

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
CONTRIBUTION RATE PACKET FOR
MEMBERS WITH MEMBERSHIP DATE
ON OR AFTER JANUARY 1, 2011 FOR:
JULY 1, 2011 THROUGH JUNE 30, 2012



CONTRA COSTA COUNTY
EMPLOYEES RETIREMENT ASSOCIATION
1355 Willow Way, Suite 221, Concord, CA 94520-5728
Telephone: (925) 521-3960, Fax: (925) 646-5747

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

TABLE OF CONTENTS

<u>Page</u>	<u>Description</u>
i	Memo from Retirement CEO
1-4	Resolution for Employer Rates & Non-refundability discount factors (Exhibits A and B)
5	Various Subvention Levels – Description
6	Various Subvention Levels – General (Exhibit C)
7	Various Subvention Levels – Safety (Exhibit D)
8	Examples for Employee Cost Sharing & Prepayment Discount Factor for 2011-12
9	Tier 1 Non-Enhanced rates (Exhibit E)
10	Safety Non-Enhanced rates (Exhibit F)
11	Tier 1 Enhanced rates (Exhibit G)
12	Tier III Enhanced rates (Exhibit H)
13	Safety (Tier A) Enhanced rates (Exhibit I)
14	Safety (Tier C) Enhanced rates (Exhibit J)



MEMO

Date: May 19, 2011
To: Interested Parties and Participating Employers
From: Marilyn Leedom, Retirement Chief Executive Officer
Subject: Contribution Rates Effective July 1, 2011

At its May 4, 2011 meeting, the Retirement Board reviewed and adopted employer and employee contribution rates for members with membership date on or after January 1, 2011 as determined in the actuary's letter dated April 26, 2011. These rates will become effective on July 1, 2011. (For those who were not able to attend the meeting, a copy of the actuary's April 26, 2011 letter can be found on CCCERA's website at www.cccera.org under the Publications link.)

Enclosed are the rates to be used effective July 1, 2011 through June 30, 2012 for members with membership date on or after January 1, 2011. Please note the following:

- ✓ **The rates are effective July 1, 2011 through June 30, 2012.**
The interest assumption was reduced from 7.8% to 7.75% by Retirement Board action at its March 10, 2010 meeting.
- ✓ **The rates are BEFORE ANY EMPLOYER SUBVENTION.**
The rates quoted here are the employer and employee required rates without taking into consideration any employer subvention of employee contributions. Because of this, if you subvent employee rates, you will need to compute this additional contribution and adjust both employee and employer rates accordingly. A convenient methodology and examples are included for your use on pages 5-7.
- ✓ **The rates are BEFORE ANY EMPLOYEE-EMPLOYER COST SHARING.**
A provision in the law allows safety members to defray the employer's cost for the "3% at 50" enhanced benefit. The rates quoted here are the employer and employee required rates without taking into consideration any employee contribution to defray this cost. If you are providing the "3% at 50" enhanced benefit to your safety employees and if your employees have agreed to defray part of your increased cost, you will need to adjust both employee and employer rates accordingly. A convenient methodology is included for your use located on page 8.
- ✓ **The rates reflect the Retirement Board action to depool CCCERA's assets, liabilities and normal cost by employer.**
At its October 14, 2009 meeting, the Retirement Board took action to depool CCCERA's Assets, Actuarial Accrued Liability (AAL) and Normal Cost both by tier and by employer for determining employer contribution rates. However, those employers with less than 50 active members and the Superior Courts continue to be pooled with the applicable County tier. The depooling action resulted in six (6) general employer cost groups and six (6) safety employer cost groups. Contribution rates within are presented by cost group.



CONTRA COSTA COUNTY
EMPLOYEES RETIREMENT ASSOCIATION
1355 Willow Way, Suite 221, Concord, CA 94520-5728
Telephone: (925) 521-3960, Fax: (925) 646-5747

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

Adopted this Order on _____, by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

SUBJECT: Approving Contribution Rates to be charged and Resolution No. _____
Interest to be credited, by the Contra Costa
County Employees' Retirement Association.

Pursuant to Government Code Section 31454 and on recommendation of the Board of the Contra Costa County Employees' Retirement Association, BE IT RESOLVED that the following contribution rates are approved to be effective for the period July 1, 2011 through June 30, 2012 for members with membership date on or after January 1, 2011.

I. Basic Retirement Benefit Rate Component (payable as a % of compensation)

- A. For General Members (Sec. 31676.11 & Sec. 31676.16)
See attached Exhibit A
- B. For Safety Members Tier A & C (Sec. 31664 & 31664.1)
See attached Exhibit B
- C. For Employee Rates under the above benefit schedules –
See attached rate sheets E - J.

