



**CONTRA COSTA COUNTY  
EMPLOYEES' RETIREMENT ASSOCIATION**

**CONTRIBUTION RATE PACKET FOR  
JULY 1, 2015 THROUGH JUNE 30, 2016**

# CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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## **MEMORANDUM**

Date: October 31, 2014  
To: Interested Parties and Participating Employers  
From: Kurt Schneider, Deputy Retirement Chief Executive Officer  
Subject: Contribution Rates Effective July 1, 2015

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At its October 8, 2014 meeting, the Retirement Board reviewed and accepted the actuary's valuation report for the year ending December 31, 2013 and adopted the recommended employer and employee contribution rates, which will become effective on July 1, 2015. A copy of the December 31, 2013 Actuarial Valuation can be found on CCCERA's website at [www.cccera.org](http://www.cccera.org) under the Actuarial Valuations link.

Enclosed are the rates to be used effective July 1, 2015 through June 30, 2016. Please note the following:

- ✓ **The rates are effective July 1, 2015 through June 30, 2016 and have not yet been adopted by the County Board of Supervisors.**
- ✓ **The rates are BEFORE ANY EMPLOYER SUBVENTION of the employee contribution.**  
The rates quoted here are the employer required rates without taking into consideration any employer subvention of employee contributions. A convenient methodology for adding subvention is included for your use on page 11. Note that subvention is not always permitted for PEPRA members.
- ✓ **The rates are BEFORE ANY INCREASE IN EMPLOYEE RATE to pay a portion of the employer contribution.**  
If an employee's rate needs to be increased to pay a portion of the employer contribution, both employee and employer rates would need to be adjusted accordingly. A convenient methodology for adding subvention is included for your use on page 11.

**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 by the Contra Costa County Employees' Retirement Association. Resolution No. \_\_\_\_\_

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, 2015 through June 30, 2016.

**I. Employer Contribution Rates for Basic and Cost-of-Living Components and Non-refundability Discount Factors**

- A. For General Members (Sec. 31676.11, Sec. 31676.16 and Sec. 7522.20(a))  
See attached Exhibit A
- B. For Safety Members (Sec. 31664, Sec. 31664.1 and Sec. 7522.25(d))  
See attached Exhibit B

**II. Employee Contribution Rates for Basic and Cost-of-Living Components**

See attached Exhibits C through I

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".

- |   |  |
|---|--|
| Bethel Island Municipal Improvement District          | Contra Costa County Fire Protection District |
| Byron, Brentwood Knightsen Union Cemetery District    | East Contra Costa Fire Protection District   |
| Central Contra Costa Sanitary District                | Moraga-Orinda Fire Protection District       |
| Contra Costa County Employees' Retirement Association | Rodeo-Hercules Fire Protection District      |
| Contra Costa Housing Authority                        | San Ramon Valley Fire Protection District    |
| 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              |  |

All other departments/employers are referred to as "County" including the Superior Court of California, Contra Costa County.

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.

First 5 - Children & Families Commission made a UAAL prepayment in 2013 which affected contribution rates for that employer.

Central Contra Costa Sanitary District made a UAAL prepayment in 2013 which affected contribution rates for that employer.

**Exhibit A**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
GENERAL TIERS 1, 3, 4 and 5  
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2015 THROUGH JUNE 30, 2016**

