| $\begin{aligned} & \text { Years } \\ & \text { of } \\ & \text { Service } \end{aligned}$ | $\begin{gathered} \text { Age } \\ 50 \end{gathered}$ | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 and older |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | 14.91\% | 15.76\% | 16.69\% | 17.70\% | 18.80\% | 20.00\% | 20.89\% | 22.01\% | 23.37\% | 24.73\% | 26.19\% | 27.22\% | 28.25\% | 29.28\% | 30.31\% | 31.34\% |
| 11 | 16.40\% | 17.34\% | 18.36\% | 19.47\% | 20.68\% | 22.00\% | 22.98\% | 24.31\% | 25.71\% | 27.20\% | 28.80\% | 29.94\% | 31.07\% | 32.20\% | 33.34\% | 34.47\% |
| 12 | 17.89\% | 18.92\% | 20.03\% | 21.24\% | 22.56\% | 24.00\% | 25.07\% | 26.52\% | 28.05\% | 29.68\% | 31.42\% | 32.66\% | 33.90\% | 35.13\% | 36.37\% | 37.60\% |
| 13 | 19.38\% | 20.49\% | 21.70\% | 23.01\% | 24.44\% | 26.00\% | 27.16\% | 28.72\% | 30.38\% | 32.15\% | 34.04\% | 35.38\% | 36.72\% | 38.06\% | 39.40\% | 40.74\% |
| 14 | 20.87\% | 22.07\% | 23.37\% | 24.78\% | 26.32\% | 28.00\% | 29.25\% | 30.93\% | 32.72\% | 34.62\% | 36.66\% | 38.10\% | 39.54\% | 40.99\% | 42.43\% | 43.87\% |
| 15 | 22.36\% | 23.65\% | 25.04\% | 26.55\% | 28.20\% | 30.00\% | 31.34\% | 33.14\% | 35.06\% | 37.01\% | 39.28\% | 40.82\% | 42.37\% | 43.91\% | 45.46\% | 47.00\% |
| 16 | 23.85\% | 25.22\% | 26.71\% | 28.32\% | 30.08\% | 32.00\% | 33.43\% | 35.35\% | 37.40\% | 39.57\% | 41.90\% | 43.55\% | 45.19\% | 46.84\% | 48.49\% | 50.14\% |
| 17 | 25.34\% | 26.80\% | 28.38\% | 30.09\% | 31.96\% | 34.00\% | 35.52\% | 37.56\% | 39.73\% | 42.04\% | 44.52\% | 46.27\% | 48.02\% | 49.77\% | 51.52\% | 53.27\% |
| 18 | 26.83\% | 28.38\% | 30.05\% | 31.86\% | 33.84\% | 36.00\% | 37.61\% | 39.77\% | 42.07\% | 44.51\% | 47.13\% | 48.99\% | 50.84\% | 52.70\% | 54.55\% | 56.40\% |
| 19 | 28.33\% | 29.95\% | 31.71\% | 33.63\% | 35.72\% | 38.00\% | 39.70\% | 41.98\% | 44.41\% | 46.99\% | 49.75\% | 51.71\% | 53.67\% | 55.62\% | 57.58\% | 59.54\% |
| 20 | 29.82\% | 31.53\% | 33.38\% | 35.40\% | 37.60\% | 40.00\% | 41.79\% | 44.19\% | 46.74\% | 49.46\% | 52.37\% | 54.43\% | 56.49\% | 58.55\% | 60.61\% | 62.67\% |
| 21 | 31.31\% | 33.10\% | 35.05\% | 37.17\% | 39.48\% | 42.00\% | 43.88\% | 46.40\% | 49.08\% | 51.93\% | 54.99\% | 57.15\% | 59.32\% | 61.48\% | 63.64\% | 65.81\% |
| 22 | 32.80\% | 34.68\% | 36.72\% | 38.94\% | 41.36\% | 44.00\% | 45.97\% | 48.61\% | 51.42\% | 54.41\% | 57.61\% | 59.88\% | 62.14\% | 64.41\% | 66.67\% | 68.94\% |
| 23 | 34.29\% | 36.26\% | 38.39\% | 40.71\% | 43.24\% | 46.00\% | 48.06\% | 50.82\% | 53.76\% | 56.88\% | 60.23\% | 62.60\% | 64.97\% | 67.33\% | 69.70\% | 72.07\% |
