

| <b>EMPLOYER</b>      | <b>BARGAINING UNIT</b> |
|----------------------|------------------------|
| Waterloo-Morada Fire | X                      |

**2025 SAFETY MEMBER CONTRIBUTION RATES – TIER I**

| <b>ENTRY AGE</b> | <b>MEMBER CONTRIBUTION RATE (%)</b> | <b>ENTRY AGE</b> | <b>MEMBER CONTRIBUTION RATE (%)</b> |
|------------------|-------------------------------------|------------------|-------------------------------------|
| 18               | 9.59 %                              | 34               | 11.44 %                             |
| 19               | 9.59                                | 35               | 11.56                               |
| 20               | 9.59                                | 36               | 11.70                               |
| 21               | 9.80                                | 37               | 11.92                               |
| 22               | 9.94                                | 38               | 12.12                               |
| 23               | 10.09                               | 39               | 12.35                               |
| 24               | 10.22                               | 40               | 12.52                               |
| 25               | 10.36                               | 41               | 12.73                               |
| 26               | 10.50                               | 42               | 12.95                               |
| 27               | 10.65                               | 43               | 13.23                               |
| 28               | 10.78                               | 44               | 13.47                               |
| 29               | 10.91                               | 45               | 13.55                               |
| 30               | 11.05                               | 46               | 13.59                               |
| 31               | 11.14                               | 47               | 13.67                               |
| 32               | 11.24                               | 48               | 13.52                               |
| 33               | 11.34                               | 49 +             | 13.36                               |