	Cost Group #1				Cost Group #2		Cost Group #3	Cost Group #4	Cost Group #5	Cost Group #6
	County	Moraga-Orinda Fire District	First 5	Districts without POB	County	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District	Districts without POB
<b><u>BASIC Contribution Rates</u></b>										
Legacy Members* (Tier 1 and Tier 3)	24.94%	20.16%	22.68%	30.52%	24.73%	30.45%	41.95%	29.32%	23.93%	23.60%
PEPRA Members with 3% Maximum COLA** (Tier 4 and Tier 5)	21.43%	17.06%	19.20%	27.05%	20.49%	26.11%	37.89%	22.46%	22.08%	19.03%
PEPRA Members with 2% Maximum COLA** (Tier 4 and Tier 5)	21.00%	N/A	N/A	N/A	19.33%	24.95%	N/A	N/A	20.18%	N/A
<b><u>COLA Contribution Rates</u></b>										
Legacy Members* (Tier 1 and Tier 3)	8.53%	7.08%	7.08%	13.04%	8.43%	13.00%	18.63%	15.56%	11.14%	6.16%
PEPRA Members with 3% Maximum COLA** (Tier 4 and Tier 5)	8.04%	6.73%	6.61%	12.54%	7.56%	12.06%	17.85%	13.89%	11.35%	5.16%
PEPRA Members with 2% Maximum COLA** (Tier 4 and Tier 5)	6.62%	N/A	N/A	N/A	6.29%	10.79%	N/A	N/A	9.37%	N/A
<b><u>Refundability Factors</u></b>										
Legacy Members (Tier 1 and Tier 3)	<b>0.9603</b>	<b>0.9603</b>	<b>0.9603</b>	<b>0.9603</b>	<b>0.9571</b>	<b>0.9571</b>	<b>0.9581</b>	<b>0.9560</b>	<b>0.9586</b>	<b>0.9546</b>
PEPRA Members with 3% Maximum COLA (Tier 4 and Tier 5)	<b>0.9693</b>	<b>0.9693</b>	<b>0.9693</b>	<b>0.9693</b>	<b>0.9650</b>	<b>0.9650</b>	<b>0.9650</b>	<b>0.9769</b>	<b>0.9646</b>	<b>0.9640</b>
PEPRA Members with 2% Maximum COLA (Tier 4 and Tier 5)	<b>0.9598</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0.9725</b>	<b>0.9725</b>	<b>N/A</b>	<b>N/A</b>	<b>0.9598</b>	<b>N/A</b>

\* For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.

\* The rate should only be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

\*\* The rate should be applied to all compensation (whether or not in Social Security) up to the applicable annual GC 7522.10(d) compensation limit.

<u>Cost Group</u>	<u>Legacy Tier</u>	<u>PEPRA Tier</u>	<u>Employer Name</u>	<u>Cost Group</u>	<u>Legacy Tier</u>	<u>PEPRA Tier</u>	<u>Employer Name</u>
Cost Group #1	Tier 1 Enhanced (2% @ 55)	Tier 4 (2.5% @ 67)	County General LAFCO CC Mosquito & Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission CCCERA 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 #3	Tier 1 Enhanced (2% @ 55)	Tier 4 (2.5% @ 67)	Central Contra Costa Sanitary District
				Cost Group #4	Tier 1 Enhanced (2% @ 55)	Tier 4 (2.5% @ 67)	Contra Costa Housing Authority
				Cost Group #5	Tier 1 Enhanced (2% @ 55)	Tier 4 (2.5% @ 67)	Contra Costa County Fire Protection District
				Cost Group #6	Tier 1 Non-enhanced (1.67% @ 55)	Tier 4 (2.5% @ 67)	Rodeo Sanitary District Byron Brentwood Cemetery District
Cost Group #2	Tier 3 Enhanced (2% @ 55)	Tier 5 (2.5% @ 67)	County General In-Home Supportive Services CC Mosquito & Vector Control District Superior Court				

**Exhibit B**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
SAFETY TIERS A, C, D and E  
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2015 THROUGH JUNE 30, 2016**

	Cost Group #7	Cost Group #8		Cost Group #9	Cost Group #10	Cost Group #11	Cost Group #12
	County	Contra Costa County Fire Protection District	East Contra Costa Fire Protection District	County	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District	Rodeo-Hercules Fire Protection District
<b><u>BASIC Contribution Rates</u></b>							
Legacy Members* (Tier A and Tier C)	50.35%	43.12%	71.17%	48.14%	39.97%	57.39%	17.29%
PEPRA Members** (Tier D and Tier E)	43.83%	36.18%	64.23%	42.33%	32.38%	49.30%	12.99%
Monthly Contribution Towards UAAL							\$75,799
<b><u>COLA Contribution Rates</u></b>							
Legacy Members* (Tier A and Tier C)	30.01%	35.06%	56.45%	26.62%	31.06%	31.14%	5.91%
PEPRA Members** (Tier D and Tier E)	28.98%	33.91%	55.30%	26.17%	29.56%	29.44%	5.77%
Monthly Contribution Towards UAAL							\$48,987
<b><u>Refundability Factors</u></b>							
Legacy Members (Tier A and Tier C)	<b>0.9741</b>	<b>0.9748</b>	<b>0.9748</b>	<b>0.9755</b>	<b>0.9765</b>	<b>0.9765</b>	<b>0.9754</b>
PEPRA Members (Tier D and Tier E)	<b>0.9784</b>	<b>0.9811</b>	<b>0.9811</b>	<b>0.9787</b>	<b>0.9828</b>	<b>0.9831</b>	<b>0.9828</b>

