Functional Dependencies:

Members(id, Name, Date_Joined, Tier_Name, Trainer_ID)
Keys: (id)
Functional dependencies of the relation Members:
1. id → Name, Date_Joined, Tier_Name, Trainer_ID

Trainers(Emp_id, Specialization)
Keys: (Emp_id)
Functional dependencies of the relation Trainers:
1. Emp_id → Specialization

Employees(id, Name, Date_Joined, Salary)
Keys: (id)
Functional dependencies of the relation Employees:
1. id → Name, Date_Joined, Salary

Payments(id, Date_Paid, Member_id, Amount)
Keys: (id)
Functional dependencies of the relation Payments:
1. id → Date_Paid, Member_id, Amount

Tiers(Name, Cost)
Keys: (Name)
Functional dependencies of the relation Tiers:
1. Name → Cost

Normal Form:

1NF

The database is in 1NF since every attribute of relations have atomic values

2NF

The database is in 2NF. Since all primary keys are single attributes, there are no non-empty proper subsets of any primary key, hence all attributes are fully functional dependent on the primary key.

3NF

The database is in 3NF since all values on LHS of any functional dependency are primary keys, and hence superkeys.