	\$19.97
\$18.76	\$3.10	\$21.86	\$2.16	\$20.92	\$1.22	\$19.98
\$18.77	\$3.10	\$21.87	\$2.16	\$20.93	\$1.22	\$19.99
\$18.78	\$3.10	\$21.88	\$2.16	\$20.94	\$1.22	\$20.00
\$18.79	\$3.10	\$21.89	\$2.16	\$20.95	\$1.22	\$20.01
\$18.80	\$3.10	\$21.90	\$2.16	\$20.96	\$1.22	\$20.02
\$18.81	\$3.10	\$21.91	\$2.16	\$20.97	\$1.22	\$20.03
\$18.82	\$3.11	\$21.93	\$2.16	\$20.98	\$1.22	\$20.04
\$18.83	\$3.11	\$21.94	\$2.17	\$21.00	\$1.22	\$20.05
\$18.84	\$3.11	\$21.95	\$2.17	\$21.01	\$1.22	\$20.06
\$18.85	\$3.11	\$21.96	\$2.17	\$21.02	\$1.23	\$20.08
\$18.86	\$3.11	\$21.97	\$2.17	\$21.03	\$1.23	\$20.09
\$18.87	\$3.11	\$21.98	\$2.17	\$21.04	\$1.23	\$20.10
\$18.88	\$3.12	\$22.00	\$2.17	\$21.05	\$1.23	\$20.11
\$18.89	\$3.12	\$22.01	\$2.17	\$21.06	\$1.23	\$20.12
\$18.90	\$3.12	\$22.02	\$2.17	\$21.07	\$1.23	\$20.13
\$18.91	\$3.12	\$22.03	\$2.17	\$21.08	\$1.23	\$20.14
\$18.92	\$3.12	\$22.04	\$2.18	\$21.10	\$1.23	\$20.15
\$18.93	\$3.12	\$22.05	\$2.18	\$21.11	\$1.23	\$20.16
\$18.94	\$3.13	\$22.07	\$2.18	\$21.12	\$1.23	\$20.17
\$18.95	\$3.13	\$22.08	\$2.18	\$21.13	\$1.23	\$20.18
\$18.96	\$3.13	\$22.09	\$2.18	\$21.14	\$1.23	\$20.19
\$18.97	\$3.13	\$22.10	\$2.18	\$21.15	\$1.23	\$20.20
\$18.98	\$3.13	\$22.11	\$2.18	\$21.16	\$1.23	\$20.21
\$18.99	\$3.13	\$22.12	\$2.18	\$21.17	\$1.23	\$20.22
\$19.00	\$3.14	\$22.14	\$2.19	\$21.19	\$1.24	\$20.24
\$19.01	\$3.14	\$22.15	\$2.19	\$21.20	\$1.24	\$20.25
\$19.02	\$3.14	\$22.16	\$2.19	\$21.21	\$1.24	\$20.26
\$19.03	\$3.14	\$22.17	\$2.19	\$21.22	\$1.24	\$20.27
\$19.04	\$3.14	\$22.18	\$2.19	\$21.23	\$1.24	\$20.28

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$19.05 to \$19.42*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$19.05	\$3.14	\$22.19	\$2.19	\$21.24	\$1.24	\$20.29
\$19.06	\$3.14	\$22.20	\$2.19	\$21.25	\$1.24	\$20.30
\$19.07	\$3.15	\$22.22	\$2.19	\$21.26	\$1.24	\$20.31
\$19.08	\$3.15	\$22.23	\$2.19	\$21.27	\$1.24	\$20.32
\$19.09	\$3.15	\$22.24	\$2.20	\$21.29	\$1.24	\$20.33
\$19.10	\$3.15	\$22.25	\$2.20	\$21.30	\$1.24	\$20.34
\$19.11	\$3.15	\$22.26	\$2.20	\$21.31	\$1.24	\$20.35
\$19.12	\$3.15	\$22.27	\$2.20	\$21.32	\$1.24	\$20.36
\$19.13	\$3.16	\$22.29	\$2.20	\$21.33	\$1.24	\$20.37
\$19.14	\$3.16	\$22.30	\$2.20	\$21.34	\$1.24	\$20.38
\$19.15	\$3.16	\$22.31	\$2.20	\$21.35	\$1.24	\$20.39
\$19.16	\$3.16	\$22.32	\$2.20	\$21.36	\$1.25	\$20.41
\$19.17	\$3.16	\$22.33	\$2.20	\$21.37	\$1.25	\$20.42
\$19.18	\$3.16	\$22.34	\$2.21	\$21.39	\$1.25	\$20.43
\$19.19	\$3.17	\$22.36	\$2.21	\$21.40	\$1.25	\$20.44
\$19.20	\$3.17	\$22.37	\$2.21	\$21.41	\$1.25	\$20.45
\$19.21	\$3.17	\$22.38	\$2.21	\$21.42	\$1.25	\$20.46
\$19.22	\$3.17	\$22.39	\$2.21	\$21.43	\$1.25	\$20.47
\$19.23	\$3.17	\$22.40	\$2.21	\$21.44	\$1.25	\$20.48
\$19.24	\$3.17	\$22.41	\$2.21	\$21.45	\$1.25	\$20.49
\$19.25	\$3.18	\$22.43	\$2.21	\$21.46	\$1.25	\$20.50
\$19.26	\$3.18	\$22.44	\$2.21	\$21.47	\$1.25	\$20.51
\$19.27	\$3.18	\$22.45	\$2.22	\$21.49	\$1.25	\$20.52
\$19.28	\$3.18	\$22.46	\$2.22	\$21.50	\$1.25	\$20.53
\$19.29	\$3.18	\$22.47	\$2.22	\$21.51	\$1.25	\$20.54
\$19.30	\$3.18	\$22.48	\$2.22	\$21.52	\$1.25	\$20.55
\$19.31	\$3.19	\$22.50	\$2.22	\$21.53	\$1.26	\$20.57
\$19.32	\$3.19	\$22.51	\$2.22	\$21.54	\$1.26	\$20.58
\$19.33	\$3.19	\$22.52	\$2.22	\$21.55	\$1.26	\$20.59
\$19.34	\$3.19	\$22.53	\$2.22	\$21.56	\$1.26	\$20.60
\$19.35	\$3.19	\$22.54	\$2.23	\$21.58	\$1.26	\$20.61
\$19.36	\$3.19	\$22.55	\$2.23	\$21.59	\$1.26	\$20.62
\$19.37	\$3.20	\$22.57	\$2.23	\$21.60	\$1.26	\$20.63
\$19.38	\$3.20	\$22.58	\$2.23	\$21.61	\$1.26	\$20.64
\$19.39	\$3.20	\$22.59	\$2.23	\$21.62	\$1.26	\$20.65
\$19.40	\$3.20	\$22.60	\$2.23	\$21.63	\$1.26	\$20.66
\$19.41	\$3.20	\$22.61	\$2.23	\$21.64	\$1.26	\$20.67
\$19.42	\$3.20	\$22.62	\$2.23	\$21.65	\$1.26	\$20.68

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$19.43 to \$19.80*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$19.43	\$3.21	\$22.64	\$2.23	\$21.66	\$1.26	\$20.69
\$19.44	\$3.21	\$22.65	\$2.24	\$21.68	\$1.26	\$20.70
\$19.45	\$3.21	\$22.66	\$2.24	\$21.69	\$1.26	\$20.71
\$19.46	\$3.21	\$22.67	\$2.24	\$21.70	\$1.26	\$20.72
\$19.47	\$3.21	\$22.68	\$2.24	\$21.71	\$1.27	\$20.74
\$19.48	\$3.21	\$22.69	\$2.24	\$21.72	\$1.27	\$20.75
\$19.49	\$3.22	\$22.71	\$2.24	\$21.73	\$1.27	\$20.76
\$19.50	\$3.22	\$22.72	\$2.24	\$21.74	\$1.27	\$20.77
\$19.51	\$3.22	\$22.73	\$2.24	\$21.75	\$1.27	\$20.78
\$19.52	\$3.22	\$22.74	\$2.24	\$21.76	\$1.27	\$20.79
\$19.53	\$3.22	\$22.75	\$2.25	\$21.78	\$1.27	\$20.80
\$19.54	\$3.22	\$22.76	\$2.25	\$21.79	\$1.27	\$20.81
\$19.55	\$3.23	\$22.78	\$2.25	\$21.80	\$1.27	\$20.82
\$19.56	\$3.23	\$22.79	\$2.25	\$21.81	\$1.27	\$20.83
\$19.57	\$3.23	\$22.80	\$2.25	\$21.82	\$1.27	\$20.84
\$19.58	\$3.23	\$22.81	\$2.25	\$21.83	\$1.27	\$20.85
\$19.59	\$3.23	\$22.82	\$2.25	\$21.84	\$1.27	\$20.86
\$19.60	\$3.23	\$22.83	\$2.25	\$21.85	\$1.27	\$20.87
\$19.61	\$3.24	\$22.85	\$2.26	\$21.87	\$1.27	\$20.88
\$19.62	\$3.24	\$22.86	\$2.26	\$21.88	\$1.28	\$20.90
\$19.63	\$3.24	\$22.87	\$2.26	\$21.89	\$1.28	\$20.91
\$19.64	\$3.24	\$22.88	\$2.26	\$21.90	\$1.28	\$20.92
\$19.65	\$3.24	\$22.89	\$2.26	\$21.91	\$1.28	\$20.93
\$19.66	\$3.24	\$22.90	\$2.26	\$21.92	\$1.28	\$20.94
\$19.67	\$3.25	\$22.92	\$2.26	\$21.93	\$1.28	\$20.95
\$19.68	\$3.25	\$22.93	\$2.26	\$21.94	\$1.28	\$20.96
\$19.69	\$3.25	\$22.94	\$2.26	\$21.95	\$1.28	\$20.97
\$19.70	\$3.25	\$22.95	\$2.27	\$21.97	\$1.28	\$20.98
\$19.71	\$3.25	\$22.96	\$2.27	\$21.98	\$1.28	\$20.99
\$19.72	\$3.25	\$22.97	\$2.27	\$21.99	\$1.28	\$21.00
\$19.73	\$3.26	\$22.99	\$2.27	\$22.00	\$1.28	\$21.01
\$19.74	\$3.26	\$23.00	\$2.27	\$22.01	\$1.28	\$21.02
\$19.75	\$3.26	\$23.01	\$2.27	\$22.02	\$1.28	\$21.03
\$19.76	\$3.26	\$23.02	\$2.27	\$22.03	\$1.28	\$21.04
\$19.77	\$3.26	\$23.03	\$2.27	\$22.04	\$1.29	\$21.06
\$19.78	\$3.26	\$23.04	\$2.27	\$22.05	\$1.29	\$21.07
\$19.79	\$3.27	\$23.06	\$2.28	\$22.07	\$1.29	\$21.08
\$19.80	\$3.27	\$23.07	\$2.28	\$22.08	\$1.29	\$21.09

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$19.81 to \$20.18*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$19.81	\$3.27	\$23.08	\$2.28	\$22.09	\$1.29	\$21.10
\$19.82	\$3.27	\$23.09	\$2.28	\$22.10	\$1.29	\$21.11
\$19.83	\$3.27	\$23.10	\$2.28	\$22.11	\$1.29	\$21.12
\$19.84	\$3.27	\$23.11	\$2.28	\$22.12	\$1.29	\$21.13
\$19.85	\$3.28	\$23.13	\$2.28	\$22.13	\$1.29	\$21.14
\$19.86	\$3.28	\$23.14	\$2.28	\$22.14	\$1.29	\$21.15
\$19.87	\$3.28	\$23.15	\$2.29	\$22.16	\$1.29	\$21.16
\$19.88	\$3.28	\$23.16	\$2.29	\$22.17	\$1.29	\$21.17
\$19.89	\$3.28	\$23.17	\$2.29	\$22.18	\$1.29	\$21.18
\$19.90	\$3.28	\$23.18	\$2.29	\$22.19	\$1.29	\$21.19
\$19.91	\$3.29	\$23.20	\$2.29	\$22.20	\$1.29	\$21.20
\$19.92	\$3.29	\$23.21	\$2.29	\$22.21	\$1.29	\$21.21
\$19.93	\$3.29	\$23.22	\$2.29	\$22.22	\$1.30	\$21.23
\$19.94	\$3.29	\$23.23	\$2.29	\$22.23	\$1.30	\$21.24
\$19.95	\$3.29	\$23.24	\$2.29	\$22.24	\$1.30	\$21.25
\$19.96	\$3.29	\$23.25	\$2.30	\$22.26	\$1.30	\$21.26
\$19.97	\$3.30	\$23.27	\$2.30	\$22.27	\$1.30	\$21.27
\$19.98	\$3.30	\$23.28	\$2.30	\$22.28	\$1.30	\$21.28
\$19.99	\$3.30	\$23.29	\$2.30	\$22.29	\$1.30	\$21.29
\$20.00	\$3.30	\$23.30	\$2.30	\$22.30	\$1.30	\$21.30
\$20.01	\$3.30	\$23.31	\$2.30	\$22.31	\$1.30	\$21.31
\$20.02	\$3.30	\$23.32	\$2.30	\$22.32	\$1.30	\$21.32
\$20.03	\$3.30	\$23.33	\$2.30	\$22.33	\$1.30	\$21.33
\$20.04	\$3.31	\$23.35	\$2.30	\$22.34	\$1.30	\$21.34
\$20.05	\$3.31	\$23.36	\$2.31	\$22.36	\$1.30	\$21.35
\$20.06	\$3.31	\$23.37	\$2.31	\$22.37	\$1.30	\$21.36
\$20.07	\$3.31	\$23.38	\$2.31	\$22.38	\$1.30	\$21.37
\$20.08	\$3.31	\$23.39	\$2.31	\$22.39	\$1.31	\$21.39
\$20.09	\$3.31	\$23.40	\$2.31	\$22.40	\$1.31	\$21.40
\$20.10	\$3.32	\$23.42	\$2.31	\$22.41	\$1.31	\$21.41
\$20.11	\$3.32	\$23.43	\$2.31	\$22.42	\$1.31	\$21.42
\$20.12	\$3.32	\$23.44	\$2.31	\$22.43	\$1.31	\$21.43
\$20.13	\$3.32	\$23.45	\$2.31	\$22.44	\$1.31	\$21.44
\$20.14	\$3.32	\$23.46	\$2.32	\$22.46	\$1.31	\$21.45
\$20.15	\$3.32	\$23.47	\$2.32	\$22.47	\$1.31	\$21.46
\$20.16	\$3.33	\$23.49	\$2.32	\$22.48	\$1.31	\$21.47
\$20.17	\$3.33	\$23.50	\$2.32	\$22.49	\$1.31	\$21.48
\$20.18	\$3.33	\$23.51	\$2.32	\$22.50	\$1.31	\$21.49

