

## 2024 COMPENSATION LIMITS

### INTERNAL REVENUE CODE & CALIFORNIA GOVERNMENT CODE

Federal and state laws place annual limits on the compensation that can be used to determine contributions and benefits for CCCERA plan members.

#### Legacy Members (Tiers 1, 3, A or C)

The Internal Revenue Code provides for dollar limitations on benefits and contributions under qualified retirement plans which are adjusted annually for cost-of-living increases.

Members who commenced participation in CCCERA on or after January 1, 1996 are *subject* to the annual federal Internal Revenue Code Section 401(a)(17) compensation limit as shown:

- For CERL benefit formulas (Tiers 1, 3, A, & C), the 2024 calendar year compensation limit was increased to \$345,000;

Members who commenced participation in CCCERA prior to January 1, 1996 are *not subject* to the Internal Revenue Code annual compensation limit.

#### PEPRA Members (Tiers 4, 5, D or E)

For new employees who commenced participation in CCCERA on or after January 1, 2013 under

PEPRA benefit formulas (Tiers 4, 5, D & E), the compensation which exceeds that annual pensionable compensation limit under California Government Code Section 7522.10(c) and (d) is *not included* in determining benefits or contributions.

The 2024 calendar year PEPRA compensation limits are as follows:

- For employees *enrolled* in Social Security – increased to \$151,446;
- For employees *not enrolled* in Social Security – increased to \$181,734.

#### Administrative Procedures

It is the obligation of each agency's payroll department to ensure compliance with the compensation limit for affected CCCERA members. Should a member reach the compensation limit, it is the participating employer's payroll departments responsibility to continue to report their pensionable salary as they have been but stop reporting and deducting both member and employer contributions to CCCERA. The participating employer should resume the required contributions with the first payroll check dated in the next calendar year.

If the membership date is not known for a member who exceeds the compensation limit, CCCERA will provide the agency with the membership date upon request. It is the responsibility of each employer to request the membership date from CCCERA. Questions? Email [employers@cccera.org](mailto:employers@cccera.org).

# NEW VIDEO FOR EMPLOYERS

## EMPLOYER TRAINING

We recently created a video for employers as a guide to filling out enrollment forms for new employees. The video can be found at [cccera.org/videos](http://cccera.org/videos).

# ANNUAL AUDIT

Every year CCCERA conducts an annual audit of their financial statements performed by their outside CPA firm Brown Armstrong. Not only is an annual audit required by CERL Law, but it also provides an independent audit opinion that CCCERA's financial position is accurate and the information in its financial statements can be relied upon. As part of the audit process, we also rely on our employers for assistance. Employers will receive confirmation letters from CCCERA auditors asking to confirm balances on employer and employee payroll contributions paid to CCCERA, including verification of some employee's hire date, birth date, gender, and pensionable salary for the December 2023 month. Please look out for these letters and respond promptly. Thank you for your assistance!

# EMPLOYER AUDITS

It has been noted in employer audits conducted by CCCERA Internal Audit and Compliance that incomplete or late enrollments have continued to be an observation found in our employer audits. We ask each employer to review their on-boarding procedures to ensure timely and complete submissions of new member enrollment paperwork.

# RETIREE HEALTH DEDUCTION FILE

Employers should provide a health deduction file which lists the retiree, the benefit deduction type and the amount of the monthly deduction. Negative deductions should not be submitted.

## Health/Dental Deductions Import Due Dates

Retiree Payroll	File Due Date
1/1/2024	12/19/2023
2/1/2024	1/22/2024
3/1/2024	2/21/2024
4/1/2024	3/21/2024
5/1/2024	4/19/2024
6/1/2024	5/22/2024
7/1/2024	6/20/2024
8/1/2024	7/23/2024
9/1/2024	8/22/2024
10/1/2024	9/19/2024
11/1/2024	10/23/2024
12/1/2024	11/19/2024
1/1/2025	12/19/2024

As a reminder, your file should be uploaded to the secure site by noon on the file due date.

