



**CONTRA COSTA COUNTY  
EMPLOYEES' RETIREMENT ASSOCIATION**

**CONTRIBUTION RATE PACKET FOR  
JULY 1, 2018 through JUNE 30, 2019**

# CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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## MEMORANDUM

Date: September 26, 2017  
To: Interested Parties and Participating Employers  
From: Gail Strohl, Chief Executive Officer  
Subject: Contribution Rates Effective July 1, 2018

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At its August 9, 2017 meeting, the Retirement Board reviewed and accepted the actuary's valuation report for the year ending December 31, 2016 and adopted the recommended employer and employee contribution rates, which will become effective on July 1, 2018. A copy of the December 31, 2016 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, 2018 through June 30, 2019. Please note the following:

- ✓ **The rates are effective July 1, 2018 through June 30, 2019 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 20. Note that subvention is not always permitted for PEPRAs 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 20.

**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                             Resolution No. \_\_\_\_\_  
                   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, 2018 through June 30, 2019.

**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 O

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, 2014 and 2015 which affected contribution rates for that employer.

**Exhibit A - 1**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2018 THROUGH JUNE 30, 2019 for General Tier 1 and 3 Legacy Members**

	Cost Group #1				Cost Group #3	Cost Group #4	Cost Group #5
	Moraga-Orinda		Districts		Central Contra Costa	Contra Costa	Contra Costa County
	County	Fire District	First 5	without POB	Sanitary District	Housing Authority	Fire Protection District
<b>GENERAL TIERS - ENHANCED</b>							
<b>Tier 1 BASIC Enhanced</b>							
First \$350 monthly & in Social Security	16.08%	N/A	15.73%	19.67%	N/A	20.07%	N/A
Excess of \$350 monthly & in Social Security	24.12%	N/A	23.60%	29.51%	N/A	30.11%	N/A
All Eligible \$ if <b>NOT</b> in Social Security	24.12%	20.08%	N/A	29.51%	37.36%	N/A	23.02%
<b>Tier 1 COL Enhanced</b>							
First \$350 monthly	3.74%	N/A	3.63%	6.65%	N/A	8.89%	N/A
Excess of \$350 monthly	5.61%	N/A	5.44%	9.97%	N/A	13.33%	N/A
All Eligible \$ if <b>NOT</b> in Social Security	5.61%	4.59%	N/A	9.97%	14.47%	N/A	10.02%
<b>Non-Refundability Factor</b>	<b>0.9599</b>	<b>0.9599</b>	<b>0.9599</b>	<b>0.9599</b>	<b>0.9588</b>	<b>0.9563</b>	<b>0.9590</b>

  

	Cost Group #2		Cost Group	Employer Name	Tier
	County	Districts without POB	Cost Group #1	County General LAFCO CC Mosquito & Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court	Tier 1 Enhanced (2% @ 55)
<b>Tier 3 BASIC Enhanced</b>					
First \$350 monthly	16.09%	19.76%			
Excess of \$350 monthly	24.13%	29.63%			
All Eligible \$ if <b>NOT</b> in Social Security	N/A	29.63%			
<b>Tier 3 COL Enhanced</b>					
First \$350 monthly	3.67%	6.60%			
Excess of \$350 monthly	5.50%	9.91%			
All Eligible \$ if <b>NOT</b> in Social Security	N/A	9.91%			
<b>Non-Refundability Factor</b>	<b>0.9576</b>	<b>0.9576</b>	Cost Group #2	County General In-Home Supportive Services CC Mosquito & Vector Control District Superior Court	Tier 3 Enhanced (2% @ 55)

  

	Cost Group #6	Cost Group	Employer Name	Tier
	Districts without POB	Cost Group #3	Central Contra Costa Sanitary District	Tier 1 Enhanced (2% @ 55)
<b>GENERAL TIER NON-ENHANCED</b>				
<b>Tier 1 BASIC NON-Enhanced</b>				
First \$350 monthly	17.12%	Cost Group #4	Contra Costa Housing Authority	Tier 1 Enhanced (2% @ 55)
Excess of \$350 monthly	25.68%	Cost Group #5	Contra Costa County Fire Protection District	Tier 1 Enhanced (2% @ 55)
All Eligible \$ if <b>NOT</b> in Social Security	N/A	Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 1 Non-enhanced (1.67% @ 55)
<b>Tier 1 COL NON-Enhanced</b>				
First \$350 monthly	2.57%			
Excess of \$350 monthly	3.85%			
All Eligible \$ if <b>NOT</b> in Social Security	N/A			
<b>Non-Refundability Factor</b>	<b>0.9535</b>			

Basic rates shown include an administrative expense load of 0.66% of payroll. This load has been integrated and adjusted as appropriate into the first \$350 and excess of \$350 monthly rates shown.

**Exhibit A - 2**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2018 THROUGH JUNE 30, 2019 for General Tier 4 and 5 PEPRA Members with 2% Maximum COLA**

GENERAL PEPRA TIERS	Cost Group #1				Cost Group #3	Cost Group #4	Cost Group #5	Cost Group #6
	County	Moraga-Orinda Fire District	First 5	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District	Districts without POB
<b>Tier 4 BASIC</b> All Eligible \$	20.27%	N/A	N/A	N/A	N/A	N/A	20.02%	N/A
<b>Tier 4 COL</b> All Eligible \$	4.03%	N/A	N/A	N/A	N/A	N/A	8.64%	N/A
<b>Non-Refundability Factor</b>	<b>0.9605</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0.9635</b>	<b>N/A</b>