| 24 | 35.78\% | 37.83\% | 40.06\% | 42.48\% | 45.12\% | 48.00\% | 50.15\% | 53.03\% | 56.09\% | 59.35\% | 62.85\% | 65.32\% | 67.79\% | 70.26\% | 72.73\% | 75.21\% |
| 25 | 37.27\% | 39.41\% | 41.73\% | 44.25\% | 47.00\% | 50.00\% | 52.24\% | 55.24\% | 58.43\% | 61.83\% | 65.47\% | 68.04\% | 70.62\% | 73.19\% | 75.77\% | 78.34\% |
| 26 | 38.76\% | 40.99\% | 43.40\% | 46.02\% | 48.87\% | 52.00\% | 54.32\% | 57.45\% | 60.77\% | 64.30\% | 68.08\% | 70.76\% | 73.44\% | 76.12\% | 78.80\% | 81.47\% |
| 27 | 40.25\% | 42.56\% | 45.07\% | 47.79\% | 50.75\% | 54.00\% | 56.41\% | 59.66\% | 63.10\% | 66.77\% | 70.70\% | 73.48\% | 76.26\% | 79.05\% | 81.83\% | 84.61\% |
| 28 | 41.74\% | 44.14\% | 46.74\% | 49.56\% | 52.63\% | 56.00\% | 58.50\% | 61.87\% | 65.44\% | 69.24\% | 73.32\% | 76.20\% | 79.09\% | 81.97\% | 84.86\% | 87.74\% |
| 29 | 43.23\% | 45.72\% | 48.41\% | 51.33\% | 54.51\% | 58.00\% | 60.59\% | 64.08\% | 67.78\% | 71.72\% | 75.94\% | 78.93\% | 81.91\% | 84.90\% | 87.89\% | 90.87\% |
| 30 | 44.72\% | 47.29\% | 50.08\% | 53.10\% | 56.39\% | 60.00\% | 62.68\% | 66.29\% | 70.12\% | 74.19\% | 78.56\% | 81.65\% | 84.74\% | 87.83\% | 90.92\% | 94.01\% |
| 31 | 46.21\% | 48.87\% | 51.75\% | 54.87\% | 58.27\% | 62.00\% | 64.77\% | 68.50\% | 72.45\% | 76.66\% | 81.18\% | 84.37\% | 87.56\% | 90.76\% | 93.95\% | 97.14\% |
| 32 | 47.71\% | 50.44\% | 53.41\% | 56.64\% | 60.15\% | 64.00\% | 66.86\% | 70.71\% | 74.79\% | 79.14\% | 83.80\% | 87.09\% | 90.39\% | 93.68\% | 96.98\% | 100\% |
| 33 | 49.20\% | 52.02\% | 55.08\% | 58.41\% | 62.03\% | 66.00\% | 68.95\% | 72.92\% | 77.13\% | 81.61\% | 86.41\% | 89.81\% | 93.21\% | 96.61\% | 100\% |  |
| 34 | 50.69\% | 53.60\% | 56.75\% | 60.18\% | 63.91\% | 68.00\% | 71.04\% | 75.13\% | 79.46\% | 84.08\% | 89.03\% | 92.53\% | 96.04\% | 99.54\% | 100\% |  |
| 35 | 52.18\% | 55.17\% | 58.42\% | 61.95\% | 65.79\% | 70.00\% | 73.13\% | 77.34\% | 81.80\% | 86.56\% | 91.65\% | 95.26\% | 98.86\% | 100\% |  |  |
| 36 | 53.67\% | 56.75\% | 60.09\% | 63.72\% | 67.67\% | 72.00\% | 75.22\% | 79.55\% | 84.14\% | 89.03\% | 94.27\% | 97.98\% | 100\% |  |  |  |
| 37 | 55.16\% | 58.33\% | 61.76\% | 65.49\% | 69.55\% | 74.00\% | 77.31\% | 81.76\% | 86.48\% | 91.50\% | 96.89\% | 100\% |  |  |  |  |
| 38 | 56.65\% | 59.90\% | 63.43\% | 67.26\% | 71.43\% | 76.00\% | 79.40\% | 83.96\% | 88.81\% | 93.97\% | 99.51\% | 100\% |  |  |  |  |
| 39 |  | 61.48\% | 65.01\% | 69.03\% | 73.31\% | 78.00\% | 81.49\% | 86.17\% | 91.15\% | 96.45\% | 100\% |  |  |  |  |  |
| 40 |  |  | 66.77\% | 70.80\% | 75.19\% | 80.00\% | 83.58\% | 88.38\% | 93.49\% | 98.92\% | 100\% |  |  |  |  |  |
| 41 |  |  |  | 72.57\% | 77.07\% | 82.00\% | 85.67\% | 90.59\% | 95.83\% | 100\% |  |  |  |  |  |  |