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$20.19 to \$20.56*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$20.19	\$3.33	\$23.52	\$2.32	\$22.51	\$1.31	\$21.50
\$20.20	\$3.33	\$23.53	\$2.32	\$22.52	\$1.31	\$21.51
\$20.21	\$3.33	\$23.54	\$2.32	\$22.53	\$1.31	\$21.52
\$20.22	\$3.34	\$23.56	\$2.33	\$22.55	\$1.31	\$21.53
\$20.23	\$3.34	\$23.57	\$2.33	\$22.56	\$1.31	\$21.54
\$20.24	\$3.34	\$23.58	\$2.33	\$22.57	\$1.32	\$21.56
\$20.25	\$3.34	\$23.59	\$2.33	\$22.58	\$1.32	\$21.57
\$20.26	\$3.34	\$23.60	\$2.33	\$22.59	\$1.32	\$21.58
\$20.27	\$3.34	\$23.61	\$2.33	\$22.60	\$1.32	\$21.59
\$20.28	\$3.35	\$23.63	\$2.33	\$22.61	\$1.32	\$21.60
\$20.29	\$3.35	\$23.64	\$2.33	\$22.62	\$1.32	\$21.61
\$20.30	\$3.35	\$23.65	\$2.33	\$22.63	\$1.32	\$21.62
\$20.31	\$3.35	\$23.66	\$2.34	\$22.65	\$1.32	\$21.63
\$20.32	\$3.35	\$23.67	\$2.34	\$22.66	\$1.32	\$21.64
\$20.33	\$3.35	\$23.68	\$2.34	\$22.67	\$1.32	\$21.65
\$20.34	\$3.36	\$23.70	\$2.34	\$22.68	\$1.32	\$21.66
\$20.35	\$3.36	\$23.71	\$2.34	\$22.69	\$1.32	\$21.67
\$20.36	\$3.36	\$23.72	\$2.34	\$22.70	\$1.32	\$21.68
\$20.37	\$3.36	\$23.73	\$2.34	\$22.71	\$1.32	\$21.69
\$20.38	\$3.36	\$23.74	\$2.34	\$22.72	\$1.32	\$21.70
\$20.39	\$3.36	\$23.75	\$2.34	\$22.73	\$1.33	\$21.72
\$20.40	\$3.37	\$23.77	\$2.35	\$22.75	\$1.33	\$21.73
\$20.41	\$3.37	\$23.78	\$2.35	\$22.76	\$1.33	\$21.74
\$20.42	\$3.37	\$23.79	\$2.35	\$22.77	\$1.33	\$21.75
\$20.43	\$3.37	\$23.80	\$2.35	\$22.78	\$1.33	\$21.76
\$20.44	\$3.37	\$23.81	\$2.35	\$22.79	\$1.33	\$21.77
\$20.45	\$3.37	\$23.82	\$2.35	\$22.80	\$1.33	\$21.78
\$20.46	\$3.38	\$23.84	\$2.35	\$22.81	\$1.33	\$21.79
\$20.47	\$3.38	\$23.85	\$2.35	\$22.82	\$1.33	\$21.80
\$20.48	\$3.38	\$23.86	\$2.36	\$22.84	\$1.33	\$21.81
\$20.49	\$3.38	\$23.87	\$2.36	\$22.85	\$1.33	\$21.82
\$20.50	\$3.38	\$23.88	\$2.36	\$22.86	\$1.33	\$21.83
\$20.51	\$3.38	\$23.89	\$2.36	\$22.87	\$1.33	\$21.84
\$20.52	\$3.39	\$23.91	\$2.36	\$22.88	\$1.33	\$21.85
\$20.53	\$3.39	\$23.92	\$2.36	\$22.89	\$1.33	\$21.86
\$20.54	\$3.39	\$23.93	\$2.36	\$22.90	\$1.34	\$21.88
\$20.55	\$3.39	\$23.94	\$2.36	\$22.91	\$1.34	\$21.89
\$20.56	\$3.39	\$23.95	\$2.36	\$22.92	\$1.34	\$21.90

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$20.57 to \$20.94*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$20.57	\$3.39	\$23.96	\$2.37	\$22.94	\$1.34	\$21.91
\$20.58	\$3.40	\$23.98	\$2.37	\$22.95	\$1.34	\$21.92
\$20.59	\$3.40	\$23.99	\$2.37	\$22.96	\$1.34	\$21.93
\$20.60	\$3.40	\$24.00	\$2.37	\$22.97	\$1.34	\$21.94
\$20.61	\$3.40	\$24.01	\$2.37	\$22.98	\$1.34	\$21.95
\$20.62	\$3.40	\$24.02	\$2.37	\$22.99	\$1.34	\$21.96
\$20.63	\$3.40	\$24.03	\$2.37	\$23.00	\$1.34	\$21.97
\$20.64	\$3.41	\$24.05	\$2.37	\$23.01	\$1.34	\$21.98
\$20.65	\$3.41	\$24.06	\$2.37	\$23.02	\$1.34	\$21.99
\$20.66	\$3.41	\$24.07	\$2.38	\$23.04	\$1.34	\$22.00
\$20.67	\$3.41	\$24.08	\$2.38	\$23.05	\$1.34	\$22.01
\$20.68	\$3.41	\$24.09	\$2.38	\$23.06	\$1.34	\$22.02
\$20.69	\$3.41	\$24.10	\$2.38	\$23.07	\$1.34	\$22.03
\$20.70	\$3.42	\$24.12	\$2.38	\$23.08	\$1.35	\$22.05
\$20.71	\$3.42	\$24.13	\$2.38	\$23.09	\$1.35	\$22.06
\$20.72	\$3.42	\$24.14	\$2.38	\$23.10	\$1.35	\$22.07
\$20.73	\$3.42	\$24.15	\$2.38	\$23.11	\$1.35	\$22.08
\$20.74	\$3.42	\$24.16	\$2.39	\$23.13	\$1.35	\$22.09
\$20.75	\$3.42	\$24.17	\$2.39	\$23.14	\$1.35	\$22.10
\$20.76	\$3.43	\$24.19	\$2.39	\$23.15	\$1.35	\$22.11
\$20.77	\$3.43	\$24.20	\$2.39	\$23.16	\$1.35	\$22.12
\$20.78	\$3.43	\$24.21	\$2.39	\$23.17	\$1.35	\$22.13
\$20.79	\$3.43	\$24.22	\$2.39	\$23.18	\$1.35	\$22.14
\$20.80	\$3.43	\$24.23	\$2.39	\$23.19	\$1.35	\$22.15
\$20.81	\$3.43	\$24.24	\$2.39	\$23.20	\$1.35	\$22.16
\$20.82	\$3.44	\$24.26	\$2.39	\$23.21	\$1.35	\$22.17
\$20.83	\$3.44	\$24.27	\$2.40	\$23.23	\$1.35	\$22.18
\$20.84	\$3.44	\$24.28	\$2.40	\$23.24	\$1.35	\$22.19
\$20.85	\$3.44	\$24.29	\$2.40	\$23.25	\$1.36	\$22.21
\$20.86	\$3.44	\$24.30	\$2.40	\$23.26	\$1.36	\$22.22
\$20.87	\$3.44	\$24.31	\$2.40	\$23.27	\$1.36	\$22.23
\$20.88	\$3.45	\$24.33	\$2.40	\$23.28	\$1.36	\$22.24
\$20.89	\$3.45	\$24.34	\$2.40	\$23.29	\$1.36	\$22.25
\$20.90	\$3.45	\$24.35	\$2.40	\$23.30	\$1.36	\$22.26
\$20.91	\$3.45	\$24.36	\$2.40	\$23.31	\$1.36	\$22.27
\$20.92	\$3.45	\$24.37	\$2.41	\$23.33	\$1.36	\$22.28
\$20.93	\$3.45	\$24.38	\$2.41	\$23.34	\$1.36	\$22.29
\$20.94	\$3.46	\$24.40	\$2.41	\$23.35	\$1.36	\$22.30

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$20.95 to \$21.32*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$20.95	\$3.46	\$24.41	\$2.41	\$23.36	\$1.36	\$22.31
\$20.96	\$3.46	\$24.42	\$2.41	\$23.37	\$1.36	\$22.32
\$20.97	\$3.46	\$24.43	\$2.41	\$23.38	\$1.36	\$22.33
\$20.98	\$3.46	\$24.44	\$2.41	\$23.39	\$1.36	\$22.34
\$20.99	\$3.46	\$24.45	\$2.41	\$23.40	\$1.36	\$22.35
\$21.00	\$3.47	\$24.47	\$2.42	\$23.42	\$1.37	\$22.37
\$21.01	\$3.47	\$24.48	\$2.42	\$23.43	\$1.37	\$22.38
\$21.02	\$3.47	\$24.49	\$2.42	\$23.44	\$1.37	\$22.39
\$21.03	\$3.47	\$24.50	\$2.42	\$23.45	\$1.37	\$22.40
\$21.04	\$3.47	\$24.51	\$2.42	\$23.46	\$1.37	\$22.41
\$21.05	\$3.47	\$24.52	\$2.42	\$23.47	\$1.37	\$22.42
\$21.06	\$3.47	\$24.53	\$2.42	\$23.48	\$1.37	\$22.43
\$21.07	\$3.48	\$24.55	\$2.42	\$23.49	\$1.37	\$22.44
\$21.08	\$3.48	\$24.56	\$2.42	\$23.50	\$1.37	\$22.45
\$21.09	\$3.48	\$24.57	\$2.43	\$23.52	\$1.37	\$22.46
\$21.10	\$3.48	\$24.58	\$2.43	\$23.53	\$1.37	\$22.47
\$21.11	\$3.48	\$24.59	\$2.43	\$23.54	\$1.37	\$22.48
\$21.12	\$3.48	\$24.60	\$2.43	\$23.55	\$1.37	\$22.49
\$21.13	\$3.49	\$24.62	\$2.43	\$23.56	\$1.37	\$22.50
\$21.14	\$3.49	\$24.63	\$2.43	\$23.57	\$1.37	\$22.51
\$21.15	\$3.49	\$24.64	\$2.43	\$23.58	\$1.37	\$22.52
\$21.16	\$3.49	\$24.65	\$2.43	\$23.59	\$1.38	\$22.54
\$21.17	\$3.49	\$24.66	\$2.43	\$23.60	\$1.38	\$22.55
\$21.18	\$3.49	\$24.67	\$2.44	\$23.62	\$1.38	\$22.56
\$21.19	\$3.50	\$24.69	\$2.44	\$23.63	\$1.38	\$22.57
\$21.20	\$3.50	\$24.70	\$2.44	\$23.64	\$1.38	\$22.58
\$21.21	\$3.50	\$24.71	\$2.44	\$23.65	\$1.38	\$22.59
\$21.22	\$3.50	\$24.72	\$2.44	\$23.66	\$1.38	\$22.60
\$21.23	\$3.50	\$24.73	\$2.44	\$23.67	\$1.38	\$22.61
\$21.24	\$3.50	\$24.74	\$2.44	\$23.68	\$1.38	\$22.62
\$21.25	\$3.51	\$24.76	\$2.44	\$23.69	\$1.38	\$22.63
\$21.26	\$3.51	\$24.77	\$2.44	\$23.70	\$1.38	\$22.64
\$21.27	\$3.51	\$24.78	\$2.45	\$23.72	\$1.38	\$22.65
\$21.28	\$3.51	\$24.79	\$2.45	\$23.73	\$1.38	\$22.66
\$21.29	\$3.51	\$24.80	\$2.45	\$23.74	\$1.38	\$22.67
\$21.30	\$3.51	\$24.81	\$2.45	\$23.75	\$1.38	\$22.68
\$21.31	\$3.52	\$24.83	\$2.45	\$23.76	\$1.39	\$22.70
\$21.32	\$3.52	\$24.84	\$2.45	\$23.77	\$1.39	\$22.71

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$21.33 to \$21.70*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$21.33	\$3.52	\$24.85	\$2.45	\$23.78	\$1.39	\$22.72
\$21.34	\$3.52	\$24.86	\$2.45	\$23.79	\$1.39	\$22.73
\$21.35	\$3.52	\$24.87	\$2.46	\$23.81	\$1.39	\$22.74
\$21.36	\$3.52	\$24.88	\$2.46	\$23.82	\$1.39	\$22.75
\$21.37	\$3.53	\$24.90	\$2.46	\$23.83	\$1.39	\$22.76
\$21.38	\$3.53	\$24.91	\$2.46	\$23.84	\$1.39	\$22.77
\$21.39	\$3.53	\$24.92	\$2.46	\$23.85	\$1.39	\$22.78
\$21.40	\$3.53	\$24.93	\$2.46	\$23.86	\$1.39	\$22.79
\$21.41	\$3.53	\$24.94	\$2.46	\$23.87	\$1.39	\$22.80
\$21.42	\$3.53	\$24.95	\$2.46	\$23.88	\$1.39	\$22.81
\$21.43	\$3.54	\$24.97	\$2.46	\$23.89	\$1.39	\$22.82
\$21.44	\$3.54	\$24.98	\$2.47	\$23.91	\$1.39	\$22.83
\$21.45	\$3.54	\$24.99	\$2.47	\$23.92	\$1.39	\$22.84
\$21.46	\$3.54	\$25.00	\$2.47	\$23.93	\$1.39	\$22.85
\$21.47	\$3.54	\$25.01	\$2.47	\$23.94	\$1.40	\$22.87
\$21.48	\$3.54	\$25.02	\$2.47	\$23.95	\$1.40	\$22.88
\$21.49	\$3.55	\$25.04	\$2.47	\$23.96	\$1.40	\$22.89
\$21.50	\$3.55	\$25.05	\$2.47	\$23.97	\$1.40	\$22.90
\$21.51	\$3.55	\$25.06	\$2.47	\$23.98	\$1.40	\$22.91
\$21.52	\$3.55	\$25.07	\$2.47	\$23.99	\$1.40	\$22.92
\$21.53	\$3.55	\$25.08	\$2.48	\$24.01	\$1.40	\$22.93
\$21.54	\$3.55	\$25.09	\$2.48	\$24.02	\$1.40	\$22.94
\$21.55	\$3.56	\$25.11	\$2.48	\$24.03	\$1.40	\$22.95
\$21.56	\$3.56	\$25.12	\$2.48	\$24.04	\$1.40	\$22.96
\$21.57	\$3.56	\$25.13	\$2.48	\$24.05	\$1.40	\$22.97
\$21.58	\$3.56	\$25.14	\$2.48	\$24.06	\$1.40	\$22.98
\$21.59	\$3.56	\$25.15	\$2.48	\$24.07	\$1.40	\$22.99
\$21.60	\$3.56	\$25.16	\$2.48	\$24.08	\$1.40	\$23.00
\$21.61	\$3.57	\$25.18	\$2.49	\$24.10	\$1.40	\$23.01
\$21.62	\$3.57	\$25.19	\$2.49	\$24.11	\$1.41	\$23.03
\$21.63	\$3.57	\$25.20	\$2.49	\$24.12	\$1.41	\$23.04
\$21.64	\$3.57	\$25.21	\$2.49	\$24.13	\$1.41	\$23.05
\$21.65	\$3.57	\$25.22	\$2.49	\$24.14	\$1.41	\$23.06
\$21.66	\$3.57	\$25.23	\$2.49	\$24.15	\$1.41	\$23.07
\$21.67	\$3.58	\$25.25	\$2.49	\$24.16	\$1.41	\$23.08
\$21.68	\$3.58	\$25.26	\$2.49	\$24.17	\$1.41	\$23.09
\$21.69	\$3.58	\$25.27	\$2.49	\$24.18	\$1.41	\$23.10
\$21.70	\$3.58	\$25.28	\$2.50	\$24.20	\$1.41	\$23.11