GENERAL PEPRA TIERS	Cost Group #2		Cost Group	Employer Name	Tier
	County	Districts without POB	Cost Group #1	County General LAFCO CC Mosquito & 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	Tier 4 (2.5% @ 67)
<b>Tier 5 BASIC</b> All Eligible \$	19.69%	25.11%	Cost Group #2	County General In-Home Supportive Services CC Mosquito & Vector Control District Superior Court	Tier 5 (2.5% @ 67)
<b>Tier 5 COL</b> All Eligible \$	3.88%	8.22%	Cost Group #3	Central Contra Costa Sanitary District	Tier 4 (2.5% @ 67)
<b>Non-Refundability Factor</b>	<b>0.9621</b>	<b>0.9621</b>	Cost Group #4	Contra Costa Housing Authority	Tier 4 (2.5% @ 67)
			Cost Group #5	Contra Costa County Fire Protection District	Tier 4 (2.5% @ 67)
			Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 4 (2.5% @ 67)

Some tiers are not applicable to employers as shown above in the rate table.  
Basic rates shown include an administrative expense load of 0.66% of payroll.

**Exhibit A - 3**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2018 THROUGH JUNE 30, 2019 for General Tier 4 and 5 PEPRA Members with 3% Maximum COLA**

GENERAL PEPRA TIERS	Cost Group #1				Cost Group #3	Cost Group #4	Cost Group #5	Cost Group #6
	County	Moraga-Orinda Fire District	First 5	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District	Districts without POB
<b>Tier 4 BASIC</b> All Eligible \$	20.11%	16.40%	19.58%	25.53%	32.23%	25.31%	22.01%	24.39%
<b>Tier 4 COL</b> All Eligible \$	4.93%	3.98%	4.76%	9.27%	13.44%	12.42%	10.35%	3.79%
<b>Non-Refundability Factor</b>	<b>0.9625</b>	<b>0.9625</b>	<b>0.9625</b>	<b>0.9625</b>	<b>0.9661</b>	<b>0.9667</b>	<b>0.9637</b>	<b>0.9511</b>

GENERAL PEPRA TIERS	Cost Group #2		Cost Group	Employer Name	Tier
	County	Districts without POB	Cost Group #1	County General LAFCO CC Mosquito & 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	Tier 4 (2.5% @ 67)
<b>Tier 5 BASIC</b> All Eligible \$	19.83%	25.25%	Cost Group #2	County General In-Home Supportive Services CC Mosquito & Vector Control District Superior Court	Tier 5 (2.5% @ 67)
<b>Tier 5 COL</b> All Eligible \$	4.77%	9.11%	Cost Group #3	Central Contra Costa Sanitary District	Tier 4 (2.5% @ 67)
<b>Non-Refundability Factor</b>	<b>0.9630</b>	<b>0.9630</b>	Cost Group #4	Contra Costa Housing Authority	Tier 4 (2.5% @ 67)
			Cost Group #5	Contra Costa County Fire Protection District	Tier 4 (2.5% @ 67)
			Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 4 (2.5% @ 67)

Basic rates shown include an administrative expense load of 0.66% of payroll.



**Exhibit B - 1**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
 EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2018 THROUGH JUNE 30, 2019 for Safety Tier A and C Legacy Members**

**SAFETY TIERS ENHANCED**

**Safety A BASIC Enhanced**

All eligible \$

**Safety A COL Enhanced**

All eligible \$

**Non-Refundability Factor**

Cost Group #7	Cost Group #8		Cost Group #10	Cost Group #11
	Contra Costa County Fire Protection District	East Contra Costa Fire Protection District	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District
County 48.35%	39.32%	67.65%	36.94%	54.05%
27.74%	34.34%	55.95%	34.42%	27.33%
<b>0.9657</b>	<b>0.9665</b>	<b>0.9665</b>	<b>0.9693</b>	<b>0.9670</b>

**Safety C BASIC Enhanced**

All eligible \$

**Safety C COL Enhanced**

All eligible \$

**Non-Refundability Factor**

Cost Group #9
County 46.73%
24.98%
<b>0.9668</b>

Cost Group	Employer Name	Tier
Cost Group # 7	County Safety	Tier A Enhanced (3% @ 50)
Cost Group # 8	Contra Costa County Fire Protection District East Contra Costa Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 9	County Safety	Tier C Enhanced (3% @ 50)
Cost Group # 10	Moraga-Orinda Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 11	San Ramon Valley Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 12	Rodeo Hercules Fire Protection District	Tier A Non-enhanced (2% @ 50)

Basic rates shown include an administrative expense load of 0.66% of payroll.

**SAFETY TIER NON-ENHANCED**

**Safety A BASIC NON-Enhanced**

All eligible \$

Monthly Contribution Towards UAAL

**Safety A COL NON-Enhanced**

All eligible \$

Monthly Contribution Towards UAAL

**Non-Refundability Factor**

Cost Group #12
Rodeo-Hercules Fire Protection District
14.82%
\$73,195
5.20%
\$49,628
<b>0.9718</b>

**Exhibit B - 2**

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

**EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2018 THROUGH JUNE 30, 2019 for Safety Tier D and E PEPRA Members**

**SAFETY PEPRA TIERS**

**Safety D BASIC (3% Maximum COLA)**

All eligible \$  
Monthly Contribution Towards UAAL

**Safety D COL (3% Maximum COLA)**

All eligible \$  
Monthly Contribution Towards UAAL

***Non-Refundability Factor***

Cost Group #7	Cost Group #8		Cost Group #10	Cost Group #11	Cost Group #12
	Contra Costa County Fire Protection District	East Contra Costa Fire Protection District	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District	Rodeo-Hercules Fire Protection District
40.48%	30.98%	59.31%	29.27%	45.47%	11.92%
N/A	N/A	N/A	N/A	N/A	\$10,427
26.62%	32.99%	54.60%	33.09%	25.96%	5.07%
N/A	N/A	N/A	N/A	N/A	\$7,070
<b>0.9755</b>	<b>0.9779</b>	<b>0.9779</b>	<b>0.9786</b>	<b>0.9784</b>	<b>0.9807</b>