| 42 |  |  |  |  | 78.95\% | 84.00\% | 87.75\% | 92.80\% | 98.16\% | 100\% |  |  |  |  |  |  |
| 43 |  |  |  |  |  | 86.00\% | 89.84\% | 95.01\% | 100\% |  |  |  |  |  |  |  |
| 44 |  |  |  |  |  |  | 91.93\% | 97.22\% | 100\% |  |  |  |  |  |  |  |
| 45 |  |  |  |  |  |  |  | 99.43\% | 100\% |  |  |  |  |  |  |  |

## TIER 1

Safety Member Compensation Percentage Table
SBCERA membership date prior to January 1, 2013 ~ Formula: 3\% @ Age 50

| Years of Service | Age 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 and older |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 |  |  |  |  |  |  |  |  |  | 30.00\% |
| 11 |  |  |  |  |  |  |  |  |  | 33.00\% |
| 12 |  |  |  |  |  |  |  |  |  | 36.00\% |
| 13 |  |  |  |  |  |  |  |  |  | 39.00\% |
| 14 |  |  |  |  |  |  |  |  |  | 42.00\% |
| 15 |  |  |  |  |  |  |  |  |  | 45.00\% |
| 16 |  |  |  |  |  |  |  |  |  | 48.00\% |
| 17 |  |  |  |  |  |  |  |  |  | 51.00\% |
| 18 |  |  |  |  |  |  |  |  |  | 54.00\% |
| 19 |  |  |  |  |  |  |  |  |  | 57.00\% |
| 20 | 37.55\% | 39.75\% | 42.02\% | 44.38\% | 46.83\% | 49.36\% | 52.07\% | 54.51\% | 57.13\% | 60.00\% |
| 21 | 39.43\% | 41.74\% | 44.13\% | 46.60\% | 49.17\% | 51.82\% | 54.67\% | 57.24\% | 59.99\% | 63.00\% |
| 22 | 41.30\% | 43.73\% | 46.23\% | 48.82\% | 51.51\% | 54.29\% | 57.27\% | 59.96\% | 62.85\% | 66.00\% |
| 23 | 43.18\% | 45.71\% | 48.33\% | 51.04\% | 53.85\% | 56.76\% | 59.88\% | 62.69\% | 65.70\% | 69.00\% |
| 24 | 45.06\% | 47.70\% | 50.43\% | 53.26\% | 56.20\% | 59.23\% | 62.48\% | 65.41\% | 68.56\% | 72.00\% |
| 25 | 46.94\% | 49.69\% | 52.53\% | 55.48\% | 58.54\% | 61.70\% | 65.09\% | 68.14\% | 71.42\% | 75.00\% |
| 26 | 48.81\% | 51.68\% | 54.63\% | 57.70\% | 60.88\% | 64.16\% | 67.69\% | 70.86\% | 74.27\% | 78.00\% |
| 27 | 50.69\% | 53.66\% | 56.73\% | 59.92\% | 63.22\% | 66.63\% | 70.29\% | 73.59\% | 77.13\% | 81.00\% |
| 28 | 52.57\% | 55.65\% | 58.83\% | 62.13\% | 65.56\% | 69.10\% | 72.90\% | 76.31\% | 79.98\% | 84.00\% |
| 29 |  | 57.64\% | 60.93\% | 64.35\% | 67.90\% | 71.57\% | 75.50\% | 79.04\% | 82.84\% | 87.00\% |
| 30 |  |  | 63.04\% | 66.57\% | 70.25\% | 74.03\% | 78.10\% | 81.77\% | 85.70\% | 90.00\% |
| 31 |  |  |  | 68.79\% | 72.59\% | 76.50\% | 80.71\% | 84.49\% | 88.55\% | 93.00\% |
| 32 |  |  |  |  | 74.93\% | 78.97\% | 83.31\% | 87.22\% | 91.41\% | 96.00\% |
| 33 |  |  |  |  |  | 81.44\% | 85.91\% | 89.94\% | 94.27\% | 99.00\% |
| 34 |  |  |  |  |  |  | 88.52\% | 92.67\% | 97.12\% | 100\% |
| 35 |  |  |  |  |  |  |  | 95.39\% | 99.98\% | 100\% |
| 36 |  |  |  |  |  |  |  |  | 100.00\% |  |
| 37 |  |  |  |  |  |  |  |  |  |  |
| 38 |  |  |  |  |  |  |  |  |  |  |
| 39 |  |  |  |  |  |  |  |  |  |  |

