

## Federated Retirement System Tier 1 Members with Healthcare

Benefit	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	19.34%	7.06%	26.40%	18.61%	6.81%	25.42%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	80.55%	0.00%	80.55%
<b>Subtotal</b>	<b>19.34%</b>	<b>7.06%</b>	<b>26.40%</b>	<b>99.16%</b>	<b>6.81%</b>	<b>105.97%</b>
<b>Medical and Dental</b>	**	<b>7.50%</b>	<b>7.50%</b>	***	<b>7.50%</b>	<b>7.50%</b>
<b>Total</b>	<b>19.34%</b>	<b>14.56%</b>	<b>33.90%</b>	<b>99.16%</b>	<b>14.31%</b>	<b>113.47%</b>

\* Amount determined as a flat dollar amount of \$137,409,447 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$21,790,130 for all Tiers and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$21,246,777 for all Tiers and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.