II. Cost of Living Program Rate Component (payable as a % of compensation)

- A. For General Members (Sec. 31676.11 & Sec. 31676.16)
See attached Exhibit A
- B. For Safety Members Tier A & C (Sec. 31664 & 31664.1)
See attached Exhibit B
- C. For Employee Rates under the above benefit schedules –
See attached rate sheets E - J.

III. Non-refundability Discount Factors

- A. For General Members
See attached Exhibit A
- B. For Safety Members Tier A & C
See attached Exhibit B

*The Pension Obligation Bonds (POB) issued by the County in March 1994 and April 2003, affected contribution rates for certain County employers. The following non-County employers who participate in the Retirement Association are referred to as "Districts". All other departments/employers are referred to as "County" including the Superior Court of California, Contra Costa County.

- *Bethel Island Municipal Improvement District
- *Byron, Brentwood Knightsen Union Cemetery District
- *Central Contra Costa Sanitary District
- *Contra Costa County Employees' Retirement Association
- *Contra Costa Housing Authority
- *Contra Costa Mosquito and Vector Control District
- *Local Agency Formation Commission (LAFCO)
- *Rodeo Sanitary District
- *In-Home Supportive Services Authority
- *First 5 - Children & Families Commission
- *East Contra Costa Fire Protection District
- *Rodeo-Hercules Fire Protection District
- *San Ramon Valley Fire Protection District

**Contra Costa County Fire Protection District and Moraga-Orinda Fire Protection District issued Pension Obligation Bonds in 2005 which affected contribution rates for these two employers. Subsequently, Con Fire has made additional payments to CCCERA for its UAAL in 2006 and 2007.

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012
For Members with Membership Date on or after January 1, 2011

GENERAL TIERS - ENHANCED

Tier 1 BASIC Enhanced 2% @ 55

First \$350 monthly & in Social Security
 Excess of \$350 monthly & in Social Security

All Eligible \$ if NOT in Social Security

Tier 1 COL Enhanced 2% @ 55

First \$350 monthly
 Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

	Cost Group #1		Cost Group #3	Cost Group #4	Cost Group #5
	County	Districts without POB	Districts with POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority
First \$350 monthly & in Social Security	11.63%	14.92%	10.38%	N/A	9.38%
Excess of \$350 monthly & in Social Security	17.44%	22.38%	15.56%	N/A	14.06%
All Eligible \$ if NOT in Social Security	17.44%	22.38%	15.56%	27.82%	14.06%
First \$350 monthly	3.89%	6.54%	3.88%	N/A	3.42%
Excess of \$350 monthly	5.84%	9.81%	5.84%	N/A	5.14%
All Eligible \$ if NOT in Social Security	5.84%	9.81%	5.84%	11.40%	5.14%
Non-Refundability Factor	0.9548	0.9548	0.9548	0.9558	0.9553

Tier 3 BASIC Enhanced 2% @ 55

First \$350 monthly
 Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Tier 3 COL Enhanced 2% @ 55

First \$350 monthly
 Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

	Cost Group #2	
	County	Districts without POB
First \$350 monthly	11.49%	14.79%
Excess of \$350 monthly	17.24%	22.19%
All Eligible \$ if NOT in Social Security	N/A	22.19%
First \$350 monthly	3.82%	6.47%
Excess of \$350 monthly	5.73%	9.70%
All Eligible \$ if NOT in Social Security	N/A	9.70%
Non-Refundability Factor	0.9521	0.9521

Cost Group	Employer Name
Cost Group #1	County General LAFCO CC Mosquito and Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court East Contra Costa Fire Protection District Moraga-Orinda Fire Protection District Rodeo-Hercules Fire Protection District San Ramon Valley Fire Protection District
Cost Group #2	County General In-Home Supportive Services CC Mosquito and Vector Control District Superior Court
Cost Group #3	Central Contra Costa Sanitary District
Cost Group #4	Contra Costa Housing Authority
Cost Group #5	Contra Costa County Fire Protection District
Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District

GENERAL TIER NON-ENHANCED

Tier 1 BASIC NON-Enhanced 1.67% @ 55

First \$350 monthly
 Excess of \$350 monthly

Tier 1 COL NON-Enhanced 1.67% @ 55

First \$350 monthly
 Excess of \$350 monthly

Non-Refundability Factor

	Cost Group #6
	Districts without POB
First \$350 monthly	12.22%
Excess of \$350 monthly	18.33%
First \$350 monthly	2.89%
Excess of \$350 monthly	4.34%
Non-Refundability Factor	0.9568

SAFETY - TIERS A AND C

Exhibit B

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012 For Members with Membership Date on or after January 1, 2011