\* The rate should be applied to all compensation up to the IRC 401(a)(17) compensation limit.

\*\* The rate should be applied to all compensation up to the applicable annual GC 7522.10(d) compensation limit.

<u>Cost Group</u>	<u>Legacy Tier</u>	<u>PEPRA Tier</u>	<u>Employer Name</u>
Cost Group # 7	Tier A Enhanced (3% @ 50)	Tier D (2.7% @ 57)	County Safety (3% Maximum COLA)
Cost Group # 8	Tier A Enhanced (3% @ 50)	Tier D (2.7% @ 57)	Contra Costa County Fire Protection District East Contra Costa Fire Protection District
Cost Group # 9	Tier C Enhanced (3% @ 50)	Tier E (2.7% @ 57)	County Safety (2% Maximum COLA)
Cost Group # 10	Tier A Enhanced (3% @ 50)	Tier D (2.7% @ 57)	Moraga-Orinda Fire Protection District
Cost Group # 11	Tier A Enhanced (3% @ 50)	Tier D (2.7% @ 57)	San Ramon Valley Fire Protection District
Cost Group # 12	Tier A Non-enhanced (2% @ 50)	Tier D (2.7% @ 57)	Rodeo Hercules Fire Protection District

**Exhibit C**  
**GENERAL TIER 1 - "1.67% @ 55" (Non-Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	6.07%	2.85%	8.92%
16	6.15%	2.89%	9.04%
17	6.24%	2.93%	9.17%
18	6.33%	2.98%	9.31%
19	6.41%	3.01%	9.42%
20	6.50%	3.06%	9.56%
21	6.59%	3.10%	9.69%
22	6.69%	3.14%	9.83%
23	6.78%	3.19%	9.97%
24	6.87%	3.23%	10.10%
25	6.97%	3.28%	10.25%
26	7.06%	3.32%	10.38%
27	7.16%	3.37%	10.53%
28	7.26%	3.41%	10.67%
29	7.36%	3.46%	10.82%
30	7.46%	3.51%	10.97%
31	7.56%	3.55%	11.11%
32	7.67%	3.60%	11.27%
33	7.77%	3.65%	11.42%
34	7.88%	3.70%	11.58%
35	8.00%	3.76%	11.76%
36	8.11%	3.81%	11.92%
37	8.23%	3.87%	12.10%
38	8.34%	3.92%	12.26%
39	8.46%	3.98%	12.44%
40	8.59%	4.04%	12.63%
41	8.72%	4.10%	12.82%
42	8.85%	4.16%	13.01%
43	8.99%	4.23%	13.22%
44	9.13%	4.29%	13.42%
45	9.29%	4.37%	13.66%
46	9.47%	4.45%	13.92%
47	9.62%	4.52%	14.14%
48	9.80%	4.61%	14.41%
49	9.94%	4.67%	14.61%
50	10.11%	4.75%	14.86%
51	10.14%	4.77%	14.91%
52	10.20%	4.79%	14.99%
53	10.07%	4.73%	14.80%
54	9.70%	4.56%	14.26%
55	9.70%	4.56%	14.26%
56	9.70%	4.56%	14.26%
57	9.70%	4.56%	14.26%
58	9.70%	4.56%	14.26%
59	9.70%	4.56%	14.26%
60	9.70%	4.56%	14.26%
COLA Loading Factor:		47.00%	