**Safety E BASIC (2% Maximum COLA)**

All eligible \$

**Safety E COL (2% Maximum COLA)**

All eligible \$

***Non-Refundability Factor***

Cost Group #8 Contra Costa County Fire Protection District	Cost Group #9 County
30.32%	39.16%
30.89%	24.24%
<b>0.9757</b>	<b>0.9747</b>

Cost Group	Employer Name	Tier
Cost Group # 7	County Safety	Tier D (2.7% @ 57)
Cost Group # 8	Contra Costa County Fire Protection District	Tier D (2.7% @ 57)
	East Contra Costa Fire Protection District Contra Costa County Fire Protection District	Tier E (2.7% @ 57)
Cost Group # 9	County Safety	Tier E (2.7% @ 57)
Cost Group # 10	Moraga-Orinda Fire Protection District	Tier D (2.7% @ 57)
Cost Group # 11	San Ramon Valley Fire Protection District	Tier D (2.7% @ 57)
Cost Group # 12	Rodeo Hercules Fire Protection District	Tier D (2.7% @ 57)

Basic rates shown include an administrative expense load of 0.66% of payroll.

## Exhibit C

### GENERAL Cost Group #1 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/18 - 6/30/19

Expressed as a Percentage of Monthly Payroll\*

Entry Age	<u>Basic not in Social</u>	<u>Basic in Social</u>	COLA	<u>Total not in Social</u>	<u>Total in Social</u>
	Security	Security*		Security	Security*
15	5.40%	5.41%	2.69%	8.09%	8.10%
16	5.49%	5.50%	2.74%	8.23%	8.24%
17	5.58%	5.59%	2.78%	8.36%	8.37%
18	5.67%	5.68%	2.83%	8.50%	8.51%
19	5.76%	5.77%	2.88%	8.64%	8.65%
20	5.85%	5.86%	2.93%	8.78%	8.79%
21	5.95%	5.96%	2.99%	8.94%	8.95%
22	6.04%	6.05%	3.03%	9.07%	9.08%
23	6.14%	6.15%	3.09%	9.23%	9.24%
24	6.24%	6.25%	3.14%	9.38%	9.39%
25	6.34%	6.35%	3.20%	9.54%	9.55%
26	6.44%	6.45%	3.25%	9.69%	9.70%
27	6.55%	6.56%	3.31%	9.86%	9.87%
28	6.65%	6.66%	3.37%	10.02%	10.03%
29	6.76%	6.77%	3.43%	10.19%	10.20%
30	6.87%	6.88%	3.49%	10.36%	10.37%
31	6.98%	6.99%	3.55%	10.53%	10.54%
32	7.09%	7.10%	3.61%	10.70%	10.71%
33	7.20%	7.21%	3.67%	10.87%	10.88%
34	7.32%	7.33%	3.73%	11.05%	11.06%
35	7.44%	7.45%	3.80%	11.24%	11.25%
36	7.56%	7.57%	3.86%	11.42%	11.43%
37	7.68%	7.69%	3.93%	11.61%	11.62%
38	7.81%	7.82%	4.00%	11.81%	11.82%
39	7.94%	7.95%	4.07%	12.01%	12.02%
40	8.07%	8.08%	4.14%	12.21%	12.22%
41	8.21%	8.22%	4.22%	12.43%	12.44%
42	8.35%	8.36%	4.29%	12.64%	12.65%
43	8.49%	8.50%	4.37%	12.86%	12.87%
44	8.64%	8.65%	4.45%	13.09%	13.10%
45	8.80%	8.81%	4.54%	13.34%	13.35%
46	8.94%	8.95%	4.61%	13.55%	13.56%
47	9.09%	9.10%	4.69%	13.78%	13.79%
48	9.24%	9.25%	4.78%	14.02%	14.03%
49	9.40%	9.41%	4.86%	14.26%	14.27%
50	9.56%	9.57%	4.95%	14.51%	14.52%
51	9.72%	9.73%	5.04%	14.76%	14.77%
52	9.89%	9.90%	5.13%	15.02%	15.03%
53	10.05%	10.06%	5.22%	15.27%	15.28%
54	10.17%	10.18%	5.28%	15.45%	15.46%
55	10.31%	10.32%	5.36%	15.67%	15.68%
56	10.39%	10.40%	5.40%	15.79%	15.80%
57	10.38%	10.39%	5.40%	15.78%	15.79%
58	10.28%	10.29%	5.34%	15.62%	15.63%
59	10.01%	10.02%	5.19%	15.20%	15.21%
60 and over	10.01%	10.02%	5.19%	15.20%	15.21%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 54.39% applied to Basic rates prior to adjustment for administrative expenses.