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$21.71 to \$22.08*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$21.71	\$3.58	\$25.29	\$2.50	\$24.21	\$1.41	\$23.12
\$21.72	\$3.58	\$25.30	\$2.50	\$24.22	\$1.41	\$23.13
\$21.73	\$3.59	\$25.32	\$2.50	\$24.23	\$1.41	\$23.14
\$21.74	\$3.59	\$25.33	\$2.50	\$24.24	\$1.41	\$23.15
\$21.75	\$3.59	\$25.34	\$2.50	\$24.25	\$1.41	\$23.16
\$21.76	\$3.59	\$25.35	\$2.50	\$24.26	\$1.41	\$23.17
\$21.77	\$3.59	\$25.36	\$2.50	\$24.27	\$1.42	\$23.19
\$21.78	\$3.59	\$25.37	\$2.50	\$24.28	\$1.42	\$23.20
\$21.79	\$3.60	\$25.39	\$2.51	\$24.30	\$1.42	\$23.21
\$21.80	\$3.60	\$25.40	\$2.51	\$24.31	\$1.42	\$23.22
\$21.81	\$3.60	\$25.41	\$2.51	\$24.32	\$1.42	\$23.23
\$21.82	\$3.60	\$25.42	\$2.51	\$24.33	\$1.42	\$23.24
\$21.83	\$3.60	\$25.43	\$2.51	\$24.34	\$1.42	\$23.25
\$21.84	\$3.60	\$25.44	\$2.51	\$24.35	\$1.42	\$23.26
\$21.85	\$3.61	\$25.46	\$2.51	\$24.36	\$1.42	\$23.27
\$21.86	\$3.61	\$25.47	\$2.51	\$24.37	\$1.42	\$23.28
\$21.87	\$3.61	\$25.48	\$2.52	\$24.39	\$1.42	\$23.29
\$21.88	\$3.61	\$25.49	\$2.52	\$24.40	\$1.42	\$23.30
\$21.89	\$3.61	\$25.50	\$2.52	\$24.41	\$1.42	\$23.31
\$21.90	\$3.61	\$25.51	\$2.52	\$24.42	\$1.42	\$23.32
\$21.91	\$3.62	\$25.53	\$2.52	\$24.43	\$1.42	\$23.33
\$21.92	\$3.62	\$25.54	\$2.52	\$24.44	\$1.42	\$23.34
\$21.93	\$3.62	\$25.55	\$2.52	\$24.45	\$1.43	\$23.36
\$21.94	\$3.62	\$25.56	\$2.52	\$24.46	\$1.43	\$23.37
\$21.95	\$3.62	\$25.57	\$2.52	\$24.47	\$1.43	\$23.38
\$21.96	\$3.62	\$25.58	\$2.53	\$24.49	\$1.43	\$23.39
\$21.97	\$3.63	\$25.60	\$2.53	\$24.50	\$1.43	\$23.40
\$21.98	\$3.63	\$25.61	\$2.53	\$24.51	\$1.43	\$23.41
\$21.99	\$3.63	\$25.62	\$2.53	\$24.52	\$1.43	\$23.42
\$22.00	\$3.63	\$25.63	\$2.53	\$24.53	\$1.43	\$23.43
\$22.01	\$3.63	\$25.64	\$2.53	\$24.54	\$1.43	\$23.44
\$22.02	\$3.63	\$25.65	\$2.53	\$24.55	\$1.43	\$23.45
\$22.03	\$3.63	\$25.66	\$2.53	\$24.56	\$1.43	\$23.46
\$22.04	\$3.64	\$25.68	\$2.53	\$24.57	\$1.43	\$23.47
\$22.05	\$3.64	\$25.69	\$2.54	\$24.59	\$1.43	\$23.48
\$22.06	\$3.64	\$25.70	\$2.54	\$24.60	\$1.43	\$23.49
\$22.07	\$3.64	\$25.71	\$2.54	\$24.61	\$1.43	\$23.50
\$22.08	\$3.64	\$25.72	\$2.54	\$24.62	\$1.44	\$23.52

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$22.09 to \$22.46*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$22.09	\$3.64	\$25.73	\$2.54	\$24.63	\$1.44	\$23.53
\$22.10	\$3.65	\$25.75	\$2.54	\$24.64	\$1.44	\$23.54
\$22.11	\$3.65	\$25.76	\$2.54	\$24.65	\$1.44	\$23.55
\$22.12	\$3.65	\$25.77	\$2.54	\$24.66	\$1.44	\$23.56
\$22.13	\$3.65	\$25.78	\$2.54	\$24.67	\$1.44	\$23.57
\$22.14	\$3.65	\$25.79	\$2.55	\$24.69	\$1.44	\$23.58
\$22.15	\$3.65	\$25.80	\$2.55	\$24.70	\$1.44	\$23.59
\$22.16	\$3.66	\$25.82	\$2.55	\$24.71	\$1.44	\$23.60
\$22.17	\$3.66	\$25.83	\$2.55	\$24.72	\$1.44	\$23.61
\$22.18	\$3.66	\$25.84	\$2.55	\$24.73	\$1.44	\$23.62
\$22.19	\$3.66	\$25.85	\$2.55	\$24.74	\$1.44	\$23.63
\$22.20	\$3.66	\$25.86	\$2.55	\$24.75	\$1.44	\$23.64
\$22.21	\$3.66	\$25.87	\$2.55	\$24.76	\$1.44	\$23.65
\$22.22	\$3.67	\$25.89	\$2.56	\$24.78	\$1.44	\$23.66
\$22.23	\$3.67	\$25.90	\$2.56	\$24.79	\$1.44	\$23.67
\$22.24	\$3.67	\$25.91	\$2.56	\$24.80	\$1.45	\$23.69
\$22.25	\$3.67	\$25.92	\$2.56	\$24.81	\$1.45	\$23.70
\$22.26	\$3.67	\$25.93	\$2.56	\$24.82	\$1.45	\$23.71
\$22.27	\$3.67	\$25.94	\$2.56	\$24.83	\$1.45	\$23.72
\$22.28	\$3.68	\$25.96	\$2.56	\$24.84	\$1.45	\$23.73
\$22.29	\$3.68	\$25.97	\$2.56	\$24.85	\$1.45	\$23.74
\$22.30	\$3.68	\$25.98	\$2.56	\$24.86	\$1.45	\$23.75
\$22.31	\$3.68	\$25.99	\$2.57	\$24.88	\$1.45	\$23.76
\$22.32	\$3.68	\$26.00	\$2.57	\$24.89	\$1.45	\$23.77
\$22.33	\$3.68	\$26.01	\$2.57	\$24.90	\$1.45	\$23.78
\$22.34	\$3.69	\$26.03	\$2.57	\$24.91	\$1.45	\$23.79
\$22.35	\$3.69	\$26.04	\$2.57	\$24.92	\$1.45	\$23.80
\$22.36	\$3.69	\$26.05	\$2.57	\$24.93	\$1.45	\$23.81
\$22.37	\$3.69	\$26.06	\$2.57	\$24.94	\$1.45	\$23.82
\$22.38	\$3.69	\$26.07	\$2.57	\$24.95	\$1.45	\$23.83
\$22.39	\$3.69	\$26.08	\$2.57	\$24.96	\$1.46	\$23.85
\$22.40	\$3.70	\$26.10	\$2.58	\$24.98	\$1.46	\$23.86
\$22.41	\$3.70	\$26.11	\$2.58	\$24.99	\$1.46	\$23.87
\$22.42	\$3.70	\$26.12	\$2.58	\$25.00	\$1.46	\$23.88
\$22.43	\$3.70	\$26.13	\$2.58	\$25.01	\$1.46	\$23.89
\$22.44	\$3.70	\$26.14	\$2.58	\$25.02	\$1.46	\$23.90
\$22.45	\$3.70	\$26.15	\$2.58	\$25.03	\$1.46	\$23.91
\$22.46	\$3.71	\$26.17	\$2.58	\$25.04	\$1.46	\$23.92

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$22.47 to \$22.84*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$22.47	\$3.71	\$26.18	\$2.58	\$25.05	\$1.46	\$23.93
\$22.48	\$3.71	\$26.19	\$2.59	\$25.07	\$1.46	\$23.94
\$22.49	\$3.71	\$26.20	\$2.59	\$25.08	\$1.46	\$23.95
\$22.50	\$3.71	\$26.21	\$2.59	\$25.09	\$1.46	\$23.96
\$22.51	\$3.71	\$26.22	\$2.59	\$25.10	\$1.46	\$23.97
\$22.52	\$3.72	\$26.24	\$2.59	\$25.11	\$1.46	\$23.98
\$22.53	\$3.72	\$26.25	\$2.59	\$25.12	\$1.46	\$23.99
\$22.54	\$3.72	\$26.26	\$2.59	\$25.13	\$1.47	\$24.01
\$22.55	\$3.72	\$26.27	\$2.59	\$25.14	\$1.47	\$24.02
\$22.56	\$3.72	\$26.28	\$2.59	\$25.15	\$1.47	\$24.03
\$22.57	\$3.72	\$26.29	\$2.60	\$25.17	\$1.47	\$24.04
\$22.58	\$3.73	\$26.31	\$2.60	\$25.18	\$1.47	\$24.05
\$22.59	\$3.73	\$26.32	\$2.60	\$25.19	\$1.47	\$24.06
\$22.60	\$3.73	\$26.33	\$2.60	\$25.20	\$1.47	\$24.07
\$22.61	\$3.73	\$26.34	\$2.60	\$25.21	\$1.47	\$24.08
\$22.62	\$3.73	\$26.35	\$2.60	\$25.22	\$1.47	\$24.09
\$22.63	\$3.73	\$26.36	\$2.60	\$25.23	\$1.47	\$24.10
\$22.64	\$3.74	\$26.38	\$2.60	\$25.24	\$1.47	\$24.11
\$22.65	\$3.74	\$26.39	\$2.60	\$25.25	\$1.47	\$24.12
\$22.66	\$3.74	\$26.40	\$2.61	\$25.27	\$1.47	\$24.13
\$22.67	\$3.74	\$26.41	\$2.61	\$25.28	\$1.47	\$24.14
\$22.68	\$3.74	\$26.42	\$2.61	\$25.29	\$1.47	\$24.15
\$22.69	\$3.74	\$26.43	\$2.61	\$25.30	\$1.47	\$24.16
\$22.70	\$3.75	\$26.45	\$2.61	\$25.31	\$1.48	\$24.18
\$22.71	\$3.75	\$26.46	\$2.61	\$25.32	\$1.48	\$24.19
\$22.72	\$3.75	\$26.47	\$2.61	\$25.33	\$1.48	\$24.20
\$22.73	\$3.75	\$26.48	\$2.61	\$25.34	\$1.48	\$24.21
\$22.74	\$3.75	\$26.49	\$2.62	\$25.36	\$1.48	\$24.22
\$22.75	\$3.75	\$26.50	\$2.62	\$25.37	\$1.48	\$24.23
\$22.76	\$3.76	\$26.52	\$2.62	\$25.38	\$1.48	\$24.24
\$22.77	\$3.76	\$26.53	\$2.62	\$25.39	\$1.48	\$24.25
\$22.78	\$3.76	\$26.54	\$2.62	\$25.40	\$1.48	\$24.26
\$22.79	\$3.76	\$26.55	\$2.62	\$25.41	\$1.48	\$24.27
\$22.80	\$3.76	\$26.56	\$2.62	\$25.42	\$1.48	\$24.28
\$22.81	\$3.76	\$26.57	\$2.62	\$25.43	\$1.48	\$24.29
\$22.82	\$3.77	\$26.59	\$2.62	\$25.44	\$1.48	\$24.30
\$22.83	\$3.77	\$26.60	\$2.63	\$25.46	\$1.48	\$24.31
\$22.84	\$3.77	\$26.61	\$2.63	\$25.47	\$1.48	\$24.32