**\*NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.  
The rate should only be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

**Exhibit D**  
**SAFETY TIER A - "2% @ 50" (Non-Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.90%	5.32%	14.22%
16	8.90%	5.32%	14.22%
17	8.90%	5.32%	14.22%
18	8.90%	5.32%	14.22%
19	8.90%	5.32%	14.22%
20	8.90%	5.32%	14.22%
21	8.90%	5.32%	14.22%
22	9.02%	5.40%	14.42%
23	9.15%	5.47%	14.62%
24	9.27%	5.55%	14.82%
25	9.40%	5.62%	15.02%
26	9.53%	5.70%	15.23%
27	9.66%	5.78%	15.44%
28	9.80%	5.86%	15.66%
29	9.94%	5.95%	15.89%
30	10.07%	6.02%	16.09%
31	10.21%	6.11%	16.32%
32	10.36%	6.20%	16.56%
33	10.50%	6.28%	16.78%
34	10.66%	6.38%	17.04%
35	10.81%	6.47%	17.28%
36	10.98%	6.57%	17.55%
37	11.14%	6.67%	17.81%
38	11.31%	6.77%	18.08%
39	11.50%	6.88%	18.38%
40	11.70%	7.00%	18.70%
41	11.90%	7.12%	19.02%
42	12.13%	7.26%	19.39%
43	12.38%	7.41%	19.79%
44	12.65%	7.57%	20.22%
45	12.86%	7.69%	20.55%
46	12.86%	7.69%	20.55%
47	12.87%	7.70%	20.57%
48	12.80%	7.66%	20.46%
49	12.51%	7.48%	19.99%
50	12.51%	7.48%	19.99%
51	12.51%	7.48%	19.99%
52	12.51%	7.48%	19.99%
53	12.51%	7.48%	19.99%
54	12.51%	7.48%	19.99%
55	12.51%	7.48%	19.99%
56	12.51%	7.48%	19.99%
57	12.51%	7.48%	19.99%
58	12.51%	7.48%	19.99%
59	12.51%	7.48%	19.99%
60	12.51%	7.48%	19.99%
COLA Loading Factor:		59.83%	

**\*NOTE:** The rate should be applied to all compensation up to the IRC 401(a)(17) compensation limit.



**Exhibit E**  
**GENERAL TIER 1 - "2% @ 55" (Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.31%	3.05%	8.36%
16	5.39%	3.10%	8.49%
17	5.47%	3.14%	8.61%
18	5.54%	3.18%	8.72%
19	5.62%	3.23%	8.85%
20	5.70%	3.27%	8.97%
21	5.78%	3.32%	9.10%
22	5.86%	3.37%	9.23%
23	5.94%	3.41%	9.35%
24	6.02%	3.46%	9.48%
25	6.11%	3.51%	9.62%
26	6.19%	3.55%	9.74%
27	6.28%	3.61%	9.89%
28	6.37%	3.66%	10.03%
29	6.45%	3.70%	10.15%
30	6.54%	3.76%	10.30%
31	6.63%	3.81%	10.44%
32	6.72%	3.86%	10.58%
33	6.82%	3.92%	10.74%
34	6.91%	3.97%	10.88%
35	7.01%	4.03%	11.04%
36	7.10%	4.08%	11.18%
37	7.20%	4.13%	11.33%
38	7.30%	4.19%	11.49%
39	7.40%	4.25%	11.65%
40	7.51%	4.31%	11.82%
41	7.61%	4.37%	11.98%
42	7.73%	4.44%	12.17%
43	7.83%	4.50%	12.33%
44	7.95%	4.57%	12.52%
45	8.07%	4.63%	12.70%
46	8.19%	4.70%	12.89%
47	8.31%	4.77%	13.08%
48	8.44%	4.85%	13.29%
49	8.58%	4.93%	13.51%
50	8.73%	5.01%	13.74%
51	8.90%	5.11%	14.01%
52	9.04%	5.19%	14.23%
53	9.20%	5.28%	14.48%
54	9.34%	5.36%	14.70%
55	9.49%	5.45%	14.94%
56	9.52%	5.47%	14.99%
57	9.58%	5.50%	15.08%
58	9.45%	5.43%	14.88%
59	9.11%	5.23%	14.34%
60	9.11%	5.23%	14.34%
COLA Loading Factor:		57.43%	