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

## Exhibit D

### GENERAL Cost Group #2 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/18 - 6/30/19

Expressed as a Percentage of Monthly Payroll\*

Entry Age	<u>Basic not in Social</u>	<u>Basic in Social</u>	COLA	<u>Total not in Social</u>	<u>Total in Social</u>
	Security	Security*		Security	Security*
15	5.39%	5.40%	2.46%	7.85%	7.86%
16	5.48%	5.49%	2.50%	7.98%	7.99%
17	5.57%	5.58%	2.55%	8.12%	8.13%
18	5.66%	5.67%	2.59%	8.25%	8.26%
19	5.75%	5.76%	2.64%	8.39%	8.40%
20	5.84%	5.85%	2.68%	8.52%	8.53%
21	5.93%	5.94%	2.73%	8.66%	8.67%
22	6.03%	6.04%	2.78%	8.81%	8.82%
23	6.13%	6.14%	2.83%	8.96%	8.97%
24	6.23%	6.24%	2.88%	9.11%	9.12%
25	6.33%	6.34%	2.93%	9.26%	9.27%
26	6.43%	6.44%	2.98%	9.41%	9.42%
27	6.53%	6.54%	3.03%	9.56%	9.57%
28	6.63%	6.64%	3.08%	9.71%	9.72%
29	6.74%	6.75%	3.13%	9.87%	9.88%
30	6.85%	6.86%	3.19%	10.04%	10.05%
31	6.96%	6.97%	3.24%	10.20%	10.21%
32	7.07%	7.08%	3.30%	10.37%	10.38%
33	7.19%	7.20%	3.36%	10.55%	10.56%
34	7.30%	7.31%	3.41%	10.71%	10.72%
35	7.42%	7.43%	3.47%	10.89%	10.90%
36	7.54%	7.55%	3.53%	11.07%	11.08%
37	7.67%	7.68%	3.59%	11.26%	11.27%
38	7.79%	7.80%	3.65%	11.44%	11.45%
39	7.92%	7.93%	3.72%	11.64%	11.65%
40	8.06%	8.07%	3.79%	11.85%	11.86%
41	8.19%	8.20%	3.85%	12.04%	12.05%
42	8.33%	8.34%	3.92%	12.25%	12.26%
43	8.48%	8.49%	4.00%	12.48%	12.49%
44	8.62%	8.63%	4.07%	12.69%	12.70%
45	8.77%	8.78%	4.14%	12.91%	12.92%
46	8.93%	8.94%	4.22%	13.15%	13.16%
47	9.08%	9.09%	4.30%	13.38%	13.39%
48	9.22%	9.23%	4.37%	13.59%	13.60%
49	9.37%	9.38%	4.44%	13.81%	13.82%
50	9.53%	9.54%	4.52%	14.05%	14.06%
51	9.71%	9.72%	4.61%	14.32%	14.33%
52	9.87%	9.88%	4.69%	14.56%	14.57%
53	10.02%	10.03%	4.77%	14.79%	14.80%
54	10.17%	10.18%	4.84%	15.01%	15.02%
55	10.27%	10.28%	4.89%	15.16%	15.17%
56	10.34%	10.35%	4.93%	15.27%	15.28%
57	10.31%	10.32%	4.91%	15.22%	15.23%
58	10.15%	10.16%	4.83%	14.98%	14.99%
59	10.03%	10.04%	4.77%	14.80%	14.81%
60 and over	10.03%	10.04%	4.77%	14.80%	14.81%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 49.86% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit E**  
**GENERAL Cost Group #3 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.61%	2.86%	8.47%
16	5.70%	2.91%	8.61%
17	5.79%	2.96%	8.75%
18	5.89%	3.02%	8.91%
19	5.98%	3.07%	9.05%
20	6.08%	3.12%	9.20%
21	6.17%	3.17%	9.34%
22	6.27%	3.23%	9.50%
23	6.38%	3.29%	9.67%
24	6.48%	3.34%	9.82%
25	6.58%	3.40%	9.98%
26	6.69%	3.46%	10.15%
27	6.80%	3.52%	10.32%
28	6.90%	3.58%	10.48%
29	7.02%	3.64%	10.66%
30	7.13%	3.71%	10.84%
31	7.24%	3.77%	11.01%
32	7.36%	3.83%	11.19%
33	7.48%	3.90%	11.38%
34	7.60%	3.97%	11.57%
35	7.72%	4.03%	11.75%
36	7.85%	4.11%	11.96%
37	7.98%	4.18%	12.16%
38	8.11%	4.25%	12.36%
39	8.24%	4.32%	12.56%
40	8.38%	4.40%	12.78%
41	8.52%	4.48%	13.00%
42	8.67%	4.56%	13.23%
43	8.81%	4.64%	13.45%
44	8.97%	4.73%	13.70%
45	9.12%	4.81%	13.93%
46	9.27%	4.89%	14.16%
47	9.43%	4.98%	14.41%
48	9.59%	5.07%	14.66%
49	9.73%	5.15%	14.88%
50	9.90%	5.24%	15.14%
51	10.06%	5.33%	15.39%
52	10.23%	5.43%	15.66%
53	10.39%	5.52%	15.91%
54	10.53%	5.59%	16.12%
55	10.61%	5.64%	16.25%
56	10.68%	5.68%	16.36%
57	10.65%	5.66%	16.31%
58	10.47%	5.56%	16.03%
59	9.91%	5.25%	15.16%
60 and over	9.91%	5.25%	15.16%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 55.56% applied to Basic rates prior to adjustment for administrative expenses.