	Cost Group #7	Cost Group #8		Cost Group #10	Cost Group #11
	<u>County</u>	<u>Contra Costa County Fire Protection District</u>	<u>East Contra Costa Fire Protection District</u>	<u>Moraga-Orinda Fire Protection District</u>	<u>San Ramon Valley Fire Protection District</u>
SAFETY TIER A ENHANCED <u>Safety A BASIC Enhanced 3% @ 50</u> All eligible \$	32.58%	22.07%	41.06%	20.54%	36.26%
<u>Safety A COL Enhanced 3% @ 50</u> All eligible \$	16.56%	15.80%	30.29%	13.98%	16.89%
Non-Refundability Factor	0.9701	0.9705	0.9705	0.9716	0.9720

SAFETY TIER C ENHANCED
Safety C BASIC Enhanced 3% @ 50
 All eligible \$

Safety C COL Enhanced 3% @ 50
 All eligible \$

Non-Refundability Factor

Cost Group #9 <u>County (DSA only)</u>
31.07%
13.85%
0.9712

<u>Cost Group</u>	<u>Employer Name</u>
Cost Group # 7	County Safety
Cost Group # 8	Contra Costa County Fire Protection District East Contra Costa Fire Protection District
Cost Group # 9	County Safety - DSA hires since January 1, 2007
Cost Group # 10	Moraga-Orinda Fire Protection District
Cost Group # 11	San Ramon Valley Fire Protection District
Cost Group # 12	Rodeo-Hercules Fire Protection District

SAFETY TIER NON-ENHANCED
Safety A BASIC NON-enhanced 2% @ 50
 All eligible \$

Safety A COL NON-Enhanced 2% @ 50
 All eligible \$

Non-Refundability Factor

Cost Group #12 <u>Rodeo-Hercules Fire Protection District</u>
29.35%
14.08%
0.9738

EMPLOYER RATES FOR VARIOUS SUBVENTION LEVELS

The presentation of the following two Exhibits C and D, has changed from the prior year because of depooling. We have presented similar information to that shown in prior year contribution rate packets, but we have used a different format this year. The information is categorized by showing General Cost Groups on Exhibit C and Safety Cost Groups on Exhibit D.

GENERAL INFORMATION

All rates are shown as a percent of payroll.

Employee contribution rates vary depending upon their age at entry. For this reason, subvention percents are AVERAGES for that coverage category.

To compute the exact subvention percent for each employee, do the following:

1. Find the employee's basic contribution rate on the attached charts using the coverage category and the employee's entry age. **Only the Basic rate can be subvented.**
2. Multiply this by your subvention percent (i.e. 50%, 75%, etc.).
3. Multiply this result by the non-refundability factor for the appropriate Cost Group (found on Exhibit A & B).

CAUTION – these rates are for employer **subvention**, NOT employer **pick-up** of employee contribution rates. When an employer **subvents**, the contribution subvented is not placed in the member's account and is therefore not available to the member as a refund. For this reason, the employer pays the contribution at a discount (i.e. "Non-Refundability Factor").

Employer **pick-ups** of employee contributions are those made under Section 414 (h)(2) of the Internal Revenue Code. These contributions are added to the member's account, are available to the member as a refund and are considered by CCCERA as part of the member's compensation for retirement purposes.

GENERAL - TIERS 1 AND 3

EXHIBIT C - VARIOUS SUBVENTION LEVELS

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

EMPLOYER RATES AT VARIOUS SUBVENTION LEVELS EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012

For Members with Membership Date on or after January 1, 2011

GENERAL TIERS - ENHANCED

Tier 1 BASIC Enhanced 2% @ 55 (AGGREGATE)

	Cost Group #1			Cost Group #3	Cost Group #4	Cost Group #5
	County	Districts without POB	Districts with POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District
Basic	17.16%	22.01%	15.30%	27.42%	21.46%	13.80%
COL	<u>5.75%</u>	<u>9.64%</u>	<u>5.74%</u>	<u>11.22%</u>	<u>11.73%</u>	<u>5.04%</u>
Basic plus COL	22.91%	31.65%	21.04%	38.64%	33.19%	18.84%
Subvention @ 50 %	2.74%	2.74%	2.74%	2.96%	3.13%	2.91%
Subvention @ 75 %	4.11%	4.11%	4.11%	4.44%	4.70%	4.37%
Subvention @ 100%	5.48%	5.48%	5.48%	5.92%	6.26%	5.82%
Total Basic plus COL plus 50% Subvention	25.65%	34.39%	23.78%	41.60%	36.32%	21.75%
Total Basic plus COL plus 75% Subvention	27.02%	35.76%	25.15%	43.08%	37.89%	23.21%
Total Basic plus COL plus 100% Subvention	28.39%	37.13%	26.52%	44.56%	39.45%	24.66%

Tier 3 BASIC Enhanced 2% @ 55 (AGGREGATE)