**\*NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.  
The rate should only be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

**Exhibit F**  
**GENERAL TIER 3 - "2% @ 55" (Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.31%	2.67%	7.98%
16	5.39%	2.71%	8.10%
17	5.47%	2.75%	8.22%
18	5.54%	2.79%	8.33%
19	5.62%	2.83%	8.45%
20	5.70%	2.87%	8.57%
21	5.78%	2.91%	8.69%
22	5.86%	2.95%	8.81%
23	5.94%	2.99%	8.93%
24	6.02%	3.03%	9.05%
25	6.11%	3.07%	9.18%
26	6.19%	3.11%	9.30%
27	6.28%	3.16%	9.44%
28	6.37%	3.21%	9.58%
29	6.45%	3.25%	9.70%
30	6.54%	3.29%	9.83%
31	6.63%	3.34%	9.97%
32	6.72%	3.38%	10.10%
33	6.82%	3.43%	10.25%
34	6.91%	3.48%	10.39%
35	7.01%	3.53%	10.54%
36	7.10%	3.57%	10.67%
37	7.20%	3.62%	10.82%
38	7.30%	3.67%	10.97%
39	7.40%	3.72%	11.12%
40	7.51%	3.78%	11.29%
41	7.61%	3.83%	11.44%
42	7.73%	3.89%	11.62%
43	7.83%	3.94%	11.77%
44	7.95%	4.00%	11.95%
45	8.07%	4.06%	12.13%
46	8.19%	4.12%	12.31%
47	8.31%	4.18%	12.49%
48	8.44%	4.25%	12.69%
49	8.58%	4.32%	12.90%
50	8.73%	4.39%	13.12%
51	8.90%	4.48%	13.38%
52	9.04%	4.55%	13.59%
53	9.20%	4.63%	13.83%
54	9.34%	4.70%	14.04%
55	9.49%	4.78%	14.27%
56	9.52%	4.79%	14.31%
57	9.58%	4.82%	14.40%
58	9.45%	4.76%	14.21%
59	9.11%	4.58%	13.69%
60	9.11%	4.58%	13.69%
COLA Loading Factor:		50.32%	

**\*NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.  
The rate should only be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

**Exhibit G**  
**SAFETY TIER A - "3% @ 50" (Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.90%	6.61%	15.51%
16	8.90%	6.61%	15.51%
17	8.90%	6.61%	15.51%
18	8.90%	6.61%	15.51%
19	8.90%	6.61%	15.51%
20	8.90%	6.61%	15.51%
21	8.90%	6.61%	15.51%
22	9.02%	6.70%	15.72%
23	9.15%	6.80%	15.95%
24	9.27%	6.89%	16.16%
25	9.40%	6.99%	16.39%
26	9.53%	7.08%	16.61%
27	9.66%	7.18%	16.84%
28	9.80%	7.28%	17.08%
29	9.94%	7.39%	17.33%
30	10.07%	7.48%	17.55%
31	10.21%	7.59%	17.80%
32	10.36%	7.70%	18.06%
33	10.50%	7.80%	18.30%
34	10.66%	7.92%	18.58%
35	10.81%	8.03%	18.84%
36	10.98%	8.16%	19.14%
37	11.14%	8.28%	19.42%
38	11.31%	8.41%	19.72%
39	11.50%	8.55%	20.05%
40	11.70%	8.70%	20.40%
41	11.90%	8.84%	20.74%
42	12.13%	9.02%	21.15%
43	12.38%	9.20%	21.58%
44	12.65%	9.40%	22.05%
45	12.86%	9.56%	22.42%
46	12.86%	9.56%	22.42%
47	12.87%	9.56%	22.43%
48	12.80%	9.51%	22.31%
49	12.51%	9.30%	21.81%
50	12.51%	9.30%	21.81%
51	12.51%	9.30%	21.81%
52	12.51%	9.30%	21.81%
53	12.51%	9.30%	21.81%
54	12.51%	9.30%	21.81%
55	12.51%	9.30%	21.81%
56	12.51%	9.30%	21.81%
57	12.51%	9.30%	21.81%
58	12.51%	9.30%	21.81%
59	12.51%	9.30%	21.81%
60	12.51%	9.30%	21.81%
COLA Loading Factor:		74.32%	