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$22.85 to \$23.22*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$22.85	\$3.77	\$26.62	\$2.63	\$25.48	\$1.49	\$24.34
\$22.86	\$3.77	\$26.63	\$2.63	\$25.49	\$1.49	\$24.35
\$22.87	\$3.77	\$26.64	\$2.63	\$25.50	\$1.49	\$24.36
\$22.88	\$3.78	\$26.66	\$2.63	\$25.51	\$1.49	\$24.37
\$22.89	\$3.78	\$26.67	\$2.63	\$25.52	\$1.49	\$24.38
\$22.90	\$3.78	\$26.68	\$2.63	\$25.53	\$1.49	\$24.39
\$22.91	\$3.78	\$26.69	\$2.63	\$25.54	\$1.49	\$24.40
\$22.92	\$3.78	\$26.70	\$2.64	\$25.56	\$1.49	\$24.41
\$22.93	\$3.78	\$26.71	\$2.64	\$25.57	\$1.49	\$24.42
\$22.94	\$3.79	\$26.73	\$2.64	\$25.58	\$1.49	\$24.43
\$22.95	\$3.79	\$26.74	\$2.64	\$25.59	\$1.49	\$24.44
\$22.96	\$3.79	\$26.75	\$2.64	\$25.60	\$1.49	\$24.45
\$22.97	\$3.79	\$26.76	\$2.64	\$25.61	\$1.49	\$24.46
\$22.98	\$3.79	\$26.77	\$2.64	\$25.62	\$1.49	\$24.47
\$22.99	\$3.79	\$26.78	\$2.64	\$25.63	\$1.49	\$24.48
\$23.00	\$3.80	\$26.80	\$2.65	\$25.65	\$1.50	\$24.50
\$23.01	\$3.80	\$26.81	\$2.65	\$25.66	\$1.50	\$24.51
\$23.02	\$3.80	\$26.82	\$2.65	\$25.67	\$1.50	\$24.52
\$23.03	\$3.80	\$26.83	\$2.65	\$25.68	\$1.50	\$24.53
\$23.04	\$3.80	\$26.84	\$2.65	\$25.69	\$1.50	\$24.54
\$23.05	\$3.80	\$26.85	\$2.65	\$25.70	\$1.50	\$24.55
\$23.06	\$3.80	\$26.86	\$2.65	\$25.71	\$1.50	\$24.56
\$23.07	\$3.81	\$26.88	\$2.65	\$25.72	\$1.50	\$24.57
\$23.08	\$3.81	\$26.89	\$2.65	\$25.73	\$1.50	\$24.58
\$23.09	\$3.81	\$26.90	\$2.66	\$25.75	\$1.50	\$24.59
\$23.10	\$3.81	\$26.91	\$2.66	\$25.76	\$1.50	\$24.60
\$23.11	\$3.81	\$26.92	\$2.66	\$25.77	\$1.50	\$24.61
\$23.12	\$3.81	\$26.93	\$2.66	\$25.78	\$1.50	\$24.62
\$23.13	\$3.82	\$26.95	\$2.66	\$25.79	\$1.50	\$24.63
\$23.14	\$3.82	\$26.96	\$2.66	\$25.80	\$1.50	\$24.64
\$23.15	\$3.82	\$26.97	\$2.66	\$25.81	\$1.50	\$24.65
\$23.16	\$3.82	\$26.98	\$2.66	\$25.82	\$1.51	\$24.67
\$23.17	\$3.82	\$26.99	\$2.66	\$25.83	\$1.51	\$24.68
\$23.18	\$3.82	\$27.00	\$2.67	\$25.85	\$1.51	\$24.69
\$23.19	\$3.83	\$27.02	\$2.67	\$25.86	\$1.51	\$24.70
\$23.20	\$3.83	\$27.03	\$2.67	\$25.87	\$1.51	\$24.71
\$23.21	\$3.83	\$27.04	\$2.67	\$25.88	\$1.51	\$24.72
\$23.22	\$3.83	\$27.05	\$2.67	\$25.89	\$1.51	\$24.73

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$23.23 to \$23.60*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$23.23	\$3.83	\$27.06	\$2.67	\$25.90	\$1.51	\$24.74
\$23.24	\$3.83	\$27.07	\$2.67	\$25.91	\$1.51	\$24.75
\$23.25	\$3.84	\$27.09	\$2.67	\$25.92	\$1.51	\$24.76
\$23.26	\$3.84	\$27.10	\$2.67	\$25.93	\$1.51	\$24.77
\$23.27	\$3.84	\$27.11	\$2.68	\$25.95	\$1.51	\$24.78
\$23.28	\$3.84	\$27.12	\$2.68	\$25.96	\$1.51	\$24.79
\$23.29	\$3.84	\$27.13	\$2.68	\$25.97	\$1.51	\$24.80
\$23.30	\$3.84	\$27.14	\$2.68	\$25.98	\$1.51	\$24.81
\$23.31	\$3.85	\$27.16	\$2.68	\$25.99	\$1.52	\$24.83
\$23.32	\$3.85	\$27.17	\$2.68	\$26.00	\$1.52	\$24.84
\$23.33	\$3.85	\$27.18	\$2.68	\$26.01	\$1.52	\$24.85
\$23.34	\$3.85	\$27.19	\$2.68	\$26.02	\$1.52	\$24.86
\$23.35	\$3.85	\$27.20	\$2.69	\$26.04	\$1.52	\$24.87
\$23.36	\$3.85	\$27.21	\$2.69	\$26.05	\$1.52	\$24.88
\$23.37	\$3.86	\$27.23	\$2.69	\$26.06	\$1.52	\$24.89
\$23.38	\$3.86	\$27.24	\$2.69	\$26.07	\$1.52	\$24.90
\$23.39	\$3.86	\$27.25	\$2.69	\$26.08	\$1.52	\$24.91
\$23.40	\$3.86	\$27.26	\$2.69	\$26.09	\$1.52	\$24.92
\$23.41	\$3.86	\$27.27	\$2.69	\$26.10	\$1.52	\$24.93
\$23.42	\$3.86	\$27.28	\$2.69	\$26.11	\$1.52	\$24.94
\$23.43	\$3.87	\$27.30	\$2.69	\$26.12	\$1.52	\$24.95
\$23.44	\$3.87	\$27.31	\$2.70	\$26.14	\$1.52	\$24.96
\$23.45	\$3.87	\$27.32	\$2.70	\$26.15	\$1.52	\$24.97
\$23.46	\$3.87	\$27.33	\$2.70	\$26.16	\$1.52	\$24.98
\$23.47	\$3.87	\$27.34	\$2.70	\$26.17	\$1.53	\$25.00
\$23.48	\$3.87	\$27.35	\$2.70	\$26.18	\$1.53	\$25.01
\$23.49	\$3.88	\$27.37	\$2.70	\$26.19	\$1.53	\$25.02
\$23.50	\$3.88	\$27.38	\$2.70	\$26.20	\$1.53	\$25.03
\$23.51	\$3.88	\$27.39	\$2.70	\$26.21	\$1.53	\$25.04
\$23.52	\$3.88	\$27.40	\$2.70	\$26.22	\$1.53	\$25.05
\$23.53	\$3.88	\$27.41	\$2.71	\$26.24	\$1.53	\$25.06
\$23.54	\$3.88	\$27.42	\$2.71	\$26.25	\$1.53	\$25.07
\$23.55	\$3.89	\$27.44	\$2.71	\$26.26	\$1.53	\$25.08
\$23.56	\$3.89	\$27.45	\$2.71	\$26.27	\$1.53	\$25.09
\$23.57	\$3.89	\$27.46	\$2.71	\$26.28	\$1.53	\$25.10
\$23.58	\$3.89	\$27.47	\$2.71	\$26.29	\$1.53	\$25.11
\$23.59	\$3.89	\$27.48	\$2.71	\$26.30	\$1.53	\$25.12
\$23.60	\$3.89	\$27.49	\$2.71	\$26.31	\$1.53	\$25.13

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$23.61 to \$23.98*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$23.61	\$3.90	\$27.51	\$2.72	\$26.33	\$1.53	\$25.14
\$23.62	\$3.90	\$27.52	\$2.72	\$26.34	\$1.54	\$25.16
\$23.63	\$3.90	\$27.53	\$2.72	\$26.35	\$1.54	\$25.17
\$23.64	\$3.90	\$27.54	\$2.72	\$26.36	\$1.54	\$25.18
\$23.65	\$3.90	\$27.55	\$2.72	\$26.37	\$1.54	\$25.19
\$23.66	\$3.90	\$27.56	\$2.72	\$26.38	\$1.54	\$25.20
\$23.67	\$3.91	\$27.58	\$2.72	\$26.39	\$1.54	\$25.21
\$23.68	\$3.91	\$27.59	\$2.72	\$26.40	\$1.54	\$25.22
\$23.69	\$3.91	\$27.60	\$2.72	\$26.41	\$1.54	\$25.23
\$23.70	\$3.91	\$27.61	\$2.73	\$26.43	\$1.54	\$25.24
\$23.71	\$3.91	\$27.62	\$2.73	\$26.44	\$1.54	\$25.25
\$23.72	\$3.91	\$27.63	\$2.73	\$26.45	\$1.54	\$25.26
\$23.73	\$3.92	\$27.65	\$2.73	\$26.46	\$1.54	\$25.27
\$23.74	\$3.92	\$27.66	\$2.73	\$26.47	\$1.54	\$25.28
\$23.75	\$3.92	\$27.67	\$2.73	\$26.48	\$1.54	\$25.29
\$23.76	\$3.92	\$27.68	\$2.73	\$26.49	\$1.54	\$25.30
\$23.77	\$3.92	\$27.69	\$2.73	\$26.50	\$1.55	\$25.32
\$23.78	\$3.92	\$27.70	\$2.73	\$26.51	\$1.55	\$25.33
\$23.79	\$3.93	\$27.72	\$2.74	\$26.53	\$1.55	\$25.34
\$23.80	\$3.93	\$27.73	\$2.74	\$26.54	\$1.55	\$25.35
\$23.81	\$3.93	\$27.74	\$2.74	\$26.55	\$1.55	\$25.36
\$23.82	\$3.93	\$27.75	\$2.74	\$26.56	\$1.55	\$25.37
\$23.83	\$3.93	\$27.76	\$2.74	\$26.57	\$1.55	\$25.38
\$23.84	\$3.93	\$27.77	\$2.74	\$26.58	\$1.55	\$25.39
\$23.85	\$3.94	\$27.79	\$2.74	\$26.59	\$1.55	\$25.40
\$23.86	\$3.94	\$27.80	\$2.74	\$26.60	\$1.55	\$25.41
\$23.87	\$3.94	\$27.81	\$2.75	\$26.62	\$1.55	\$25.42
\$23.88	\$3.94	\$27.82	\$2.75	\$26.63	\$1.55	\$25.43
\$23.89	\$3.94	\$27.83	\$2.75	\$26.64	\$1.55	\$25.44
\$23.90	\$3.94	\$27.84	\$2.75	\$26.65	\$1.55	\$25.45
\$23.91	\$3.95	\$27.86	\$2.75	\$26.66	\$1.55	\$25.46
\$23.92	\$3.95	\$27.87	\$2.75	\$26.67	\$1.55	\$25.47
\$23.93	\$3.95	\$27.88	\$2.75	\$26.68	\$1.56	\$25.49
\$23.94	\$3.95	\$27.89	\$2.75	\$26.69	\$1.56	\$25.50
\$23.95	\$3.95	\$27.90	\$2.75	\$26.70	\$1.56	\$25.51
\$23.96	\$3.95	\$27.91	\$2.76	\$26.72	\$1.56	\$25.52
\$23.97	\$3.96	\$27.93	\$2.76	\$26.73	\$1.56	\$25.53
\$23.98	\$3.96	\$27.94	\$2.76	\$26.74	\$1.56	\$25.54

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$23.99 to \$24.36*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$23.99	\$3.96	\$27.95	\$2.76	\$26.75	\$1.56	\$25.55
\$24.00	\$3.96	\$27.96	\$2.76	\$26.76	\$1.56	\$25.56
\$24.01	\$3.96	\$27.97	\$2.76	\$26.77	\$1.56	\$25.57
\$24.02	\$3.96	\$27.98	\$2.76	\$26.78	\$1.56	\$25.58
\$24.03	\$3.96	\$27.99	\$2.76	\$26.79	\$1.56	\$25.59
\$24.04	\$3.97	\$28.01	\$2.76	\$26.80	\$1.56	\$25.60
\$24.05	\$3.97	\$28.02	\$2.77	\$26.82	\$1.56	\$25.61
\$24.06	\$3.97	\$28.03	\$2.77	\$26.83	\$1.56	\$25.62
\$24.07	\$3.97	\$28.04	\$2.77	\$26.84	\$1.56	\$25.63
\$24.08	\$3.97	\$28.05	\$2.77	\$26.85	\$1.57	\$25.65
\$24.09	\$3.97	\$28.06	\$2.77	\$26.86	\$1.57	\$25.66
\$24.10	\$3.98	\$28.08	\$2.77	\$26.87	\$1.57	\$25.67
\$24.11	\$3.98	\$28.09	\$2.77	\$26.88	\$1.57	\$25.68
\$24.12	\$3.98	\$28.10	\$2.77	\$26.89	\$1.57	\$25.69
\$24.13	\$3.98	\$28.11	\$2.77	\$26.90	\$1.57	\$25.70
\$24.14	\$3.98	\$28.12	\$2.78	\$26.92	\$1.57	\$25.71
\$24.15	\$3.98	\$28.13	\$2.78	\$26.93	\$1.57	\$25.72
\$24.16	\$3.99	\$28.15	\$2.78	\$26.94	\$1.57	\$25.73
\$24.17	\$3.99	\$28.16	\$2.78	\$26.95	\$1.57	\$25.74
\$24.18	\$3.99	\$28.17	\$2.78	\$26.96	\$1.57	\$25.75
\$24.19	\$3.99	\$28.18	\$2.78	\$26.97	\$1.57	\$25.76
\$24.20	\$3.99	\$28.19	\$2.78	\$26.98	\$1.57	\$25.77
\$24.21	\$3.99	\$28.20	\$2.78	\$26.99	\$1.57	\$25.78
\$24.22	\$4.00	\$28.22	\$2.79	\$27.01	\$1.57	\$25.79
\$24.23	\$4.00	\$28.23	\$2.79	\$27.02	\$1.57	\$25.80
\$24.24	\$4.00	\$28.24	\$2.79	\$27.03	\$1.58	\$25.82
\$24.25	\$4.00	\$28.25	\$2.79	\$27.04	\$1.58	\$25.83
\$24.26	\$4.00	\$28.26	\$2.79	\$27.05	\$1.58	\$25.84
\$24.27	\$4.00	\$28.27	\$2.79	\$27.06	\$1.58	\$25.85
\$24.28	\$4.01	\$28.29	\$2.79	\$27.07	\$1.58	\$25.86
\$24.29	\$4.01	\$28.30	\$2.79	\$27.08	\$1.58	\$25.87
\$24.30	\$4.01	\$28.31	\$2.79	\$27.09	\$1.58	\$25.88
\$24.31	\$4.01	\$28.32	\$2.80	\$27.11	\$1.58	\$25.89
\$24.32	\$4.01	\$28.33	\$2.80	\$27.12	\$1.58	\$25.90
\$24.33	\$4.01	\$28.34	\$2.80	\$27.13	\$1.58	\$25.91
\$24.34	\$4.02	\$28.36	\$2.80	\$27.14	\$1.58	\$25.92
\$24.35	\$4.02	\$28.37	\$2.80	\$27.15	\$1.58	\$25.93
\$24.36	\$4.02	\$28.38	\$2.80	\$27.16	\$1.58	\$25.94