	Cost Group #2	
	County	Districts without POB
Basic	16.89%	21.74%
COL	<u>5.62%</u>	<u>9.51%</u>
Basic plus COL	22.51%	31.25%
Subvention @ 50 %	3.10%	3.10%
Subvention @ 75 %	4.65%	4.65%
Subvention @ 100%	6.20%	6.20%
Total Basic plus COL plus 50% Subvention	25.61%	34.35%
Total Basic plus COL plus 75% Subvention	27.16%	35.90%
Total Basic plus COL plus 100% Subvention	28.71%	37.45%

Cost Group	Employer Name
Cost Group #1	County General LAFCO CC Mosquito and Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court East Contra Costa Fire Protection District Moraga-Orinda Fire Protection District Rodeo-Hercules Fire Protection District San Ramon Valley Fire Protection District
Cost Group #2	County General CC Mosquito and Vector Control District Superior Court
Cost Group #3	Central Contra Costa Sanitary District
Cost Group #4	Contra Costa Housing Authority
Cost Group #5	Contra Costa County Fire Protection District
Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District

GENERAL TIER NON-ENHANCED

Tier 1 BASIC NON-Enhanced 1.67% @ 55 (AGGREGATE)

	Cost Group #6
	Districts without POB
Basic	17.91%
COL	<u>4.24%</u>
Basic plus COL	22.15%
Subvention @ 50 %	3.54%
Subvention @ 75 %	5.31%
Subvention @ 100%	7.08%
Total Basic plus COL plus 50% Subvention	25.69%
Total Basic plus COL plus 75% Subvention	27.46%
Total Basic plus COL plus 100% Subvention	29.23%

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

EMPLOYER RATES AT VARIOUS SUBVENTION LEVELS EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012

For Members with Membership Date on or after January 1, 2011

	Cost Group #7	Cost Group #8		Cost Group #10	Cost Group #11
	County	Contra Costa County Fire Protection District	East Contra Costa Fire Protection District	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District
SAFETY TIER A ENHANCED					
<u>Safety A BASIC Enhanced 3% @ 50</u>					
Basic	32.58%	22.07%	41.06%	20.54%	36.26%
COL	<u>16.56%</u>	<u>15.80%</u>	<u>30.29%</u>	<u>13.98%</u>	<u>16.89%</u>
Basic plus COL	49.14%	37.87%	71.35%	34.52%	53.15%
Subvention @ 50 %	4.35%	4.14%	4.14%	4.30%	4.13%
Subvention @ 75 %	6.53%	6.21%	6.21%	6.45%	6.20%
Subvention @ 100%	8.70%	8.28%	8.28%	8.60%	8.26%
Total Basic plus COL plus 50% Subvention	53.49%	42.01%	75.49%	38.82%	57.28%
Total Basic plus COL plus 75% Subvention	55.67%	44.08%	77.56%	40.97%	59.35%
Total Basic plus COL plus 100% Subvention	57.84%	46.15%	79.63%	43.12%	61.41%

SAFETY TIER C ENHANCED

Safety C BASIC Enhanced 3% @ 50

	Cost Group #9 County (DSA only)	Cost Group	Employer Name
Basic	31.07%	Cost Group # 7	County Safety
COL	<u>13.85%</u>		
Basic plus COL	44.92%		
Subvention @ 50 %	4.27%		
Subvention @ 75 %	6.41%		
Subvention @ 100%	8.54%	Cost Group # 8	Contra Costa County Fire Protection District East Contra Costa Fire Protection District
Total Basic plus COL plus 50% Subvention	49.19%		
Total Basic plus COL plus 75% Subvention	51.33%	Cost Group # 9	County Safety - DSA hires since January 1, 2007
Total Basic plus COL plus 100% Subvention	53.46%	Cost Group # 10	Moraga-Orinda Fire Protection District

SAFETY TIER NON-ENHANCED

Safety A BASIC NON-enhanced 2% @ 50

	Cost Group #12 Rodeo-Hercules Fire Protection District	Cost Group	Employer Name
Basic	29.35%	Cost Group # 11	San Ramon Valley Fire Protection District
COL	<u>14.08%</u>		
Basic plus COL	43.43%	Cost Group # 12	Rodeo-Hercules Fire Protection District
Subvention @ 50 %	4.33%		
Subvention @ 75 %	6.50%		
Subvention @ 100%	8.66%		
Total Basic plus COL plus 50% Subvention	47.76%		
Total Basic plus COL plus 75% Subvention	49.93%		
Total Basic plus COL plus 100% Subvention	52.09%		

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

ADJUSTING RATES
TO REFLECT
EMPLOYEE PAYMENT
OF EMPLOYER COST

A provision in the law allows safety members to defray the employer cost for the "3% at 50" enhanced benefit. If you are providing the "3% at 50" enhanced benefit to your safety employees and if your employees have agreed to defray part of your increased cost, you will need to adjust both employee and employer rates:

Employee rate – Increase the employee's rate by the cost-sharing percent of payroll agreed upon.