**\*NOTE:** The rate should be applied to all compensation up to the IRC 401(a)(17) compensation limit.

**Exhibit H**  
**SAFETY TIER C - "3% @ 50" (Enhanced)**  
**Effective 7/1/15 - 6/30/16**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.50%	3.55%	12.05%
16	8.50%	3.55%	12.05%
17	8.50%	3.55%	12.05%
18	8.50%	3.55%	12.05%
19	8.50%	3.55%	12.05%
20	8.50%	3.55%	12.05%
21	8.50%	3.55%	12.05%
22	8.62%	3.60%	12.22%
23	8.74%	3.65%	12.39%
24	8.86%	3.70%	12.56%
25	8.98%	3.75%	12.73%
26	9.11%	3.80%	12.91%
27	9.23%	3.85%	13.08%
28	9.36%	3.91%	13.27%
29	9.49%	3.96%	13.45%
30	9.62%	4.01%	13.63%
31	9.76%	4.07%	13.83%
32	9.90%	4.13%	14.03%
33	10.04%	4.19%	14.23%
34	10.18%	4.25%	14.43%
35	10.33%	4.31%	14.64%
36	10.49%	4.38%	14.87%
37	10.64%	4.44%	15.08%
38	10.81%	4.51%	15.32%
39	10.99%	4.59%	15.58%
40	11.17%	4.66%	15.83%
41	11.38%	4.75%	16.13%
42	11.57%	4.83%	16.40%
43	11.76%	4.91%	16.67%
44	11.87%	4.95%	16.82%
45	11.89%	4.96%	16.85%
46	11.80%	4.92%	16.72%
47	11.51%	4.80%	16.31%
48	11.90%	4.97%	16.87%
49	12.51%	5.22%	17.73%
50	12.51%	5.22%	17.73%
51	12.51%	5.22%	17.73%
52	12.51%	5.22%	17.73%
53	12.51%	5.22%	17.73%
54	12.51%	5.22%	17.73%
55	12.51%	5.22%	17.73%
56	12.51%	5.22%	17.73%
57	12.51%	5.22%	17.73%
58	12.51%	5.22%	17.73%
59	12.51%	5.22%	17.73%
60	12.51%	5.22%	17.73%
COLA Loading Factor:		41.73%	

**\*NOTE:** The rate should be applied to all compensation up to the IRC 401(a)(17) compensation limit.

**Exhibit I  
PEPRA Tiers**

**Membership Date on or after January 1, 2013**

**Effective 7/1/15 - 6/30/16**

**Expressed as a Percentage of Monthly Payroll\***

<b><u>General Tiers</u></b>	<b><u>Basic</u></b>	<b><u>COLA</u></b>	<b><u>Total</u></b>
Cost Group #1 – PEPRA Tier 4 (3% COLA)	8.68%	3.27%	11.95%
Cost Group #2 - PEPRA Tier 5 (2% COLA)	6.58%	1.52%	8.10%
Cost Group #2 - PEPRA Tier 5 (3%/4% COLA)	7.74%	2.79%	10.53%
Cost Group #3 - PEPRA Tier 4 (3% COLA)	9.20%	3.42%	12.62%
Cost Group #4 - PEPRA Tier 4 (3% COLA)	6.55%	2.45%	9.00%
Cost Group #5 - PEPRA Tier 4 (2% COLA)	8.25%	1.85%	10.10%
Cost Group #5 - PEPRA Tier 4 (3% COLA)	10.15%	3.83%	13.98%
Cost Group #6 - PEPRA Tier 4 (3% COLA)	8.25%	3.01%	11.26%
<b><u>Safety Tiers</u></b>	<b><u>Basic</u></b>	<b><u>COLA</u></b>	<b><u>Total</u></b>
Cost Group #7 - PEPRA Tier D	15.14%	6.36%	21.50%
Cost Group #8 - PEPRA Tier D	14.28%	6.24%	20.52%
Cost Group #9 - PEPRA Tier E	13.64%	3.55%	17.19%
Cost Group #10 - PEPRA Tier D	12.98%	5.73%	18.71%
Cost Group #11 - PEPRA Tier D	12.84%	5.70%	18.54%
Cost Group #12 - PEPRA Tier D	12.99%	5.77%	18.76%