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$24.37 to \$24.74*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$24.37	\$4.02	\$28.39	\$2.80	\$27.17	\$1.58	\$25.95
\$24.38	\$4.02	\$28.40	\$2.80	\$27.18	\$1.58	\$25.96
\$24.39	\$4.02	\$28.41	\$2.80	\$27.19	\$1.59	\$25.98
\$24.40	\$4.03	\$28.43	\$2.81	\$27.21	\$1.59	\$25.99
\$24.41	\$4.03	\$28.44	\$2.81	\$27.22	\$1.59	\$26.00
\$24.42	\$4.03	\$28.45	\$2.81	\$27.23	\$1.59	\$26.01
\$24.43	\$4.03	\$28.46	\$2.81	\$27.24	\$1.59	\$26.02
\$24.44	\$4.03	\$28.47	\$2.81	\$27.25	\$1.59	\$26.03
\$24.45	\$4.03	\$28.48	\$2.81	\$27.26	\$1.59	\$26.04
\$24.46	\$4.04	\$28.50	\$2.81	\$27.27	\$1.59	\$26.05
\$24.47	\$4.04	\$28.51	\$2.81	\$27.28	\$1.59	\$26.06
\$24.48	\$4.04	\$28.52	\$2.82	\$27.30	\$1.59	\$26.07
\$24.49	\$4.04	\$28.53	\$2.82	\$27.31	\$1.59	\$26.08
\$24.50	\$4.04	\$28.54	\$2.82	\$27.32	\$1.59	\$26.09
\$24.51	\$4.04	\$28.55	\$2.82	\$27.33	\$1.59	\$26.10
\$24.52	\$4.05	\$28.57	\$2.82	\$27.34	\$1.59	\$26.11
\$24.53	\$4.05	\$28.58	\$2.82	\$27.35	\$1.59	\$26.12
\$24.54	\$4.05	\$28.59	\$2.82	\$27.36	\$1.60	\$26.14
\$24.55	\$4.05	\$28.60	\$2.82	\$27.37	\$1.60	\$26.15
\$24.56	\$4.05	\$28.61	\$2.82	\$27.38	\$1.60	\$26.16
\$24.57	\$4.05	\$28.62	\$2.83	\$27.40	\$1.60	\$26.17
\$24.58	\$4.06	\$28.64	\$2.83	\$27.41	\$1.60	\$26.18
\$24.59	\$4.06	\$28.65	\$2.83	\$27.42	\$1.60	\$26.19
\$24.60	\$4.06	\$28.66	\$2.83	\$27.43	\$1.60	\$26.20
\$24.61	\$4.06	\$28.67	\$2.83	\$27.44	\$1.60	\$26.21
\$24.62	\$4.06	\$28.68	\$2.83	\$27.45	\$1.60	\$26.22
\$24.63	\$4.06	\$28.69	\$2.83	\$27.46	\$1.60	\$26.23
\$24.64	\$4.07	\$28.71	\$2.83	\$27.47	\$1.60	\$26.24
\$24.65	\$4.07	\$28.72	\$2.83	\$27.48	\$1.60	\$26.25
\$24.66	\$4.07	\$28.73	\$2.84	\$27.50	\$1.60	\$26.26
\$24.67	\$4.07	\$28.74	\$2.84	\$27.51	\$1.60	\$26.27
\$24.68	\$4.07	\$28.75	\$2.84	\$27.52	\$1.60	\$26.28
\$24.69	\$4.07	\$28.76	\$2.84	\$27.53	\$1.60	\$26.29
\$24.70	\$4.08	\$28.78	\$2.84	\$27.54	\$1.61	\$26.31
\$24.71	\$4.08	\$28.79	\$2.84	\$27.55	\$1.61	\$26.32
\$24.72	\$4.08	\$28.80	\$2.84	\$27.56	\$1.61	\$26.33
\$24.73	\$4.08	\$28.81	\$2.84	\$27.57	\$1.61	\$26.34
\$24.74	\$4.08	\$28.82	\$2.85	\$27.59	\$1.61	\$26.35

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$24.75 to \$25.12*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$24.75	\$4.08	\$28.83	\$2.85	\$27.60	\$1.61	\$26.36
\$24.76	\$4.09	\$28.85	\$2.85	\$27.61	\$1.61	\$26.37
\$24.77	\$4.09	\$28.86	\$2.85	\$27.62	\$1.61	\$26.38
\$24.78	\$4.09	\$28.87	\$2.85	\$27.63	\$1.61	\$26.39
\$24.79	\$4.09	\$28.88	\$2.85	\$27.64	\$1.61	\$26.40
\$24.80	\$4.09	\$28.89	\$2.85	\$27.65	\$1.61	\$26.41
\$24.81	\$4.09	\$28.90	\$2.85	\$27.66	\$1.61	\$26.42
\$24.82	\$4.10	\$28.92	\$2.85	\$27.67	\$1.61	\$26.43
\$24.83	\$4.10	\$28.93	\$2.86	\$27.69	\$1.61	\$26.44
\$24.84	\$4.10	\$28.94	\$2.86	\$27.70	\$1.61	\$26.45
\$24.85	\$4.10	\$28.95	\$2.86	\$27.71	\$1.62	\$26.47
\$24.86	\$4.10	\$28.96	\$2.86	\$27.72	\$1.62	\$26.48
\$24.87	\$4.10	\$28.97	\$2.86	\$27.73	\$1.62	\$26.49
\$24.88	\$4.11	\$28.99	\$2.86	\$27.74	\$1.62	\$26.50
\$24.89	\$4.11	\$29.00	\$2.86	\$27.75	\$1.62	\$26.51
\$24.90	\$4.11	\$29.01	\$2.86	\$27.76	\$1.62	\$26.52
\$24.91	\$4.11	\$29.02	\$2.86	\$27.77	\$1.62	\$26.53
\$24.92	\$4.11	\$29.03	\$2.87	\$27.79	\$1.62	\$26.54
\$24.93	\$4.11	\$29.04	\$2.87	\$27.80	\$1.62	\$26.55
\$24.94	\$4.12	\$29.06	\$2.87	\$27.81	\$1.62	\$26.56
\$24.95	\$4.12	\$29.07	\$2.87	\$27.82	\$1.62	\$26.57
\$24.96	\$4.12	\$29.08	\$2.87	\$27.83	\$1.62	\$26.58
\$24.97	\$4.12	\$29.09	\$2.87	\$27.84	\$1.62	\$26.59
\$24.98	\$4.12	\$29.10	\$2.87	\$27.85	\$1.62	\$26.60
\$24.99	\$4.12	\$29.11	\$2.87	\$27.86	\$1.62	\$26.61
\$25.00	\$4.12	\$29.12	\$2.88	\$27.88	\$1.63	\$26.63
\$25.01	\$4.13	\$29.14	\$2.88	\$27.89	\$1.63	\$26.64
\$25.02	\$4.13	\$29.15	\$2.88	\$27.90	\$1.63	\$26.65
\$25.03	\$4.13	\$29.16	\$2.88	\$27.91	\$1.63	\$26.66
\$25.04	\$4.13	\$29.17	\$2.88	\$27.92	\$1.63	\$26.67
\$25.05	\$4.13	\$29.18	\$2.88	\$27.93	\$1.63	\$26.68
\$25.06	\$4.13	\$29.19	\$2.88	\$27.94	\$1.63	\$26.69
\$25.07	\$4.14	\$29.21	\$2.88	\$27.95	\$1.63	\$26.70
\$25.08	\$4.14	\$29.22	\$2.88	\$27.96	\$1.63	\$26.71
\$25.09	\$4.14	\$29.23	\$2.89	\$27.98	\$1.63	\$26.72
\$25.10	\$4.14	\$29.24	\$2.89	\$27.99	\$1.63	\$26.73
\$25.11	\$4.14	\$29.25	\$2.89	\$28.00	\$1.63	\$26.74
\$25.12	\$4.14	\$29.26	\$2.89	\$28.01	\$1.63	\$26.75

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$25.13 to \$25.50*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$25.13	\$4.15	\$29.28	\$2.89	\$28.02	\$1.63	\$26.76
\$25.14	\$4.15	\$29.29	\$2.89	\$28.03	\$1.63	\$26.77
\$25.15	\$4.15	\$29.30	\$2.89	\$28.04	\$1.63	\$26.78
\$25.16	\$4.15	\$29.31	\$2.89	\$28.05	\$1.64	\$26.80
\$25.17	\$4.15	\$29.32	\$2.89	\$28.06	\$1.64	\$26.81
\$25.18	\$4.15	\$29.33	\$2.90	\$28.08	\$1.64	\$26.82
\$25.19	\$4.16	\$29.35	\$2.90	\$28.09	\$1.64	\$26.83
\$25.20	\$4.16	\$29.36	\$2.90	\$28.10	\$1.64	\$26.84
\$25.21	\$4.16	\$29.37	\$2.90	\$28.11	\$1.64	\$26.85
\$25.22	\$4.16	\$29.38	\$2.90	\$28.12	\$1.64	\$26.86
\$25.23	\$4.16	\$29.39	\$2.90	\$28.13	\$1.64	\$26.87
\$25.24	\$4.16	\$29.40	\$2.90	\$28.14	\$1.64	\$26.88
\$25.25	\$4.17	\$29.42	\$2.90	\$28.15	\$1.64	\$26.89
\$25.26	\$4.17	\$29.43	\$2.90	\$28.16	\$1.64	\$26.90
\$25.27	\$4.17	\$29.44	\$2.91	\$28.18	\$1.64	\$26.91
\$25.28	\$4.17	\$29.45	\$2.91	\$28.19	\$1.64	\$26.92
\$25.29	\$4.17	\$29.46	\$2.91	\$28.20	\$1.64	\$26.93
\$25.30	\$4.17	\$29.47	\$2.91	\$28.21	\$1.64	\$26.94
\$25.31	\$4.18	\$29.49	\$2.91	\$28.22	\$1.65	\$26.96
\$25.32	\$4.18	\$29.50	\$2.91	\$28.23	\$1.65	\$26.97
\$25.33	\$4.18	\$29.51	\$2.91	\$28.24	\$1.65	\$26.98
\$25.34	\$4.18	\$29.52	\$2.91	\$28.25	\$1.65	\$26.99
\$25.35	\$4.18	\$29.53	\$2.92	\$28.27	\$1.65	\$27.00
\$25.36	\$4.18	\$29.54	\$2.92	\$28.28	\$1.65	\$27.01
\$25.37	\$4.19	\$29.56	\$2.92	\$28.29	\$1.65	\$27.02
\$25.38	\$4.19	\$29.57	\$2.92	\$28.30	\$1.65	\$27.03
\$25.39	\$4.19	\$29.58	\$2.92	\$28.31	\$1.65	\$27.04
\$25.40	\$4.19	\$29.59	\$2.92	\$28.32	\$1.65	\$27.05
\$25.41	\$4.19	\$29.60	\$2.92	\$28.33	\$1.65	\$27.06
\$25.42	\$4.19	\$29.61	\$2.92	\$28.34	\$1.65	\$27.07
\$25.43	\$4.20	\$29.63	\$2.92	\$28.35	\$1.65	\$27.08
\$25.44	\$4.20	\$29.64	\$2.93	\$28.37	\$1.65	\$27.09
\$25.45	\$4.20	\$29.65	\$2.93	\$28.38	\$1.65	\$27.10
\$25.46	\$4.20	\$29.66	\$2.93	\$28.39	\$1.65	\$27.11
\$25.47	\$4.20	\$29.67	\$2.93	\$28.40	\$1.66	\$27.13
\$25.48	\$4.20	\$29.68	\$2.93	\$28.41	\$1.66	\$27.14
\$25.49	\$4.21	\$29.70	\$2.93	\$28.42	\$1.66	\$27.15
\$25.50	\$4.21	\$29.71	\$2.93	\$28.43	\$1.66	\$27.16

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$25.51 to \$25.88*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$25.51	\$4.21	\$29.72	\$2.93	\$28.44	\$1.66	\$27.17
\$25.52	\$4.21	\$29.73	\$2.93	\$28.45	\$1.66	\$27.18
\$25.53	\$4.21	\$29.74	\$2.94	\$28.47	\$1.66	\$27.19
\$25.54	\$4.21	\$29.75	\$2.94	\$28.48	\$1.66	\$27.20
\$25.55	\$4.22	\$29.77	\$2.94	\$28.49	\$1.66	\$27.21
\$25.56	\$4.22	\$29.78	\$2.94	\$28.50	\$1.66	\$27.22
\$25.57	\$4.22	\$29.79	\$2.94	\$28.51	\$1.66	\$27.23
\$25.58	\$4.22	\$29.80	\$2.94	\$28.52	\$1.66	\$27.24
\$25.59	\$4.22	\$29.81	\$2.94	\$28.53	\$1.66	\$27.25
\$25.60	\$4.22	\$29.82	\$2.94	\$28.54	\$1.66	\$27.26
\$25.61	\$4.23	\$29.84	\$2.95	\$28.56	\$1.66	\$27.27
\$25.62	\$4.23	\$29.85	\$2.95	\$28.57	\$1.67	\$27.29
\$25.63	\$4.23	\$29.86	\$2.95	\$28.58	\$1.67	\$27.30
\$25.64	\$4.23	\$29.87	\$2.95	\$28.59	\$1.67	\$27.31
\$25.65	\$4.23	\$29.88	\$2.95	\$28.60	\$1.67	\$27.32
\$25.66	\$4.23	\$29.89	\$2.95	\$28.61	\$1.67	\$27.33
\$25.67	\$4.24	\$29.91	\$2.95	\$28.62	\$1.67	\$27.34
\$25.68	\$4.24	\$29.92	\$2.95	\$28.63	\$1.67	\$27.35
\$25.69	\$4.24	\$29.93	\$2.95	\$28.64	\$1.67	\$27.36
\$25.70	\$4.24	\$29.94	\$2.96	\$28.66	\$1.67	\$27.37
\$25.71	\$4.24	\$29.95	\$2.96	\$28.67	\$1.67	\$27.38
\$25.72	\$4.24	\$29.96	\$2.96	\$28.68	\$1.67	\$27.39
\$25.73	\$4.25	\$29.98	\$2.96	\$28.69	\$1.67	\$27.40
\$25.74	\$4.25	\$29.99	\$2.96	\$28.70	\$1.67	\$27.41
\$25.75	\$4.25	\$30.00	\$2.96	\$28.71	\$1.67	\$27.42
\$25.76	\$4.25	\$30.01	\$2.96	\$28.72	\$1.67	\$27.43
\$25.77	\$4.25	\$30.02	\$2.96	\$28.73	\$1.68	\$27.45
\$25.78	\$4.25	\$30.03	\$2.96	\$28.74	\$1.68	\$27.46
\$25.79	\$4.26	\$30.05	\$2.97	\$28.76	\$1.68	\$27.47
\$25.80	\$4.26	\$30.06	\$2.97	\$28.77	\$1.68	\$27.48
\$25.81	\$4.26	\$30.07	\$2.97	\$28.78	\$1.68	\$27.49
\$25.82	\$4.26	\$30.08	\$2.97	\$28.79	\$1.68	\$27.50
\$25.83	\$4.26	\$30.09	\$2.97	\$28.80	\$1.68	\$27.51
\$25.84	\$4.26	\$30.10	\$2.97	\$28.81	\$1.68	\$27.52
\$25.85	\$4.27	\$30.12	\$2.97	\$28.82	\$1.68	\$27.53
\$25.86	\$4.27	\$30.13	\$2.97	\$28.83	\$1.68	\$27.54
\$25.87	\$4.27	\$30.14	\$2.98	\$28.85	\$1.68	\$27.55
\$25.88	\$4.27	\$30.15	\$2.98	\$28.86	\$1.68	\$27.56