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

## Exhibit F

### GENERAL Cost Group #4 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

**Effective 7/1/18 - 6/30/19**

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

<u>Entry Age</u>	<u>Basic not in Social</u>	<u>Basic in Social</u>	<u>COLA</u>	<u>Total not in Social</u>	<u>Total in Social</u>
	<u>Security</u>	<u>Security*</u>		<u>Security</u>	<u>Security*</u>
15	5.37%	5.38%	2.69%	8.06%	8.07%
16	5.45%	5.46%	2.73%	8.18%	8.19%
17	5.54%	5.55%	2.78%	8.32%	8.33%
18	5.63%	5.64%	2.83%	8.46%	8.47%
19	5.72%	5.73%	2.88%	8.60%	8.61%
20	5.81%	5.82%	2.93%	8.74%	8.75%
21	5.91%	5.92%	2.98%	8.89%	8.90%
22	6.00%	6.01%	3.03%	9.03%	9.04%
23	6.10%	6.11%	3.08%	9.18%	9.19%
24	6.20%	6.21%	3.14%	9.34%	9.35%
25	6.30%	6.31%	3.19%	9.49%	9.50%
26	6.40%	6.41%	3.25%	9.65%	9.66%
27	6.50%	6.51%	3.30%	9.80%	9.81%
28	6.61%	6.62%	3.36%	9.97%	9.98%
29	6.71%	6.72%	3.42%	10.13%	10.14%
30	6.82%	6.83%	3.48%	10.30%	10.31%
31	6.93%	6.94%	3.54%	10.47%	10.48%
32	7.04%	7.05%	3.60%	10.64%	10.65%
33	7.16%	7.17%	3.66%	10.82%	10.83%
34	7.27%	7.28%	3.72%	10.99%	11.00%
35	7.39%	7.40%	3.79%	11.18%	11.19%
36	7.51%	7.52%	3.86%	11.37%	11.38%
37	7.63%	7.64%	3.92%	11.55%	11.56%
38	7.76%	7.77%	3.99%	11.75%	11.76%
39	7.89%	7.90%	4.06%	11.95%	11.96%
40	8.02%	8.03%	4.13%	12.15%	12.16%
41	8.15%	8.16%	4.21%	12.36%	12.37%
42	8.29%	8.30%	4.28%	12.57%	12.58%
43	8.44%	8.45%	4.36%	12.80%	12.81%
44	8.58%	8.59%	4.44%	13.02%	13.03%
45	8.74%	8.75%	4.53%	13.27%	13.28%
46	8.89%	8.90%	4.61%	13.50%	13.51%
47	9.04%	9.05%	4.69%	13.73%	13.74%
48	9.18%	9.19%	4.77%	13.95%	13.96%
49	9.34%	9.35%	4.86%	14.20%	14.21%
50	9.49%	9.50%	4.94%	14.43%	14.44%
51	9.66%	9.67%	5.03%	14.69%	14.70%
52	9.83%	9.84%	5.12%	14.95%	14.96%
53	9.98%	9.99%	5.21%	15.19%	15.20%
54	10.12%	10.13%	5.28%	15.40%	15.41%
55	10.24%	10.25%	5.35%	15.59%	15.60%
56	10.35%	10.36%	5.41%	15.76%	15.77%
57	10.33%	10.34%	5.40%	15.73%	15.74%
58	10.18%	10.19%	5.32%	15.50%	15.51%
59	9.78%	9.79%	5.10%	14.88%	14.89%
60 and over	9.78%	9.79%	5.10%	14.88%	14.89%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 54.69% applied to Basic rates prior to adjustment for administrative expenses.

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

## Exhibit G

### GENERAL Cost Group #5 Non-PEPRA Member Contribution Rates

#### Membership Date before January 1, 2013

**Effective 7/1/18 - 6/30/19**

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

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.39%	2.64%	8.03%
16	5.48%	2.69%	8.17%
17	5.57%	2.74%	8.31%
18	5.66%	2.79%	8.45%
19	5.75%	2.84%	8.59%
20	5.84%	2.88%	8.72%
21	5.93%	2.93%	8.86%
22	6.03%	2.99%	9.02%
23	6.13%	3.04%	9.17%
24	6.23%	3.09%	9.32%
25	6.33%	3.15%	9.48%
26	6.43%	3.20%	9.63%
27	6.53%	3.25%	9.78%
28	6.63%	3.31%	9.94%
29	6.74%	3.37%	10.11%
30	6.85%	3.43%	10.28%
31	6.96%	3.49%	10.45%
32	7.07%	3.54%	10.61%
33	7.19%	3.61%	10.80%
34	7.30%	3.67%	10.97%
35	7.42%	3.73%	11.15%
36	7.54%	3.80%	11.34%
37	7.67%	3.87%	11.54%
38	7.79%	3.93%	11.72%
39	7.92%	4.00%	11.92%
40	8.06%	4.08%	12.14%
41	8.19%	4.14%	12.33%
42	8.33%	4.22%	12.55%
43	8.48%	4.30%	12.78%
44	8.62%	4.38%	13.00%
45	8.77%	4.46%	13.23%
46	8.93%	4.54%	13.47%
47	9.08%	4.62%	13.70%
48	9.22%	4.70%	13.92%
49	9.37%	4.78%	14.15%
50	9.53%	4.86%	14.39%
51	9.71%	4.96%	14.67%
52	9.87%	5.05%	14.92%
53	10.02%	5.13%	15.15%
54	10.17%	5.21%	15.38%
55	10.27%	5.26%	15.53%
56	10.34%	5.30%	15.64%
57	10.31%	5.28%	15.59%
58	10.15%	5.20%	15.35%
59	10.03%	5.13%	15.16%
60 and over	10.03%	5.13%	15.16%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 53.62% applied to Basic rates prior to adjustment for administrative expenses.