Employer rate – Decrease the employer's rate by a **percent** of the cost-sharing percent of payroll using the applicable Safety refundability factor:

EXAMPLE FOR TIER A: If the cost-sharing percent is 9.0%,
Employee rates should be increased by 9.0%.
The employer rate should be decreased by $(9.0\% \times .9701)$
= 8.7309%

EXAMPLE FOR TIER C: If the cost-sharing percent is 2.1%,
Employee rates should be increased by 2.1%.
The employer rate should be decreased by $(2.1\% \times .9712)$
= 2.0395%

Employer Contribution Prepayment Program & Discount Factor
for 2011-12 is **.960**

If you are currently participating in the prepayment program and wish to continue, you don't need to do anything other than prepay the July 1, 2011 through June 30, 2012 contributions on or before July 30, 2011. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2011.

The discount factor for the fiscal year July 1, 2011 through June 30, 2012 has changed and will be **.960** based on a reduction in the interest assumption rate from 7.8% to 7.75%.

TIER I - "1.67% @ 55" (Non-Enhanced)
Membership Date on or after January 1, 2011
Effective 7/1/11- 6/30/12
(Expressed as a Percentage of Monthly Payroll)



Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.63%	5.44%	1.65%	2.48%	5.28%	7.92%
16	3.69%	5.53%	1.69%	2.53%	5.38%	8.06%
17	3.74%	5.61%	1.71%	2.56%	5.45%	8.17%
18	3.80%	5.70%	1.73%	2.60%	5.53%	8.30%
19	3.86%	5.79%	1.76%	2.64%	5.62%	8.43%
20	3.92%	5.88%	1.79%	2.69%	5.71%	8.57%
21	3.98%	5.97%	1.82%	2.73%	5.80%	8.70%
22	4.04%	6.06%	1.85%	2.77%	5.89%	8.83%
23	4.10%	6.15%	1.87%	2.81%	5.97%	8.96%
24	4.16%	6.24%	1.90%	2.85%	6.06%	9.09%
25	4.23%	6.34%	1.93%	2.90%	6.16%	9.24%
26	4.29%	6.43%	1.96%	2.94%	6.25%	9.37%
27	4.35%	6.53%	1.99%	2.98%	6.34%	9.51%
28	4.42%	6.63%	2.02%	3.03%	6.44%	9.66%
29	4.49%	6.73%	2.05%	3.07%	6.54%	9.80%
30	4.55%	6.83%	2.08%	3.12%	6.63%	9.95%
31	4.63%	6.94%	2.11%	3.17%	6.74%	10.11%
32	4.70%	7.05%	2.15%	3.22%	6.85%	10.27%
33	4.77%	7.15%	2.18%	3.27%	6.95%	10.42%
34	4.84%	7.26%	2.21%	3.32%	7.05%	10.58%
35	4.91%	7.37%	2.25%	3.37%	7.16%	10.74%
36	4.99%	7.49%	2.28%	3.42%	7.27%	10.91%
37	5.07%	7.60%	2.31%	3.47%	7.38%	11.07%
38	5.15%	7.72%	2.35%	3.53%	7.50%	11.25%
39	5.23%	7.84%	2.39%	3.58%	7.62%	11.42%
40	5.31%	7.97%	2.43%	3.64%	7.74%	11.61%
41	5.40%	8.10%	2.47%	3.70%	7.87%	11.80%
42	5.49%	8.23%	2.51%	3.76%	8.00%	11.99%
43	5.58%	8.37%	2.55%	3.82%	8.13%	12.19%
44	5.67%	8.51%	2.59%	3.89%	8.26%	12.40%
45	5.78%	8.67%	2.64%	3.96%	8.42%	12.63%
46	5.90%	8.85%	2.69%	4.04%	8.59%	12.89%
47	6.01%	9.01%	2.74%	4.11%	8.75%	13.12%
48	6.10%	9.15%	2.79%	4.18%	8.89%	13.33%
49	6.21%	9.32%	2.84%	4.26%	9.05%	13.58%
50	6.31%	9.47%	2.88%	4.32%	9.19%	13.79%
51	6.35%	9.53%	2.90%	4.35%	9.25%	13.88%
52	6.35%	9.52%	2.90%	4.35%	9.25%	13.87%
53	6.33%	9.49%	2.89%	4.33%	9.22%	13.82%
54	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
55	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
56	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
57	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
58	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
59	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%
60	6.11%	9.16%	2.79%	4.18%	8.90%	13.34%

COLA Loading Factor: 45.67%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is not under Social Security, use the "OVER \$350" rate and apply it to all reported compensation.