# ONLINE PORTAL

## EMPLOYER TRAINING

CCCERA is actively engaged in the development and deployment of a new pension administration system, which will feature an employer portal. At present, testing procedures are ongoing with select pilot employers. As we progress towards the completion of this project, we will provide further information on testing protocols to all employers.

# SHARE WITH YOUR EMPLOYEES

## DOCUMENTS FOR RETIREMENT

Did you know that members can submit certain documents for their retirement at any time during their career? Having these documents on file before they file for retirement can greatly impact the timeliness of their retirement application.

Please encourage employees to submit copies of the following to CCCERA:

- Social Security Card for member and beneficiary
- Birth Certificate for member and beneficiary
- Marriage Certificate
- Court documents for divorce

Employees should also update their beneficiaries, by submitting the Beneficiary Designation Form (Form 102) at any time.

## OVERVIEW WORKSHOP VIDEO

Intended for members who have more than five years from retirement, this video is great for new members and available at [cccera.org](http://cccera.org).

# CONTRIBUTIONS AND REPORTS

Participating employers must provide CCCERA with both employer and employee contribution data as outlined in the Participating Employer Handbook available at [cccera.org/employers](http://cccera.org/employers). Earnings/pay codes should be reported individually in the I-30 File, with accurate reporting period headers. Generally, reports and contributions are due by the 10th of each month, with late submissions incurring penalties. Illegible or inaccurate reports will be rejected. Inquiries can be sent to [employers@cccera.org](mailto:employers@cccera.org).

## REMINDERS

### EMPLOYER TIPS

#### Forms

For the latest versions, visit [cccera.org/forms](http://cccera.org/forms).

#### FY 2024-2025 Contribution Rates

Contribution rates for members and employers have been updated for July 1, 2024. Members can find their contribution rate effective July 1, 2024 by visiting [cccera.org/contributioncalculator](http://cccera.org/contributioncalculator).

#### Participating Employers Handbook

For your reference, you can find the CCCERA Participating Employers Handbook, which was created to assist employers in enrolling employees in retirement, death, survivor and disability benefits, at [cccera.org/employer](http://cccera.org/employer).

#### Sign Up for Our Newsletters

Be sure to have representatives from your employer subscribe to our email list (we also encourage this for our active members). Sign up at [cccera.org/emailupdates](http://cccera.org/emailupdates).

## Employer Workshops

Want to review report and form submission requirements, including I-29 and I-30 employer payroll reporting? Email [employers@cccera.org](mailto:employers@cccera.org).

Employer Workshops also include training for completing CCCERA forms and provide resources needed from employers at a member's retirement.

## FIND US ON SOCIAL

Follow us on Facebook, YouTube, and LinkedIn! Our handle is @CCCERA1945.

## NOTICE

The materials in this newsletter are intended to provide a general reference or resource only and are not to be construed as providing financial, legal, tax, or any other professional service or advice. CCCERA is governed by the County Employees Retirement Law of 1937 (CERL or 1937 Act) and PEPRA; the CCCERA retirement system is administered in accordance with these laws. If there is any conflict between statements made herein and provisions of the applicable retirement law, the law will prevail.

# CALENDAR DATES

## UPCOMING CCCERA CLOSURES

**May 27**  
Memorial Day

**July 4**  
Independence Day

## VIRTUAL PRE-RETIREMENT WORKSHOPS

Workshops fill up fast. Please advise members to call or email CCCERA for availability and to sign up. This is a great first step for members who are five years from retirement.

**March 19**, 2 p.m. – 4 p.m.  
**August 13**, 9 a.m. – 11 a.m.  
**September 17**, 2 p.m. – 4 p.m.  
**October 22**, 9 a.m. – 11 a.m.  
**November 19**, 2 p.m. – 4 p.m.  
**December 10**, 9 a.m. – 11 a.m.

## BOARD MEETINGS

**March 13**  
**March 27**  
**April 10**  
**May 1**  
**May 22**

## CONTACT US

Contra Costa County  
Employees' Retirement Association  
1200 Concord Ave, Suite 300  
Concord, CA 94520  
(925) 521-3960  
[info@cccera.org](mailto:info@cccera.org)

Monday – Friday, 8 a.m. – 5 p.m.  
(Closed noon to 12:30 p.m.)