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$25.89 to \$26.26*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$25.89	\$4.27	\$30.16	\$2.98	\$28.87	\$1.68	\$27.57
\$25.90	\$4.27	\$30.17	\$2.98	\$28.88	\$1.68	\$27.58
\$25.91	\$4.28	\$30.19	\$2.98	\$28.89	\$1.68	\$27.59
\$25.92	\$4.28	\$30.20	\$2.98	\$28.90	\$1.68	\$27.60
\$25.93	\$4.28	\$30.21	\$2.98	\$28.91	\$1.69	\$27.62
\$25.94	\$4.28	\$30.22	\$2.98	\$28.92	\$1.69	\$27.63
\$25.95	\$4.28	\$30.23	\$2.98	\$28.93	\$1.69	\$27.64
\$25.96	\$4.28	\$30.24	\$2.99	\$28.95	\$1.69	\$27.65
\$25.97	\$4.29	\$30.26	\$2.99	\$28.96	\$1.69	\$27.66
\$25.98	\$4.29	\$30.27	\$2.99	\$28.97	\$1.69	\$27.67
\$25.99	\$4.29	\$30.28	\$2.99	\$28.98	\$1.69	\$27.68
\$26.00	\$4.29	\$30.29	\$2.99	\$28.99	\$1.69	\$27.69
\$26.01	\$4.29	\$30.30	\$2.99	\$29.00	\$1.69	\$27.70
\$26.02	\$4.29	\$30.31	\$2.99	\$29.01	\$1.69	\$27.71
\$26.03	\$4.29	\$30.32	\$2.99	\$29.02	\$1.69	\$27.72
\$26.04	\$4.30	\$30.34	\$2.99	\$29.03	\$1.69	\$27.73
\$26.05	\$4.30	\$30.35	\$3.00	\$29.05	\$1.69	\$27.74
\$26.06	\$4.30	\$30.36	\$3.00	\$29.06	\$1.69	\$27.75
\$26.07	\$4.30	\$30.37	\$3.00	\$29.07	\$1.69	\$27.76
\$26.08	\$4.30	\$30.38	\$3.00	\$29.08	\$1.70	\$27.78
\$26.09	\$4.30	\$30.39	\$3.00	\$29.09	\$1.70	\$27.79
\$26.10	\$4.31	\$30.41	\$3.00	\$29.10	\$1.70	\$27.80
\$26.11	\$4.31	\$30.42	\$3.00	\$29.11	\$1.70	\$27.81
\$26.12	\$4.31	\$30.43	\$3.00	\$29.12	\$1.70	\$27.82
\$26.13	\$4.31	\$30.44	\$3.00	\$29.13	\$1.70	\$27.83
\$26.14	\$4.31	\$30.45	\$3.01	\$29.15	\$1.70	\$27.84
\$26.15	\$4.31	\$30.46	\$3.01	\$29.16	\$1.70	\$27.85
\$26.16	\$4.32	\$30.48	\$3.01	\$29.17	\$1.70	\$27.86
\$26.17	\$4.32	\$30.49	\$3.01	\$29.18	\$1.70	\$27.87
\$26.18	\$4.32	\$30.50	\$3.01	\$29.19	\$1.70	\$27.88
\$26.19	\$4.32	\$30.51	\$3.01	\$29.20	\$1.70	\$27.89
\$26.20	\$4.32	\$30.52	\$3.01	\$29.21	\$1.70	\$27.90
\$26.21	\$4.32	\$30.53	\$3.01	\$29.22	\$1.70	\$27.91
\$26.22	\$4.33	\$30.55	\$3.02	\$29.24	\$1.70	\$27.92
\$26.23	\$4.33	\$30.56	\$3.02	\$29.25	\$1.70	\$27.93
\$26.24	\$4.33	\$30.57	\$3.02	\$29.26	\$1.71	\$27.95
\$26.25	\$4.33	\$30.58	\$3.02	\$29.27	\$1.71	\$27.96
\$26.26	\$4.33	\$30.59	\$3.02	\$29.28	\$1.71	\$27.97

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$26.27 to \$26.64*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$26.27	\$4.33	\$30.60	\$3.02	\$29.29	\$1.71	\$27.98
\$26.28	\$4.34	\$30.62	\$3.02	\$29.30	\$1.71	\$27.99
\$26.29	\$4.34	\$30.63	\$3.02	\$29.31	\$1.71	\$28.00
\$26.30	\$4.34	\$30.64	\$3.02	\$29.32	\$1.71	\$28.01
\$26.31	\$4.34	\$30.65	\$3.03	\$29.34	\$1.71	\$28.02
\$26.32	\$4.34	\$30.66	\$3.03	\$29.35	\$1.71	\$28.03
\$26.33	\$4.34	\$30.67	\$3.03	\$29.36	\$1.71	\$28.04
\$26.34	\$4.35	\$30.69	\$3.03	\$29.37	\$1.71	\$28.05
\$26.35	\$4.35	\$30.70	\$3.03	\$29.38	\$1.71	\$28.06
\$26.36	\$4.35	\$30.71	\$3.03	\$29.39	\$1.71	\$28.07
\$26.37	\$4.35	\$30.72	\$3.03	\$29.40	\$1.71	\$28.08
\$26.38	\$4.35	\$30.73	\$3.03	\$29.41	\$1.71	\$28.09
\$26.39	\$4.35	\$30.74	\$3.03	\$29.42	\$1.72	\$28.11
\$26.40	\$4.36	\$30.76	\$3.04	\$29.44	\$1.72	\$28.12
\$26.41	\$4.36	\$30.77	\$3.04	\$29.45	\$1.72	\$28.13
\$26.42	\$4.36	\$30.78	\$3.04	\$29.46	\$1.72	\$28.14
\$26.43	\$4.36	\$30.79	\$3.04	\$29.47	\$1.72	\$28.15
\$26.44	\$4.36	\$30.80	\$3.04	\$29.48	\$1.72	\$28.16
\$26.45	\$4.36	\$30.81	\$3.04	\$29.49	\$1.72	\$28.17
\$26.46	\$4.37	\$30.83	\$3.04	\$29.50	\$1.72	\$28.18
\$26.47	\$4.37	\$30.84	\$3.04	\$29.51	\$1.72	\$28.19
\$26.48	\$4.37	\$30.85	\$3.05	\$29.53	\$1.72	\$28.20
\$26.49	\$4.37	\$30.86	\$3.05	\$29.54	\$1.72	\$28.21
\$26.50	\$4.37	\$30.87	\$3.05	\$29.55	\$1.72	\$28.22
\$26.51	\$4.37	\$30.88	\$3.05	\$29.56	\$1.72	\$28.23
\$26.52	\$4.38	\$30.90	\$3.05	\$29.57	\$1.72	\$28.24
\$26.53	\$4.38	\$30.91	\$3.05	\$29.58	\$1.72	\$28.25
\$26.54	\$4.38	\$30.92	\$3.05	\$29.59	\$1.73	\$28.27
\$26.55	\$4.38	\$30.93	\$3.05	\$29.60	\$1.73	\$28.28
\$26.56	\$4.38	\$30.94	\$3.05	\$29.61	\$1.73	\$28.29
\$26.57	\$4.38	\$30.95	\$3.06	\$29.63	\$1.73	\$28.30
\$26.58	\$4.39	\$30.97	\$3.06	\$29.64	\$1.73	\$28.31
\$26.59	\$4.39	\$30.98	\$3.06	\$29.65	\$1.73	\$28.32
\$26.60	\$4.39	\$30.99	\$3.06	\$29.66	\$1.73	\$28.33
\$26.61	\$4.39	\$31.00	\$3.06	\$29.67	\$1.73	\$28.34
\$26.62	\$4.39	\$31.01	\$3.06	\$29.68	\$1.73	\$28.35
\$26.63	\$4.39	\$31.02	\$3.06	\$29.69	\$1.73	\$28.36
\$26.64	\$4.40	\$31.04	\$3.06	\$29.70	\$1.73	\$28.37

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$26.65 to \$27.02*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$26.65	\$4.40	\$31.05	\$3.06	\$29.71	\$1.73	\$28.38
\$26.66	\$4.40	\$31.06	\$3.07	\$29.73	\$1.73	\$28.39
\$26.67	\$4.40	\$31.07	\$3.07	\$29.74	\$1.73	\$28.40
\$26.68	\$4.40	\$31.08	\$3.07	\$29.75	\$1.73	\$28.41
\$26.69	\$4.40	\$31.09	\$3.07	\$29.76	\$1.73	\$28.42
\$26.70	\$4.41	\$31.11	\$3.07	\$29.77	\$1.74	\$28.44
\$26.71	\$4.41	\$31.12	\$3.07	\$29.78	\$1.74	\$28.45
\$26.72	\$4.41	\$31.13	\$3.07	\$29.79	\$1.74	\$28.46
\$26.73	\$4.41	\$31.14	\$3.07	\$29.80	\$1.74	\$28.47
\$26.74	\$4.41	\$31.15	\$3.08	\$29.82	\$1.74	\$28.48
\$26.75	\$4.41	\$31.16	\$3.08	\$29.83	\$1.74	\$28.49
\$26.76	\$4.42	\$31.18	\$3.08	\$29.84	\$1.74	\$28.50
\$26.77	\$4.42	\$31.19	\$3.08	\$29.85	\$1.74	\$28.51
\$26.78	\$4.42	\$31.20	\$3.08	\$29.86	\$1.74	\$28.52
\$26.79	\$4.42	\$31.21	\$3.08	\$29.87	\$1.74	\$28.53
\$26.80	\$4.42	\$31.22	\$3.08	\$29.88	\$1.74	\$28.54
\$26.81	\$4.42	\$31.23	\$3.08	\$29.89	\$1.74	\$28.55
\$26.82	\$4.43	\$31.25	\$3.08	\$29.90	\$1.74	\$28.56
\$26.83	\$4.43	\$31.26	\$3.09	\$29.92	\$1.74	\$28.57
\$26.84	\$4.43	\$31.27	\$3.09	\$29.93	\$1.74	\$28.58
\$26.85	\$4.43	\$31.28	\$3.09	\$29.94	\$1.75	\$28.60
\$26.86	\$4.43	\$31.29	\$3.09	\$29.95	\$1.75	\$28.61
\$26.87	\$4.43	\$31.30	\$3.09	\$29.96	\$1.75	\$28.62
\$26.88	\$4.44	\$31.32	\$3.09	\$29.97	\$1.75	\$28.63
\$26.89	\$4.44	\$31.33	\$3.09	\$29.98	\$1.75	\$28.64
\$26.90	\$4.44	\$31.34	\$3.09	\$29.99	\$1.75	\$28.65
\$26.91	\$4.44	\$31.35	\$3.09	\$30.00	\$1.75	\$28.66
\$26.92	\$4.44	\$31.36	\$3.10	\$30.02	\$1.75	\$28.67
\$26.93	\$4.44	\$31.37	\$3.10	\$30.03	\$1.75	\$28.68
\$26.94	\$4.45	\$31.39	\$3.10	\$30.04	\$1.75	\$28.69
\$26.95	\$4.45	\$31.40	\$3.10	\$30.05	\$1.75	\$28.70
\$26.96	\$4.45	\$31.41	\$3.10	\$30.06	\$1.75	\$28.71
\$26.97	\$4.45	\$31.42	\$3.10	\$30.07	\$1.75	\$28.72
\$26.98	\$4.45	\$31.43	\$3.10	\$30.08	\$1.75	\$28.73
\$26.99	\$4.45	\$31.44	\$3.10	\$30.09	\$1.75	\$28.74
\$27.00	\$4.46	\$31.46	\$3.11	\$30.11	\$1.76	\$28.76
\$27.01	\$4.46	\$31.47	\$3.11	\$30.12	\$1.76	\$28.77
\$27.02	\$4.46	\$31.48	\$3.11	\$30.13	\$1.76	\$28.78