<b>*NOTE: The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.</b>
--

## Exhibit H

### GENERAL Cost Group #6 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

**Effective 7/1/18 - 6/30/19**

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

<u>Entry Age</u>	<u>Basic not in Social</u>	<u>Basic in Social</u>	<u>COLA</u>	<u>Total not in Social</u>	<u>Total in Social</u>
	<u>Security</u>	<u>Security*</u>		<u>Security</u>	<u>Security*</u>
15	6.12%	6.13%	2.57%	8.69%	8.70%
16	6.22%	6.23%	2.61%	8.83%	8.84%
17	6.32%	6.33%	2.66%	8.98%	8.99%
18	6.42%	6.43%	2.70%	9.12%	9.13%
19	6.53%	6.54%	2.75%	9.28%	9.29%
20	6.63%	6.64%	2.80%	9.43%	9.44%
21	6.74%	6.75%	2.85%	9.59%	9.60%
22	6.85%	6.86%	2.90%	9.75%	9.76%
23	6.96%	6.97%	2.95%	9.91%	9.92%
24	7.07%	7.08%	3.00%	10.07%	10.08%
25	7.19%	7.20%	3.05%	10.24%	10.25%
26	7.30%	7.31%	3.10%	10.40%	10.41%
27	7.42%	7.43%	3.15%	10.57%	10.58%
28	7.54%	7.55%	3.21%	10.75%	10.76%
29	7.66%	7.67%	3.26%	10.92%	10.93%
30	7.79%	7.80%	3.32%	11.11%	11.12%
31	7.92%	7.93%	3.38%	11.30%	11.31%
32	8.05%	8.06%	3.44%	11.49%	11.50%
33	8.18%	8.19%	3.50%	11.68%	11.69%
34	8.31%	8.32%	3.56%	11.87%	11.88%
35	8.45%	8.46%	3.62%	12.07%	12.08%
36	8.60%	8.61%	3.69%	12.29%	12.30%
37	8.74%	8.75%	3.75%	12.49%	12.50%
38	8.89%	8.90%	3.82%	12.71%	12.72%
39	9.05%	9.06%	3.89%	12.94%	12.95%
40	9.22%	9.23%	3.97%	13.19%	13.20%
41	9.37%	9.38%	4.04%	13.41%	13.42%
42	9.53%	9.54%	4.11%	13.64%	13.65%
43	9.68%	9.69%	4.18%	13.86%	13.87%
44	9.85%	9.86%	4.26%	14.11%	14.12%
45	10.01%	10.02%	4.33%	14.34%	14.35%
46	10.18%	10.19%	4.41%	14.59%	14.60%
47	10.37%	10.38%	4.49%	14.86%	14.87%
48	10.52%	10.53%	4.56%	15.08%	15.09%
49	10.68%	10.69%	4.63%	15.31%	15.32%
50	10.82%	10.83%	4.70%	15.52%	15.53%
51	10.89%	10.90%	4.73%	15.62%	15.63%
52	10.86%	10.87%	4.71%	15.57%	15.58%
53	10.70%	10.71%	4.64%	15.34%	15.35%
54	10.27%	10.28%	4.45%	14.72%	14.73%
55	10.27%	10.28%	4.45%	14.72%	14.73%
56	10.27%	10.28%	4.45%	14.72%	14.73%
57	10.27%	10.28%	4.45%	14.72%	14.73%
58	10.27%	10.28%	4.45%	14.72%	14.73%
59	10.27%	10.28%	4.45%	14.72%	14.73%
60 and over	10.27%	10.28%	4.45%	14.72%	14.73%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 45.33% applied to Basic rates prior to adjustment for administrative expenses.

