

## Retirement Percentages

Contribution rates of employes expressed as percentage of wages or salary earned:

Age Nearest Birthday	Misc. Employes		Police and Firemen
	Men	Women	
18	3.71%	4.06%	5.38%
19	3.81	4.18	5.53
20	3.91	4.30	5.69
21	4.02	4.43	5.86
22	4.14	4.57	6.04
23	4.26	4.72	6.23
24	4.39	4.88	6.43
25	4.53	5.05	6.64
26	4.68	5.24	6.86
27	4.84	5.44	7.09
28	5.01	5.65	7.34
29	5.19	5.87	7.62
30	5.39	6.10	7.93
31	5.60	6.34	8.27
32	5.82	6.60	8.63
33	6.06	6.88	9.01
34	6.32	7.18	9.41
35	6.60	7.50	9.83
36	6.68	7.60	9.91
37	6.76	7.70	9.98
38	6.84	7.79	10.05
39	6.92	7.89	10.13
40	7.00	7.98	10.20
41	7.08	8.08	10.27
42	7.17	8.18	10.35
43	7.25	8.28	10.44
44	7.34	8.38	10.53
45	7.43	8.48	10.63
46	7.51	8.58	10.72
47	7.60	8.69	10.82
48	7.69	8.79	10.93
49	7.78	8.90	11.04
50	7.87	9.00	11.16
51	7.97	9.10	11.29
52	8.06	9.21	11.42
53	8.16	9.32	11.55
54	8.25	9.43	11.69
55	8.34	9.54	11.82
56	8.44	9.65	11.96
57	8.54	9.76	12.09
58	8.64	9.87	12.23
59	8.74	9.98	12.36
60	8.84	10.09	
61	8.94	10.21	
62	9.04	10.32	
63	9.14	10.44	
64	9.24	10.56	

Rates apply at the age, nearest birthday, when the employe becomes a member of the system.

Miscellaneous employes over age 64 pay on the bases of age 64.

Police officers and firemen over age 59 pay on the basis of age 59.

The above rates apply to an employe's entire salary unless (a) He notifies the Retirement Board in writing that he wishes to reduce his rate of contribution to 5% in which case his employer's contribution will also be re-

## AMENDMENTS TO O.S.E.A. CONSTITUTION HAVE BEEN RATIFIED

The four proposed changes in the Constitution of the O.S.E.A., which were recently sent to all Chapters for their consideration, have been ratified by a majority of the Chapters and are now effective.

In brief, the changes provide for the following:

1. A new Sixth District comprising Lincoln, Benton and Linn counties, transferred from District No. 2.
2. The transfer of Clatsop and Tillamook counties from District No. 2 to District No. 1.
3. The holding of the annual General Council meeting in November instead of in February.
4. Limiting membership in the General Council to delegates, and limiting eligibility for election of State Officers to members of the Council.

The chapters are to be congratulated on the promptness of their consideration and action on the amendments. It is expected that a reprinting of the Association Constitution and By-Laws, embodying the above changes, is to be made in the near future, with copies being sent to all Chapters.

Employees required to work overtime in the state of Wisconsin will now be paid straight time, under amended civil service rules. In addition, promotions will be made either through statewide or departmental competitive examinations, and sick leave benefits will be liberalized.

duced, or (b) He notifies the Retirement Board in writing that he wishes to contribute only on \$200.00 of his monthly salary.