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$27.03 to \$27.40*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$27.03	\$4.46	\$31.49	\$3.11	\$30.14	\$1.76	\$28.79
\$27.04	\$4.46	\$31.50	\$3.11	\$30.15	\$1.76	\$28.80
\$27.05	\$4.46	\$31.51	\$3.11	\$30.16	\$1.76	\$28.81
\$27.06	\$4.46	\$31.52	\$3.11	\$30.17	\$1.76	\$28.82
\$27.07	\$4.47	\$31.54	\$3.11	\$30.18	\$1.76	\$28.83
\$27.08	\$4.47	\$31.55	\$3.11	\$30.19	\$1.76	\$28.84
\$27.09	\$4.47	\$31.56	\$3.12	\$30.21	\$1.76	\$28.85
\$27.10	\$4.47	\$31.57	\$3.12	\$30.22	\$1.76	\$28.86
\$27.11	\$4.47	\$31.58	\$3.12	\$30.23	\$1.76	\$28.87
\$27.12	\$4.47	\$31.59	\$3.12	\$30.24	\$1.76	\$28.88
\$27.13	\$4.48	\$31.61	\$3.12	\$30.25	\$1.76	\$28.89
\$27.14	\$4.48	\$31.62	\$3.12	\$30.26	\$1.76	\$28.90
\$27.15	\$4.48	\$31.63	\$3.12	\$30.27	\$1.76	\$28.91
\$27.16	\$4.48	\$31.64	\$3.12	\$30.28	\$1.77	\$28.93
\$27.17	\$4.48	\$31.65	\$3.12	\$30.29	\$1.77	\$28.94
\$27.18	\$4.48	\$31.66	\$3.13	\$30.31	\$1.77	\$28.95
\$27.19	\$4.49	\$31.68	\$3.13	\$30.32	\$1.77	\$28.96
\$27.20	\$4.49	\$31.69	\$3.13	\$30.33	\$1.77	\$28.97
\$27.21	\$4.49	\$31.70	\$3.13	\$30.34	\$1.77	\$28.98
\$27.22	\$4.49	\$31.71	\$3.13	\$30.35	\$1.77	\$28.99
\$27.23	\$4.49	\$31.72	\$3.13	\$30.36	\$1.77	\$29.00
\$27.24	\$4.49	\$31.73	\$3.13	\$30.37	\$1.77	\$29.01
\$27.25	\$4.50	\$31.75	\$3.13	\$30.38	\$1.77	\$29.02
\$27.26	\$4.50	\$31.76	\$3.13	\$30.39	\$1.77	\$29.03
\$27.27	\$4.50	\$31.77	\$3.14	\$30.41	\$1.77	\$29.04
\$27.28	\$4.50	\$31.78	\$3.14	\$30.42	\$1.77	\$29.05
\$27.29	\$4.50	\$31.79	\$3.14	\$30.43	\$1.77	\$29.06
\$27.30	\$4.50	\$31.80	\$3.14	\$30.44	\$1.77	\$29.07
\$27.31	\$4.51	\$31.82	\$3.14	\$30.45	\$1.78	\$29.09
\$27.32	\$4.51	\$31.83	\$3.14	\$30.46	\$1.78	\$29.10
\$27.33	\$4.51	\$31.84	\$3.14	\$30.47	\$1.78	\$29.11
\$27.34	\$4.51	\$31.85	\$3.14	\$30.48	\$1.78	\$29.12
\$27.35	\$4.51	\$31.86	\$3.15	\$30.50	\$1.78	\$29.13
\$27.36	\$4.51	\$31.87	\$3.15	\$30.51	\$1.78	\$29.14
\$27.37	\$4.52	\$31.89	\$3.15	\$30.52	\$1.78	\$29.15
\$27.38	\$4.52	\$31.90	\$3.15	\$30.53	\$1.78	\$29.16
\$27.39	\$4.52	\$31.91	\$3.15	\$30.54	\$1.78	\$29.17
\$27.40	\$4.52	\$31.92	\$3.15	\$30.55	\$1.78	\$29.18

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$27.41 to \$27.78*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$27.41	\$4.52	\$31.93	\$3.15	\$30.56	\$1.78	\$29.19
\$27.42	\$4.52	\$31.94	\$3.15	\$30.57	\$1.78	\$29.20
\$27.43	\$4.53	\$31.96	\$3.15	\$30.58	\$1.78	\$29.21
\$27.44	\$4.53	\$31.97	\$3.16	\$30.60	\$1.78	\$29.22
\$27.45	\$4.53	\$31.98	\$3.16	\$30.61	\$1.78	\$29.23
\$27.46	\$4.53	\$31.99	\$3.16	\$30.62	\$1.78	\$29.24
\$27.47	\$4.53	\$32.00	\$3.16	\$30.63	\$1.79	\$29.26
\$27.48	\$4.53	\$32.01	\$3.16	\$30.64	\$1.79	\$29.27
\$27.49	\$4.54	\$32.03	\$3.16	\$30.65	\$1.79	\$29.28
\$27.50	\$4.54	\$32.04	\$3.16	\$30.66	\$1.79	\$29.29
\$27.51	\$4.54	\$32.05	\$3.16	\$30.67	\$1.79	\$29.30
\$27.52	\$4.54	\$32.06	\$3.16	\$30.68	\$1.79	\$29.31
\$27.53	\$4.54	\$32.07	\$3.17	\$30.70	\$1.79	\$29.32
\$27.54	\$4.54	\$32.08	\$3.17	\$30.71	\$1.79	\$29.33
\$27.55	\$4.55	\$32.10	\$3.17	\$30.72	\$1.79	\$29.34
\$27.56	\$4.55	\$32.11	\$3.17	\$30.73	\$1.79	\$29.35
\$27.57	\$4.55	\$32.12	\$3.17	\$30.74	\$1.79	\$29.36
\$27.58	\$4.55	\$32.13	\$3.17	\$30.75	\$1.79	\$29.37
\$27.59	\$4.55	\$32.14	\$3.17	\$30.76	\$1.79	\$29.38
\$27.60	\$4.55	\$32.15	\$3.17	\$30.77	\$1.79	\$29.39
\$27.61	\$4.56	\$32.17	\$3.18	\$30.79	\$1.79	\$29.40
\$27.62	\$4.56	\$32.18	\$3.18	\$30.80	\$1.80	\$29.42
\$27.63	\$4.56	\$32.19	\$3.18	\$30.81	\$1.80	\$29.43
\$27.64	\$4.56	\$32.20	\$3.18	\$30.82	\$1.80	\$29.44
\$27.65	\$4.56	\$32.21	\$3.18	\$30.83	\$1.80	\$29.45
\$27.66	\$4.56	\$32.22	\$3.18	\$30.84	\$1.80	\$29.46
\$27.67	\$4.57	\$32.24	\$3.18	\$30.85	\$1.80	\$29.47
\$27.68	\$4.57	\$32.25	\$3.18	\$30.86	\$1.80	\$29.48
\$27.69	\$4.57	\$32.26	\$3.18	\$30.87	\$1.80	\$29.49
\$27.70	\$4.57	\$32.27	\$3.19	\$30.89	\$1.80	\$29.50
\$27.71	\$4.57	\$32.28	\$3.19	\$30.90	\$1.80	\$29.51
\$27.72	\$4.57	\$32.29	\$3.19	\$30.91	\$1.80	\$29.52
\$27.73	\$4.58	\$32.31	\$3.19	\$30.92	\$1.80	\$29.53
\$27.74	\$4.58	\$32.32	\$3.19	\$30.93	\$1.80	\$29.54
\$27.75	\$4.58	\$32.33	\$3.19	\$30.94	\$1.80	\$29.55
\$27.76	\$4.58	\$32.34	\$3.19	\$30.95	\$1.80	\$29.56
\$27.77	\$4.58	\$32.35	\$3.19	\$30.96	\$1.81	\$29.58
\$27.78	\$4.58	\$32.36	\$3.19	\$30.97	\$1.81	\$29.59

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$27.79 to \$28.16*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$27.79	\$4.59	\$32.38	\$3.20	\$30.99	\$1.81	\$29.60
\$27.80	\$4.59	\$32.39	\$3.20	\$31.00	\$1.81	\$29.61
\$27.81	\$4.59	\$32.40	\$3.20	\$31.01	\$1.81	\$29.62
\$27.82	\$4.59	\$32.41	\$3.20	\$31.02	\$1.81	\$29.63
\$27.83	\$4.59	\$32.42	\$3.20	\$31.03	\$1.81	\$29.64
\$27.84	\$4.59	\$32.43	\$3.20	\$31.04	\$1.81	\$29.65
\$27.85	\$4.60	\$32.45	\$3.20	\$31.05	\$1.81	\$29.66
\$27.86	\$4.60	\$32.46	\$3.20	\$31.06	\$1.81	\$29.67
\$27.87	\$4.60	\$32.47	\$3.21	\$31.08	\$1.81	\$29.68
\$27.88	\$4.60	\$32.48	\$3.21	\$31.09	\$1.81	\$29.69
\$27.89	\$4.60	\$32.49	\$3.21	\$31.10	\$1.81	\$29.70
\$27.90	\$4.60	\$32.50	\$3.21	\$31.11	\$1.81	\$29.71
\$27.91	\$4.61	\$32.52	\$3.21	\$31.12	\$1.81	\$29.72
\$27.92	\$4.61	\$32.53	\$3.21	\$31.13	\$1.81	\$29.73
\$27.93	\$4.61	\$32.54	\$3.21	\$31.14	\$1.82	\$29.75
\$27.94	\$4.61	\$32.55	\$3.21	\$31.15	\$1.82	\$29.76
\$27.95	\$4.61	\$32.56	\$3.21	\$31.16	\$1.82	\$29.77
\$27.96	\$4.61	\$32.57	\$3.22	\$31.18	\$1.82	\$29.78
\$27.97	\$4.62	\$32.59	\$3.22	\$31.19	\$1.82	\$29.79
\$27.98	\$4.62	\$32.60	\$3.22	\$31.20	\$1.82	\$29.80
\$27.99	\$4.62	\$32.61	\$3.22	\$31.21	\$1.82	\$29.81
\$28.00	\$4.62	\$32.62	\$3.22	\$31.22	\$1.82	\$29.82
\$28.01	\$4.62	\$32.63	\$3.22	\$31.23	\$1.82	\$29.83
\$28.02	\$4.62	\$32.64	\$3.22	\$31.24	\$1.82	\$29.84
\$28.03	\$4.62	\$32.65	\$3.22	\$31.25	\$1.82	\$29.85
\$28.04	\$4.63	\$32.67	\$3.22	\$31.26	\$1.82	\$29.86
\$28.05	\$4.63	\$32.68	\$3.23	\$31.28	\$1.82	\$29.87
\$28.06	\$4.63	\$32.69	\$3.23	\$31.29	\$1.82	\$29.88
\$28.07	\$4.63	\$32.70	\$3.23	\$31.30	\$1.82	\$29.89
\$28.08	\$4.63	\$32.71	\$3.23	\$31.31	\$1.83	\$29.91
\$28.09	\$4.63	\$32.72	\$3.23	\$31.32	\$1.83	\$29.92
\$28.10	\$4.64	\$32.74	\$3.23	\$31.33	\$1.83	\$29.93
\$28.11	\$4.64	\$32.75	\$3.23	\$31.34	\$1.83	\$29.94
\$28.12	\$4.64	\$32.76	\$3.23	\$31.35	\$1.83	\$29.95
\$28.13	\$4.64	\$32.77	\$3.23	\$31.36	\$1.83	\$29.96
\$28.14	\$4.64	\$32.78	\$3.24	\$31.38	\$1.83	\$29.97
\$28.15	\$4.64	\$32.79	\$3.24	\$31.39	\$1.83	\$29.98
\$28.16	\$4.65	\$32.81	\$3.24	\$31.40	\$1.83	\$29.99

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$28.17 to \$28.54*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$28.17	\$4.65	\$32.82	\$3.24	\$31.41	\$1.83	\$30.00
\$28.18	\$4.65	\$32.83	\$3.24	\$31.42	\$1.83	\$30.01
\$28.19	\$4.65	\$32.84	\$3.24	\$31.43	\$1.83	\$30.02
\$28.20	\$4.65	\$32.85	\$3.24	\$31.44	\$1.83	\$30.03
\$28.21	\$4.65	\$32.86	\$3.24	\$31.45	\$1.83	\$30.04
\$28.22	\$4.66	\$32.88	\$3.25	\$31.47	\$1.83	\$30.05
\$28.23	\$4.66	\$32.89	\$3.25	\$31.48	\$1.83	\$30.06
\$28.24	\$4.66	\$32.90	\$3.25	\$31.49	\$1.84	\$30.08
\$28.25	\$4.66	\$32.91	\$3.25	\$31.50	\$1.84	\$30.09
\$28.26	\$4.66	\$32.92	\$3.25	\$31.51	\$1.84	\$30.10
\$28.27	\$4.66	\$32.93	\$3.25	\$31.52	\$1.84	\$30.11
\$28.28	\$4.67	\$32.95	\$3.25	\$31.53	\$1.84	\$30.12
\$28.29	\$4.67	\$32.96	\$3.25	\$31.54	\$1.84	\$30.13
\$28.30	\$4.67	\$32.97	\$3.25	\$31.55	\$1.84	\$30.14
\$28.31	\$4.67	\$32.98	\$3.26	\$31.57	\$1.84	\$30.15
\$28.32	\$4.67	\$32.99	\$3.26	\$31.58	\$1.84	\$30.16
\$28.33	\$4.67	\$33.00	\$3.26	\$31.59	\$1.84	\$30.17
\$28.34	\$4.68	\$33.02	\$3.26	\$31.60	\$1.84	\$30.18
\$28.35	\$4.68	\$33.03	\$3.26	\$31.61	\$1.84	\$30.19
\$28.36	\$4.68	\$33.04	\$3.26	\$31.62	\$1.84	\$30.20
\$28.37	\$4.68	\$33.05	\$3.26	\$31.63	\$1.84	\$30.21
\$28.38	\$4.68	\$33.06	\$3.26	\$31.64	\$1.84	\$30.22
\$28.39	\$4.68	\$33.07	\$3.26	\$31.65	\$1.85	\$30.24
\$28.40	\$4.69	\$33.09	\$3.27	\$31.67	\$1.85	\$30.25
\$28.41	\$4.69	\$33.10	\$3.27	\$31.68	\$1.85	\$30.26
\$28.42	\$4.69	\$33.11	\$3.27	\$31.69	\$1.85	\$30.27
\$28.43	\$4.69	\$33.12	\$3.27	\$31.70	\$1.85	\$30.28
\$28.44	\$4.69	\$33.13	\$3.27	\$31.71	\$1.85	\$30.29
\$28.45	\$4.69	\$33.14	\$3.27	\$31.72	\$1.85	\$30.30
\$28.46	\$4.70	\$33.16	\$3.27	\$31.73	\$1.85	\$30.31
\$28.47	\$4.70	\$33.17	\$3.27	\$31.74	\$1.85	\$30.32
\$28.48	\$4.70	\$33.18	\$3.28	\$31.76	\$1.85	\$30.33
\$28.49	\$4.70	\$33.19	\$3.28	\$31.77	\$1.85	\$30.34
\$28.50	\$4.70	\$33.20	\$3.28	\$31.78	\$1.85	\$30.35
\$28.51	\$4.70	\$33.21	\$3.28	\$31.79	\$1.85	\$30.36
\$28.52	\$4.71	\$33.23	\$3.28	\$31.80	\$1.85	\$30.37
\$28.53	\$4.71	\$33.24	\$3.28	\$31.81	\$1.85	\$30.38
\$28.54	\$4.71	\$33.25	\$3.28	\$31.82	\$1.86	\$30.40