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



**Exhibit I**  
**SAFETY Cost Group #7 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.04%	6.41%	15.45%
16	9.04%	6.41%	15.45%
17	9.04%	6.41%	15.45%
18	9.04%	6.41%	15.45%
19	9.04%	6.41%	15.45%
20	9.04%	6.41%	15.45%
21	9.04%	6.41%	15.45%
22	9.18%	6.52%	15.70%
23	9.33%	6.63%	15.96%
24	9.49%	6.75%	16.24%
25	9.64%	6.86%	16.50%
26	9.80%	6.98%	16.78%
27	9.96%	7.10%	17.06%
28	10.13%	7.23%	17.36%
29	10.30%	7.35%	17.65%
30	10.47%	7.48%	17.95%
31	10.64%	7.61%	18.25%
32	10.83%	7.75%	18.58%
33	11.02%	7.89%	18.91%
34	11.21%	8.03%	19.24%
35	11.41%	8.18%	19.59%
36	11.61%	8.33%	19.94%
37	11.80%	8.47%	20.27%
38	12.00%	8.62%	20.62%
39	12.21%	8.78%	20.99%
40	12.43%	8.94%	21.37%
41	12.66%	9.12%	21.78%
42	12.89%	9.29%	22.18%
43	13.18%	9.50%	22.68%
44	13.41%	9.68%	23.09%
45	13.61%	9.83%	23.44%
46	13.65%	9.86%	23.51%
47	13.59%	9.81%	23.40%
48	13.38%	9.65%	23.03%
49	13.00%	9.37%	22.37%
50	13.00%	9.37%	22.37%
51	13.00%	9.37%	22.37%
52	13.00%	9.37%	22.37%
53	13.00%	9.37%	22.37%
54	13.00%	9.37%	22.37%
55	13.00%	9.37%	22.37%
56	13.00%	9.37%	22.37%
57	13.00%	9.37%	22.37%
58	13.00%	9.37%	22.37%
59	13.00%	9.37%	22.37%
60 and over	13.00%	9.37%	22.37%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 74.72% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit J**  
**SAFETY Cost Group #8 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.02%	6.51%	15.53%
16	9.02%	6.51%	15.53%
17	9.02%	6.51%	15.53%
18	9.02%	6.51%	15.53%
19	9.02%	6.51%	15.53%
20	9.02%	6.51%	15.53%
21	9.02%	6.51%	15.53%
22	9.16%	6.61%	15.77%
23	9.31%	6.73%	16.04%
24	9.47%	6.85%	16.32%
25	9.62%	6.96%	16.58%
26	9.78%	7.09%	16.87%
27	9.94%	7.21%	17.15%
28	10.11%	7.34%	17.45%
29	10.27%	7.46%	17.73%
30	10.45%	7.59%	18.04%
31	10.63%	7.73%	18.36%
32	10.81%	7.87%	18.68%
33	10.99%	8.00%	18.99%
34	11.19%	8.16%	19.35%
35	11.38%	8.30%	19.68%
36	11.58%	8.45%	20.03%
37	11.78%	8.61%	20.39%
38	11.98%	8.76%	20.74%
39	12.19%	8.92%	21.11%
40	12.40%	9.08%	21.48%
41	12.62%	9.24%	21.86%
42	12.87%	9.43%	22.30%
43	13.15%	9.65%	22.80%
44	13.41%	9.84%	23.25%
45	13.57%	9.97%	23.54%
46	13.60%	9.99%	23.59%
47	13.51%	9.92%	23.43%
48	13.40%	9.84%	23.24%
49	13.03%	9.56%	22.59%
50	13.03%	9.56%	22.59%
51	13.03%	9.56%	22.59%
52	13.03%	9.56%	22.59%
53	13.03%	9.56%	22.59%
54	13.03%	9.56%	22.59%
55	13.03%	9.56%	22.59%
56	13.03%	9.56%	22.59%
57	13.03%	9.56%	22.59%
58	13.03%	9.56%	22.59%
59	13.03%	9.56%	22.59%
60 and over	13.03%	9.56%	22.59%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 76.02% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit K**  
**SAFETY Cost Group #9 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.63%	3.92%	12.55%
16	8.63%	3.92%	12.55%
17	8.63%	3.92%	12.55%
18	8.63%	3.92%	12.55%
19	8.63%	3.92%	12.55%
20	8.63%	3.92%	12.55%
21	8.63%	3.92%	12.55%
22	8.77%	3.99%	12.76%
23	8.91%	4.06%	12.97%
24	9.06%	4.13%	13.19%
25	9.21%	4.20%	13.41%
26	9.36%	4.27%	13.63%
27	9.51%	4.35%	13.86%
28	9.67%	4.42%	14.09%
29	9.83%	4.50%	14.33%
30	10.00%	4.58%	14.58%
31	10.17%	4.66%	14.83%
32	10.34%	4.75%	15.09%
33	10.52%	4.83%	15.35%
34	10.70%	4.92%	15.62%
35	10.88%	5.00%	15.88%
36	11.06%	5.09%	16.15%
37	11.24%	5.18%	16.42%
38	11.44%	5.27%	16.71%
39	11.63%	5.36%	16.99%
40	11.82%	5.46%	17.28%
41	12.04%	5.56%	17.60%
42	12.26%	5.67%	17.93%
43	12.44%	5.75%	18.19%
44	12.52%	5.79%	18.31%
45	12.50%	5.78%	18.28%
46	12.42%	5.74%	18.16%
47	12.16%	5.62%	17.78%
48	12.54%	5.80%	18.34%
49	13.13%	6.09%	19.22%
50	13.13%	6.09%	19.22%
51	13.13%	6.09%	19.22%
52	13.13%	6.09%	19.22%
53	13.13%	6.09%	19.22%
54	13.13%	6.09%	19.22%
55	13.13%	6.09%	19.22%
56	13.13%	6.09%	19.22%
57	13.13%	6.09%	19.22%
58	13.13%	6.09%	19.22%
59	13.13%	6.09%	19.22%
60 and over	13.13%	6.09%	19.22%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 48.03% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit L**  
**SAFETY Cost Group #10 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.04%	6.31%	15.35%
16	9.04%	6.31%	15.35%
17	9.04%	6.31%	15.35%
18	9.04%	6.31%	15.35%
19	9.04%	6.31%	15.35%
20	9.04%	6.31%	15.35%
21	9.04%	6.31%	15.35%
22	9.18%	6.41%	15.59%
23	9.33%	6.52%	15.85%
24	9.49%	6.64%	16.13%
25	9.64%	6.75%	16.39%
26	9.80%	6.87%	16.67%
27	9.96%	6.98%	16.94%
28	10.13%	7.11%	17.24%
29	10.30%	7.23%	17.53%
30	10.47%	7.36%	17.83%
31	10.64%	7.48%	18.12%
32	10.83%	7.62%	18.45%
33	11.02%	7.76%	18.78%
34	11.21%	7.90%	19.11%
35	11.41%	8.05%	19.46%
36	11.61%	8.20%	19.81%
37	11.80%	8.34%	20.14%
38	12.00%	8.48%	20.48%
39	12.21%	8.64%	20.85%
40	12.43%	8.80%	21.23%
41	12.66%	8.97%	21.63%
42	12.89%	9.14%	22.03%
43	13.18%	9.35%	22.53%
44	13.41%	9.52%	22.93%
45	13.61%	9.67%	23.28%
46	13.65%	9.70%	23.35%
47	13.59%	9.65%	23.24%
48	13.38%	9.50%	22.88%
49	13.00%	9.22%	22.22%
50	13.00%	9.22%	22.22%
51	13.00%	9.22%	22.22%
52	13.00%	9.22%	22.22%
53	13.00%	9.22%	22.22%
54	13.00%	9.22%	22.22%
55	13.00%	9.22%	22.22%
56	13.00%	9.22%	22.22%
57	13.00%	9.22%	22.22%
58	13.00%	9.22%	22.22%
59	13.00%	9.22%	22.22%
60 and over	13.00%	9.22%	22.22%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 73.51% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit M**  
**SAFETY Cost Group #11 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.16%	6.79%	15.95%
16	9.16%	6.79%	15.95%
17	9.16%	6.79%	15.95%
18	9.16%	6.79%	15.95%
19	9.16%	6.79%	15.95%
20	9.16%	6.79%	15.95%
21	9.16%	6.79%	15.95%
22	9.31%	6.91%	16.22%
23	9.46%	7.02%	16.48%
24	9.62%	7.15%	16.77%
25	9.77%	7.27%	17.04%
26	9.93%	7.39%	17.32%
27	10.10%	7.52%	17.62%
28	10.27%	7.66%	17.93%
29	10.44%	7.79%	18.23%
30	10.61%	7.92%	18.53%
31	10.79%	8.06%	18.85%
32	10.98%	8.21%	19.19%
33	11.16%	8.35%	19.51%
34	11.36%	8.51%	19.87%
35	11.56%	8.66%	20.22%
36	11.76%	8.82%	20.58%
37	11.96%	8.97%	20.93%
38	12.16%	9.13%	21.29%
39	12.37%	9.29%	21.66%
40	12.58%	9.46%	22.04%
41	12.82%	9.65%	22.47%
42	13.06%	9.83%	22.89%
43	13.33%	10.04%	23.37%
44	13.59%	10.25%	23.84%
45	13.75%	10.37%	24.12%
46	13.79%	10.40%	24.19%
47	13.70%	10.33%	24.03%
48	13.43%	10.12%	23.55%
49	12.82%	9.65%	22.47%
50	12.82%	9.65%	22.47%
51	12.82%	9.65%	22.47%
52	12.82%	9.65%	22.47%
53	12.82%	9.65%	22.47%
54	12.82%	9.65%	22.47%
55	12.82%	9.65%	22.47%
56	12.82%	9.65%	22.47%
57	12.82%	9.65%	22.47%
58	12.82%	9.65%	22.47%
59	12.82%	9.65%	22.47%
60 and over	12.82%	9.65%	22.47%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 78.04% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit N**  
**SAFETY Cost Group #12 Non-PEPRA Member Contribution Rates**  
**Membership Date before January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**Expressed as a Percentage of Monthly Payroll\***