<p><b>*NOTE:</b> The rate should be applied to all compensation (whether or not in Social Security) up to the applicable annual Gov. Code 7522.10(d) compensation limit.</p>
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## CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

### **SUBVENTION**

All rates are shown as a percent of payroll.

Employee contribution rates vary depending upon their tier and age at entry. To compute the exact subvention percent for each employee, do the following:

Employee rate – Decrease the employee's rate by the subvention percent (i.e. 25%, 50%, etc.).

Employer rate – Increase the employer's rate by a **percent** of the employee's decrease using the applicable refundability factor (found on Exhibits A and B):

#### **EXAMPLE FOR COST GROUP #3 LEGACY MEMBERS:**

If the subvention percent is 25%, and  
the employee's rate is 6.00%,

Employee rates should be decreased by 1.50% ( $25\% \times 6.00\%$ )  
The employer rate should be increased by 1.4372% ( $1.50\% \times 0.9581$ )

Please note that for PEPRA members, subvention is generally not permitted. The standard under Gov. Code §7522.30(a) is that employees pay at least 50 percent of normal costs and that employers not pay any of the required employee contribution, but there are some exceptions. Gov. Code §7522.30(f) allows the terms (regarding the employee's required contribution) of a contract, including a memorandum of understanding, that is in effect on January 1, 2013, to continue through the length of a contract. This means that it is possible that an employer will subvent a portion of a PEPRA member's required contribution until the expiration date of the current contract, so long as it has been determined that the contract has been impaired.

**CAUTION** – these rates are for employer **subvention** of up to one-half the member contribution under Gov. Code §31581.1, 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. "Refundability Factor").

Employer **pick-ups** of employee contributions are those made under Gov. Code §31581.2 and Internal Revenue Code §414 (h)(2) for the sole purpose of deferring income tax. 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.

### **EMPLOYEE PAYMENT OF EMPLOYER COST**

There are several reasons why the attached contribution rates may need to be adjusted to increase the employee portion including the following:

Gov. Code §31631 allows for members to pay all or part of the employer contributions.

Gov. Code §31639.95 allows for Safety members to pay a portion of the employer cost for the "3% at 50" enhanced benefit.

Gov. Code §7522.30(c) requires that an employee's contribution rate be at least equal to that of similarly situated employees.

Gov. Code §7522.30(e) allows the employee contributions to be more than one-half of the normal cost rate if the increase has been agreed to through the collective bargaining process.

If you need to increase the employee contribution rate for any reason, you will need to adjust both employee and employer rates as follows:

Employee rate – Increase the employee’s rate by the desired percent of payroll.

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

**EXAMPLE FOR COST GROUP #11 LEGACY MEMBERS:**

If the required increase in the employee rate is 8.0%,

Employee rates should be increased by 8.0%.

The employer rate should be decreased by 7.812% ( $8.0\% \times 0.9765$ )

**PREPAYMENT DISCOUNT FACTOR FOR 2015-16**

Employer Contribution Prepayment Program & Discount Factor for 2015-16 is **0.9686**

If you are currently participating in the prepayment program and wish to continue, you do not need to do anything other than prepay the July 1, 2015 through June 30, 2016 contributions on or before July 31, 2015. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2015.

The discount factor is calculated assuming the prepayment will be received on July 31 in accordance with Gov. Code §31582(b) in lieu of 12 equal payments due at the end of each month in accordance with Gov. Code §31582(a). The discount factor for the fiscal year July 1, 2015 through June 30, 2016 will be **0.9686** based on the interest assumption of 7.25% per annum.