SAFETY - "2% @ 50" (Non-Enhanced)
Membership Date on or after January 1, 2011



Effective 7/1/11 - 6/30/12
(Expressed as a Percentage of Monthly Payroll)

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.99%	4.18%	12.17%
16	7.99%	4.18%	12.17%
17	7.99%	4.18%	12.17%
18	7.99%	4.18%	12.17%
19	7.99%	4.18%	12.17%
20	7.99%	4.18%	12.17%
21	7.99%	4.18%	12.17%
22	8.11%	4.24%	12.35%
23	8.24%	4.31%	12.55%
24	8.36%	4.37%	12.73%
25	8.49%	4.44%	12.93%
26	8.62%	4.50%	13.12%
27	8.74%	4.57%	13.31%
28	8.88%	4.64%	13.52%
29	9.01%	4.71%	13.72%
30	9.15%	4.78%	13.93%
31	9.29%	4.85%	14.14%
32	9.43%	4.93%	14.36%
33	9.58%	5.01%	14.59%
34	9.73%	5.08%	14.81%
35	9.88%	5.16%	15.04%
36	10.04%	5.25%	15.29%
37	10.20%	5.33%	15.53%
38	10.38%	5.42%	15.80%
39	10.55%	5.51%	16.06%
40	10.75%	5.62%	16.37%
41	10.93%	5.71%	16.64%
42	11.17%	5.84%	17.01%
43	11.40%	5.96%	17.36%
44	11.68%	6.10%	17.78%
45	11.88%	6.21%	18.09%
46	11.91%	6.22%	18.13%
47	11.86%	6.20%	18.06%
48	11.77%	6.15%	17.92%
49	11.65%	6.09%	17.74%
50	11.65%	6.09%	17.74%
51	11.65%	6.09%	17.74%
52	11.65%	6.09%	17.74%
53	11.65%	6.09%	17.74%
54	11.65%	6.09%	17.74%
55	11.65%	6.09%	17.74%
56	11.65%	6.09%	17.74%
57	11.65%	6.09%	17.74%
58	11.65%	6.09%	17.74%
59	11.65%	6.09%	17.74%
60	11.65%	6.09%	17.74%

COLA Loading Factor: 52.26%

TIER I - "2% @ 55" (Enhanced)
Membership Date on or after January 1, 2011
Effective 7/1/11- 6/30/12
(Expressed as a Percentage of Monthly Payroll)

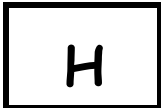


Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.16%	4.74%	1.73%	2.59%	4.89%	7.33%
16	3.21%	4.81%	1.75%	2.63%	4.96%	7.44%
17	3.26%	4.89%	1.79%	2.68%	5.05%	7.57%
18	3.31%	4.96%	1.81%	2.71%	5.12%	7.67%
19	3.36%	5.04%	1.84%	2.76%	5.20%	7.80%
20	3.41%	5.12%	1.87%	2.80%	5.28%	7.92%
21	3.47%	5.20%	1.90%	2.85%	5.37%	8.05%
22	3.52%	5.28%	1.93%	2.89%	5.45%	8.17%
23	3.57%	5.36%	1.95%	2.93%	5.52%	8.29%
24	3.63%	5.44%	1.99%	2.98%	5.62%	8.42%
25	3.69%	5.53%	2.02%	3.03%	5.71%	8.56%
26	3.74%	5.61%	2.05%	3.07%	5.79%	8.68%
27	3.80%	5.70%	2.08%	3.12%	5.88%	8.82%
28	3.85%	5.78%	2.11%	3.16%	5.96%	8.94%
29	3.91%	5.87%	2.14%	3.21%	6.05%	9.08%
30	3.97%	5.96%	2.17%	3.26%	6.14%	9.22%
31	4.03%	6.05%	2.21%	3.31%	6.24%	9.36%
32	4.09%	6.14%	2.24%	3.36%	6.33%	9.50%
33	4.16%	6.24%	2.27%	3.41%	6.43%	9.65%
34	4.22%	6.33%	2.31%	3.46%	6.53%	9.79%
35	4.29%	6.43%	2.35%	3.52%	6.64%	9.95%
36	4.35%	6.53%	2.38%	3.57%	6.73%	10.10%
37	4.42%	6.63%	2.42%	3.63%	6.84%	10.26%
38	4.49%	6.73%	2.45%	3.68%	6.94%	10.41%
39	4.55%	6.83%	2.49%	3.74%	7.04%	10.57%
40	4.62%	6.93%	2.53%	3.79%	7.15%	10.72%
41	4.69%	7.04%	2.57%	3.85%	7.26%	10.89%
42	4.77%	7.15%	2.61%	3.91%	7.38%	11.06%
43	4.84%	7.26%	2.65%	3.97%	7.49%	11.23%
44	4.92%	7.38%	2.69%	4.04%	7.61%	11.42%
45	4.99%	7.49%	2.73%	4.10%	7.72%	11.59%
46	5.08%	7.62%	2.78%	4.17%	7.86%	11.79%
47	5.16%	7.74%	2.83%	4.24%	7.99%	11.98%
48	5.25%	7.87%	2.87%	4.31%	8.12%	12.18%
49	5.34%	8.01%	2.92%	4.38%	8.26%	12.39%
50	5.43%	8.15%	2.97%	4.46%	8.40%	12.61%
51	5.55%	8.32%	3.03%	4.55%	8.58%	12.87%
52	5.65%	8.48%	3.09%	4.64%	8.74%	13.12%
53	5.74%	8.61%	3.14%	4.71%	8.88%	13.32%
54	5.85%	8.77%	3.20%	4.80%	9.05%	13.57%
55	5.94%	8.91%	3.25%	4.88%	9.19%	13.79%
56	5.97%	8.96%	3.27%	4.90%	9.24%	13.86%
57	5.97%	8.96%	3.27%	4.90%	9.24%	13.86%
58	5.95%	8.93%	3.26%	4.89%	9.21%	13.82%
59	5.75%	8.62%	3.15%	4.72%	8.90%	13.34%
60	5.75%	8.62%	3.15%	4.72%	8.90%	13.34%