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.16%	4.74%	13.90%
16	9.16%	4.74%	13.90%
17	9.16%	4.74%	13.90%
18	9.16%	4.74%	13.90%
19	9.16%	4.74%	13.90%
20	9.16%	4.74%	13.90%
21	9.16%	4.74%	13.90%
22	9.31%	4.82%	14.13%
23	9.46%	4.90%	14.36%
24	9.62%	4.99%	14.61%
25	9.77%	5.07%	14.84%
26	9.93%	5.16%	15.09%
27	10.10%	5.25%	15.35%
28	10.27%	5.34%	15.61%
29	10.44%	5.43%	15.87%
30	10.61%	5.53%	16.14%
31	10.79%	5.62%	16.41%
32	10.98%	5.73%	16.71%
33	11.16%	5.83%	16.99%
34	11.36%	5.93%	17.29%
35	11.56%	6.04%	17.60%
36	11.76%	6.15%	17.91%
37	11.96%	6.26%	18.22%
38	12.16%	6.37%	18.53%
39	12.37%	6.48%	18.85%
40	12.58%	6.60%	19.18%
41	12.82%	6.73%	19.55%
42	13.06%	6.86%	19.92%
43	13.33%	7.01%	20.34%
44	13.59%	7.15%	20.74%
45	13.75%	7.24%	20.99%
46	13.79%	7.26%	21.05%
47	13.70%	7.21%	20.91%
48	13.43%	7.06%	20.49%
49	12.82%	6.73%	19.55%
50	12.82%	6.73%	19.55%
51	12.82%	6.73%	19.55%
52	12.82%	6.73%	19.55%
53	12.82%	6.73%	19.55%
54	12.82%	6.73%	19.55%
55	12.82%	6.73%	19.55%
56	12.82%	6.73%	19.55%
57	12.82%	6.73%	19.55%
58	12.82%	6.73%	19.55%
59	12.82%	6.73%	19.55%
60 and over	12.82%	6.73%	19.55%

Administrative Expense: 0.46% of payroll added to Basic rates.

COLA Loading: 54.44% applied to Basic rates prior to adjustment for administrative expenses.

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

**Exhibit O**  
**PEPRA Tiers Member Contribution Rates**  
**Membership Date on or after January 1, 2013**  
**Effective 7/1/18 - 6/30/19**  
**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 (2% COLA)	8.83%	2.04%	10.87%
Cost Group #1 – PEPRA Tier 4 (3% COLA)	8.67%	2.94%	11.61%
Cost Group #2 - PEPRA Tier 5 (2% COLA)	8.25%	1.89%	10.14%
Cost Group #2 - PEPRA Tier 5 (3%/4% COLA)	8.39%	2.78%	11.17%
Cost Group #3 - PEPRA Tier 4 (3% COLA)	8.32%	2.88%	11.20%
Cost Group #4 - PEPRA Tier 4 (3% COLA)	9.21%	3.13%	12.34%
Cost Group #5 - PEPRA Tier 4 (2% COLA)	9.25%	2.15%	11.40%
Cost Group #5 - PEPRA Tier 4 (3% COLA)	11.24%	3.86%	15.10%
Cost Group #6 - PEPRA Tier 4 (3% COLA)	11.96%	3.85%	15.81%

<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	15.04%	6.19%	21.23%
Cost Group #8 - PEPRA Tier D	13.67%	5.77%	19.44%
Cost Group #8 - PEPRA Tier E	13.01%	3.67%	16.68%
Cost Group #9 - PEPRA Tier E	13.72%	3.81%	17.53%
Cost Group #10 - PEPRA Tier D	13.29%	5.63%	18.92%
Cost Group #11 - PEPRA Tier D	13.28%	5.64%	18.92%
Cost Group #12 - PEPRA Tier D	11.92%	5.07%	16.99%

The Basic rates shown above also include an administrative expense load of 0.46% of payroll.

**\*NOTE:** 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.

## 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 1.4382% ( $1.50\% \times 0.9588$ )

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 7.736% ( $8.0\% \times 0.9670$ )

**PREPAYMENT DISCOUNT FACTOR FOR 2018-19**

Employer Contribution Prepayment Program & Discount Factor for 2018-19 is **0.9696**

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, 2018 through June 30, 2019 contributions on or before July 31, 2018. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2018.

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, 2018 through June 30, 2019 will be **0.9696** based on the interest assumption of 7.00% per annum.