

April 2021 Schedule 3.0 Contribution Rates

Defined Contribution Plan Rate Effective 4/1/2021

Defined Contribution Plan Schedule Contribution Rates

<u>Years of Service</u>	<u>Contribution Rate</u>
0	1.00%
1	1.00%
2	1.00%
3	1.00%
4	2.00%
5	2.00%
6	5.00%
7	5.00%
8	6.00%
9	6.00%
10	10.00%
11	10.00%
12	11.00%
13	11.00%
14	12.00%
15	12.00%
16	13.00%
17	13.00%
18	14.00%
19	14.00%
20	15.00%
21	15.00%
22	16.00%
23	16.00%
24	17.00%
25	17.00%
26	18.00%
27	18.00%
28	19.00%
29	19.00%
30 or More	20.00%