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$28.55 to \$28.92*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$28.55	\$4.71	\$33.26	\$3.28	\$31.83	\$1.86	\$30.41
\$28.56	\$4.71	\$33.27	\$3.28	\$31.84	\$1.86	\$30.42
\$28.57	\$4.71	\$33.28	\$3.29	\$31.86	\$1.86	\$30.43
\$28.58	\$4.72	\$33.30	\$3.29	\$31.87	\$1.86	\$30.44
\$28.59	\$4.72	\$33.31	\$3.29	\$31.88	\$1.86	\$30.45
\$28.60	\$4.72	\$33.32	\$3.29	\$31.89	\$1.86	\$30.46
\$28.61	\$4.72	\$33.33	\$3.29	\$31.90	\$1.86	\$30.47
\$28.62	\$4.72	\$33.34	\$3.29	\$31.91	\$1.86	\$30.48
\$28.63	\$4.72	\$33.35	\$3.29	\$31.92	\$1.86	\$30.49
\$28.64	\$4.73	\$33.37	\$3.29	\$31.93	\$1.86	\$30.50
\$28.65	\$4.73	\$33.38	\$3.29	\$31.94	\$1.86	\$30.51
\$28.66	\$4.73	\$33.39	\$3.30	\$31.96	\$1.86	\$30.52
\$28.67	\$4.73	\$33.40	\$3.30	\$31.97	\$1.86	\$30.53
\$28.68	\$4.73	\$33.41	\$3.30	\$31.98	\$1.86	\$30.54
\$28.69	\$4.73	\$33.42	\$3.30	\$31.99	\$1.86	\$30.55
\$28.70	\$4.74	\$33.44	\$3.30	\$32.00	\$1.87	\$30.57
\$28.71	\$4.74	\$33.45	\$3.30	\$32.01	\$1.87	\$30.58
\$28.72	\$4.74	\$33.46	\$3.30	\$32.02	\$1.87	\$30.59
\$28.73	\$4.74	\$33.47	\$3.30	\$32.03	\$1.87	\$30.60
\$28.74	\$4.74	\$33.48	\$3.31	\$32.05	\$1.87	\$30.61
\$28.75	\$4.74	\$33.49	\$3.31	\$32.06	\$1.87	\$30.62
\$28.76	\$4.75	\$33.51	\$3.31	\$32.07	\$1.87	\$30.63
\$28.77	\$4.75	\$33.52	\$3.31	\$32.08	\$1.87	\$30.64
\$28.78	\$4.75	\$33.53	\$3.31	\$32.09	\$1.87	\$30.65
\$28.79	\$4.75	\$33.54	\$3.31	\$32.10	\$1.87	\$30.66
\$28.80	\$4.75	\$33.55	\$3.31	\$32.11	\$1.87	\$30.67
\$28.81	\$4.75	\$33.56	\$3.31	\$32.12	\$1.87	\$30.68
\$28.82	\$4.76	\$33.58	\$3.31	\$32.13	\$1.87	\$30.69
\$28.83	\$4.76	\$33.59	\$3.32	\$32.15	\$1.87	\$30.70
\$28.84	\$4.76	\$33.60	\$3.32	\$32.16	\$1.87	\$30.71
\$28.85	\$4.76	\$33.61	\$3.32	\$32.17	\$1.88	\$30.73
\$28.86	\$4.76	\$33.62	\$3.32	\$32.18	\$1.88	\$30.74
\$28.87	\$4.76	\$33.63	\$3.32	\$32.19	\$1.88	\$30.75
\$28.88	\$4.77	\$33.65	\$3.32	\$32.20	\$1.88	\$30.76
\$28.89	\$4.77	\$33.66	\$3.32	\$32.21	\$1.88	\$30.77
\$28.90	\$4.77	\$33.67	\$3.32	\$32.22	\$1.88	\$30.78
\$28.91	\$4.77	\$33.68	\$3.32	\$32.23	\$1.88	\$30.79
\$28.92	\$4.77	\$33.69	\$3.33	\$32.25	\$1.88	\$30.80

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$28.93 to \$29.30*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$28.93	\$4.77	\$33.70	\$3.33	\$32.26	\$1.88	\$30.81
\$28.94	\$4.78	\$33.72	\$3.33	\$32.27	\$1.88	\$30.82
\$28.95	\$4.78	\$33.73	\$3.33	\$32.28	\$1.88	\$30.83
\$28.96	\$4.78	\$33.74	\$3.33	\$32.29	\$1.88	\$30.84
\$28.97	\$4.78	\$33.75	\$3.33	\$32.30	\$1.88	\$30.85
\$28.98	\$4.78	\$33.76	\$3.33	\$32.31	\$1.88	\$30.86
\$28.99	\$4.78	\$33.77	\$3.33	\$32.32	\$1.88	\$30.87
\$29.00	\$4.79	\$33.79	\$3.34	\$32.34	\$1.89	\$30.89
\$29.01	\$4.79	\$33.80	\$3.34	\$32.35	\$1.89	\$30.90
\$29.02	\$4.79	\$33.81	\$3.34	\$32.36	\$1.89	\$30.91
\$29.03	\$4.79	\$33.82	\$3.34	\$32.37	\$1.89	\$30.92
\$29.04	\$4.79	\$33.83	\$3.34	\$32.38	\$1.89	\$30.93
\$29.05	\$4.79	\$33.84	\$3.34	\$32.39	\$1.89	\$30.94
\$29.06	\$4.79	\$33.85	\$3.34	\$32.40	\$1.89	\$30.95
\$29.07	\$4.80	\$33.87	\$3.34	\$32.41	\$1.89	\$30.96
\$29.08	\$4.80	\$33.88	\$3.34	\$32.42	\$1.89	\$30.97
\$29.09	\$4.80	\$33.89	\$3.35	\$32.44	\$1.89	\$30.98
\$29.10	\$4.80	\$33.90	\$3.35	\$32.45	\$1.89	\$30.99
\$29.11	\$4.80	\$33.91	\$3.35	\$32.46	\$1.89	\$31.00
\$29.12	\$4.80	\$33.92	\$3.35	\$32.47	\$1.89	\$31.01
\$29.13	\$4.81	\$33.94	\$3.35	\$32.48	\$1.89	\$31.02
\$29.14	\$4.81	\$33.95	\$3.35	\$32.49	\$1.89	\$31.03
\$29.15	\$4.81	\$33.96	\$3.35	\$32.50	\$1.89	\$31.04
\$29.16	\$4.81	\$33.97	\$3.35	\$32.51	\$1.90	\$31.06
\$29.17	\$4.81	\$33.98	\$3.35	\$32.52	\$1.90	\$31.07
\$29.18	\$4.81	\$33.99	\$3.36	\$32.54	\$1.90	\$31.08
\$29.19	\$4.82	\$34.01	\$3.36	\$32.55	\$1.90	\$31.09
\$29.20	\$4.82	\$34.02	\$3.36	\$32.56	\$1.90	\$31.10
\$29.21	\$4.82	\$34.03	\$3.36	\$32.57	\$1.90	\$31.11
\$29.22	\$4.82	\$34.04	\$3.36	\$32.58	\$1.90	\$31.12
\$29.23	\$4.82	\$34.05	\$3.36	\$32.59	\$1.90	\$31.13
\$29.24	\$4.82	\$34.06	\$3.36	\$32.60	\$1.90	\$31.14
\$29.25	\$4.83	\$34.08	\$3.36	\$32.61	\$1.90	\$31.15
\$29.26	\$4.83	\$34.09	\$3.36	\$32.62	\$1.90	\$31.16
\$29.27	\$4.83	\$34.10	\$3.37	\$32.64	\$1.90	\$31.17
\$29.28	\$4.83	\$34.11	\$3.37	\$32.65	\$1.90	\$31.18
\$29.29	\$4.83	\$34.12	\$3.37	\$32.66	\$1.90	\$31.19
\$29.30	\$4.83	\$34.13	\$3.37	\$32.67	\$1.90	\$31.20

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$29.31 to \$29.68*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$29.31	\$4.84	\$34.15	\$3.37	\$32.68	\$1.91	\$31.22
\$29.32	\$4.84	\$34.16	\$3.37	\$32.69	\$1.91	\$31.23
\$29.33	\$4.84	\$34.17	\$3.37	\$32.70	\$1.91	\$31.24
\$29.34	\$4.84	\$34.18	\$3.37	\$32.71	\$1.91	\$31.25
\$29.35	\$4.84	\$34.19	\$3.38	\$32.73	\$1.91	\$31.26
\$29.36	\$4.84	\$34.20	\$3.38	\$32.74	\$1.91	\$31.27
\$29.37	\$4.85	\$34.22	\$3.38	\$32.75	\$1.91	\$31.28
\$29.38	\$4.85	\$34.23	\$3.38	\$32.76	\$1.91	\$31.29
\$29.39	\$4.85	\$34.24	\$3.38	\$32.77	\$1.91	\$31.30
\$29.40	\$4.85	\$34.25	\$3.38	\$32.78	\$1.91	\$31.31
\$29.41	\$4.85	\$34.26	\$3.38	\$32.79	\$1.91	\$31.32
\$29.42	\$4.85	\$34.27	\$3.38	\$32.80	\$1.91	\$31.33
\$29.43	\$4.86	\$34.29	\$3.38	\$32.81	\$1.91	\$31.34
\$29.44	\$4.86	\$34.30	\$3.39	\$32.83	\$1.91	\$31.35
\$29.45	\$4.86	\$34.31	\$3.39	\$32.84	\$1.91	\$31.36
\$29.46	\$4.86	\$34.32	\$3.39	\$32.85	\$1.91	\$31.37
\$29.47	\$4.86	\$34.33	\$3.39	\$32.86	\$1.92	\$31.39
\$29.48	\$4.86	\$34.34	\$3.39	\$32.87	\$1.92	\$31.40
\$29.49	\$4.87	\$34.36	\$3.39	\$32.88	\$1.92	\$31.41
\$29.50	\$4.87	\$34.37	\$3.39	\$32.89	\$1.92	\$31.42
\$29.51	\$4.87	\$34.38	\$3.39	\$32.90	\$1.92	\$31.43
\$29.52	\$4.87	\$34.39	\$3.39	\$32.91	\$1.92	\$31.44
\$29.53	\$4.87	\$34.40	\$3.40	\$32.93	\$1.92	\$31.45
\$29.54	\$4.87	\$34.41	\$3.40	\$32.94	\$1.92	\$31.46
\$29.55	\$4.88	\$34.43	\$3.40	\$32.95	\$1.92	\$31.47
\$29.56	\$4.88	\$34.44	\$3.40	\$32.96	\$1.92	\$31.48
\$29.57	\$4.88	\$34.45	\$3.40	\$32.97	\$1.92	\$31.49
\$29.58	\$4.88	\$34.46	\$3.40	\$32.98	\$1.92	\$31.50
\$29.59	\$4.88	\$34.47	\$3.40	\$32.99	\$1.92	\$31.51
\$29.60	\$4.88	\$34.48	\$3.40	\$33.00	\$1.92	\$31.52
\$29.61	\$4.89	\$34.50	\$3.41	\$33.02	\$1.92	\$31.53
\$29.62	\$4.89	\$34.51	\$3.41	\$33.03	\$1.93	\$31.55
\$29.63	\$4.89	\$34.52	\$3.41	\$33.04	\$1.93	\$31.56
\$29.64	\$4.89	\$34.53	\$3.41	\$33.05	\$1.93	\$31.57
\$29.65	\$4.89	\$34.54	\$3.41	\$33.06	\$1.93	\$31.58
\$29.66	\$4.89	\$34.55	\$3.41	\$33.07	\$1.93	\$31.59
\$29.67	\$4.90	\$34.57	\$3.41	\$33.08	\$1.93	\$31.60
\$29.68	\$4.90	\$34.58	\$3.41	\$33.09	\$1.93	\$31.61

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.

Employer Supplemental PEER Contribution Rates

For Basic Contribution Rates of \$29.69 to \$30.00*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$29.69	\$4.90	\$34.59	\$3.41	\$33.10	\$1.93	\$31.62
\$29.70	\$4.90	\$34.60	\$3.42	\$33.12	\$1.93	\$31.63
\$29.71	\$4.90	\$34.61	\$3.42	\$33.13	\$1.93	\$31.64
\$29.72	\$4.90	\$34.62	\$3.42	\$33.14	\$1.93	\$31.65
\$29.73	\$4.91	\$34.64	\$3.42	\$33.15	\$1.93	\$31.66
\$29.74	\$4.91	\$34.65	\$3.42	\$33.16	\$1.93	\$31.67
\$29.75	\$4.91	\$34.66	\$3.42	\$33.17	\$1.93	\$31.68
\$29.76	\$4.91	\$34.67	\$3.42	\$33.18	\$1.93	\$31.69
\$29.77	\$4.91	\$34.68	\$3.42	\$33.19	\$1.94	\$31.71
\$29.78	\$4.91	\$34.69	\$3.42	\$33.20	\$1.94	\$31.72
\$29.79	\$4.92	\$34.71	\$3.43	\$33.22	\$1.94	\$31.73
\$29.80	\$4.92	\$34.72	\$3.43	\$33.23	\$1.94	\$31.74
\$29.81	\$4.92	\$34.73	\$3.43	\$33.24	\$1.94	\$31.75
\$29.82	\$4.92	\$34.74	\$3.43	\$33.25	\$1.94	\$31.76
\$29.83	\$4.92	\$34.75	\$3.43	\$33.26	\$1.94	\$31.77
\$29.84	\$4.92	\$34.76	\$3.43	\$33.27	\$1.94	\$31.78
\$29.85	\$4.93	\$34.78	\$3.43	\$33.28	\$1.94	\$31.79
\$29.86	\$4.93	\$34.79	\$3.43	\$33.29	\$1.94	\$31.80
\$29.87	\$4.93	\$34.80	\$3.44	\$33.31	\$1.94	\$31.81
\$29.88	\$4.93	\$34.81	\$3.44	\$33.32	\$1.94	\$31.82
\$29.89	\$4.93	\$34.82	\$3.44	\$33.33	\$1.94	\$31.83
\$29.90	\$4.93	\$34.83	\$3.44	\$33.34	\$1.94	\$31.84
\$29.91	\$4.94	\$34.85	\$3.44	\$33.35	\$1.94	\$31.85
\$29.92	\$4.94	\$34.86	\$3.44	\$33.36	\$1.94	\$31.86
\$29.93	\$4.94	\$34.87	\$3.44	\$33.37	\$1.95	\$31.88
\$29.94	\$4.94	\$34.88	\$3.44	\$33.38	\$1.95	\$31.89
\$29.95	\$4.94	\$34.89	\$3.44	\$33.39	\$1.95	\$31.90
\$29.96	\$4.94	\$34.90	\$3.45	\$33.41	\$1.95	\$31.91
\$29.97	\$4.95	\$34.92	\$3.45	\$33.42	\$1.95	\$31.92
\$29.98	\$4.95	\$34.93	\$3.45	\$33.43	\$1.95	\$31.93
\$29.99	\$4.95	\$34.94	\$3.45	\$33.44	\$1.95	\$31.94
\$30.00	\$4.95	\$34.95	\$3.45	\$33.45	\$1.95	\$31.95

*If a Total Contribution Rate is negotiated which is not shown in these tables, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and a PEER/84 Contribution Rate of \$1.26.