

Probability of employer contribution rate rising more than 10% within a 5-year period in the first 15 or 20 years								
Up to year	Baseline	Contingent COLA: 5-year return	Contingent COLA: funded ratio	Contingent EEC: 5-year return	Contingent EEC: funded ratio	Shared-ADC: 10% EEC rate cap	Shared-ADC: no EEC cap	Hybrid DB-DC
15	32.5%	26.9%	27.6%	29.6%	30.0%	28.1%	3.5%	3.3%
30	62.8%	57.4%	60.6%	60.8%	61.8%	55.7%	25.4%	20.9%