COLA Loading Factor: 54.72%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is not under Social Security, use the "OVER \$350" rate and apply it to all reported compensation.

TIER III - "2% @ 55" (Enhanced)
Membership Date on or after January 1, 2011



Effective 7/1/11 - 6/30/12

(Expressed as a Percentage of Monthly Payroll)

Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.16%	4.74%	1.49%	2.23%	4.65%	6.97%
16	3.21%	4.81%	1.51%	2.26%	4.72%	7.07%
17	3.26%	4.89%	1.53%	2.30%	4.79%	7.19%
18	3.31%	4.96%	1.55%	2.33%	4.86%	7.29%
19	3.36%	5.04%	1.58%	2.37%	4.94%	7.41%
20	3.41%	5.12%	1.60%	2.40%	5.01%	7.52%
21	3.47%	5.20%	1.63%	2.44%	5.10%	7.64%
22	3.52%	5.28%	1.65%	2.48%	5.17%	7.76%
23	3.57%	5.36%	1.68%	2.52%	5.25%	7.88%
24	3.63%	5.44%	1.70%	2.55%	5.33%	7.99%
25	3.69%	5.53%	1.73%	2.60%	5.42%	8.13%
26	3.74%	5.61%	1.75%	2.63%	5.49%	8.24%
27	3.80%	5.70%	1.79%	2.68%	5.59%	8.38%
28	3.85%	5.78%	1.81%	2.71%	5.66%	8.49%
29	3.91%	5.87%	1.84%	2.76%	5.75%	8.63%
30	3.97%	5.96%	1.87%	2.80%	5.84%	8.76%
31	4.03%	6.05%	1.89%	2.84%	5.92%	8.89%
32	4.09%	6.14%	1.92%	2.88%	6.01%	9.02%
33	4.16%	6.24%	1.95%	2.93%	6.11%	9.17%
34	4.22%	6.33%	1.98%	2.97%	6.20%	9.30%
35	4.29%	6.43%	2.01%	3.02%	6.30%	9.45%
36	4.35%	6.53%	2.05%	3.07%	6.40%	9.60%
37	4.42%	6.63%	2.07%	3.11%	6.49%	9.74%
38	4.49%	6.73%	2.11%	3.16%	6.60%	9.89%
39	4.55%	6.83%	2.14%	3.21%	6.69%	10.04%
40	4.62%	6.93%	2.17%	3.25%	6.79%	10.18%
41	4.69%	7.04%	2.21%	3.31%	6.90%	10.35%
42	4.77%	7.15%	2.24%	3.36%	7.01%	10.51%
43	4.84%	7.26%	2.27%	3.41%	7.11%	10.67%
44	4.92%	7.38%	2.31%	3.46%	7.23%	10.84%
45	4.99%	7.49%	2.35%	3.52%	7.34%	11.01%
46	5.08%	7.62%	2.39%	3.58%	7.47%	11.20%
47	5.16%	7.74%	2.42%	3.63%	7.58%	11.37%
48	5.25%	7.87%	2.46%	3.69%	7.71%	11.56%
49	5.34%	8.01%	2.51%	3.76%	7.85%	11.77%
50	5.43%	8.15%	2.55%	3.83%	7.98%	11.98%
51	5.55%	8.32%	2.61%	3.91%	8.16%	12.23%
52	5.65%	8.48%	2.65%	3.98%	8.30%	12.46%
53	5.74%	8.61%	2.69%	4.04%	8.43%	12.65%
54	5.85%	8.77%	2.75%	4.12%	8.60%	12.89%
55	5.94%	8.91%	2.79%	4.18%	8.73%	13.09%
56	5.97%	8.96%	2.81%	4.21%	8.78%	13.17%
57	5.97%	8.96%	2.81%	4.21%	8.78%	13.17%
58	5.95%	8.93%	2.79%	4.19%	8.74%	13.12%
59	5.75%	8.62%	2.70%	4.05%	8.45%	12.67%
60	5.75%	8.62%	2.70%	4.05%	8.45%	12.67%

COLA Loading Factor: 46.95%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is **not** under Social Security, use the "OVER \$350" rate and apply it to **all** reported compensation.

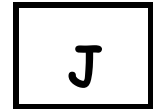
SAFETY (TIER A) - "3% @ 50" (Enhanced)
Membership Date on or after January 1, 2011
Effective 7/1/11 - 6/30/12
(Expressed as a Percentage of Monthly Payroll)



<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.99%	5.53%	13.52%
16	7.99%	5.53%	13.52%
17	7.99%	5.53%	13.52%
18	7.99%	5.53%	13.52%
19	7.99%	5.53%	13.52%
20	7.99%	5.53%	13.52%
21	7.99%	5.53%	13.52%
22	8.11%	5.62%	13.73%
23	8.24%	5.71%	13.95%
24	8.36%	5.79%	14.15%
25	8.49%	5.88%	14.37%
26	8.62%	5.97%	14.59%
27	8.74%	6.05%	14.79%
28	8.88%	6.15%	15.03%
29	9.01%	6.24%	15.25%
30	9.15%	6.34%	15.49%
31	9.29%	6.43%	15.72%
32	9.43%	6.53%	15.96%
33	9.58%	6.63%	16.21%
34	9.73%	6.74%	16.47%
35	9.88%	6.84%	16.72%
36	10.04%	6.95%	16.99%
37	10.20%	7.06%	17.26%
38	10.38%	7.19%	17.57%
39	10.55%	7.30%	17.85%
40	10.75%	7.44%	18.19%
41	10.93%	7.57%	18.50%
42	11.17%	7.73%	18.90%
43	11.40%	7.89%	19.29%
44	11.68%	8.09%	19.77%
45	11.88%	8.23%	20.11%
46	11.91%	8.25%	20.16%
47	11.86%	8.21%	20.07%
48	11.77%	8.15%	19.92%
49	11.65%	8.07%	19.72%
50	11.65%	8.07%	19.72%
51	11.65%	8.07%	19.72%
52	11.65%	8.07%	19.72%
53	11.65%	8.07%	19.72%
54	11.65%	8.07%	19.72%
55	11.65%	8.07%	19.72%
56	11.65%	8.07%	19.72%
57	11.65%	8.07%	19.72%
58	11.65%	8.07%	19.72%
59	11.65%	8.07%	19.72%
60	11.65%	8.07%	19.72%

COLA Loading Factor: 69.24%

SAFETY (TIER C) - "3% @ 50" (Enhanced)
Membership Date on or after January 1, 2011
Effective 7/1/11 - 6/30/12
(Expressed as a Percentage of Monthly Payroll)



<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.62%	2.97%	10.59%
16	7.62%	2.97%	10.59%
17	7.62%	2.97%	10.59%
18	7.62%	2.97%	10.59%
19	7.62%	2.97%	10.59%
20	7.62%	2.97%	10.59%
21	7.62%	2.97%	10.59%
22	7.73%	3.01%	10.74%
23	7.85%	3.06%	10.91%
24	7.97%	3.11%	11.08%
25	8.09%	3.16%	11.25%
26	8.21%	3.20%	11.41%
27	8.34%	3.25%	11.59%
28	8.46%	3.30%	11.76%
29	8.59%	3.35%	11.94%
30	8.72%	3.40%	12.12%
31	8.85%	3.45%	12.30%
32	8.99%	3.51%	12.50%
33	9.13%	3.56%	12.69%
34	9.27%	3.62%	12.89%
35	9.42%	3.67%	13.09%
36	9.57%	3.73%	13.30%
37	9.73%	3.79%	13.52%
38	9.89%	3.86%	13.75%
39	10.05%	3.92%	13.97%
40	10.24%	3.99%	14.23%
41	10.44%	4.07%	14.51%
42	10.64%	4.15%	14.79%
43	10.82%	4.22%	15.04%
44	10.96%	4.27%	15.23%
45	10.98%	4.28%	15.26%
46	10.93%	4.26%	15.19%
47	10.69%	4.17%	14.86%
48	11.07%	4.32%	15.39%
49	11.65%	4.54%	16.19%
50	11.65%	4.54%	16.19%
51	11.65%	4.54%	16.19%
52	11.65%	4.54%	16.19%
53	11.65%	4.54%	16.19%
54	11.65%	4.54%	16.19%
55	11.65%	4.54%	16.19%
56	11.65%	4.54%	16.19%
57	11.65%	4.54%	16.19%
58	11.65%	4.54%	16.19%
59	11.65%	4.54%	16.19%
60	11.65%	4.54%	16.19%

COLA Loading Factor: 39.00%