



# **CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

## **CONTRIBUTION RATE PACKET FOR July 1, 2024 through June 30, 2025**

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1200 Concord Avenue Suite 300 Concord CA 94520 925.521.3960  
FAX: 925.521.3969 [www.cccera.org](http://www.cccera.org)

# CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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## **CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION**

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## **MEMORANDUM**

Date: August 9, 2023  
To: Interested Parties and Participating Employers  
From: Christina Dunn, Acting Chief Executive Officer  
Subject: Contribution Rates Effective July 1, 2024

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At its August 9, 2023 meeting, the Retirement Board reviewed the actuary's valuation report for the year ending December 31, 2022 and adopted the recommended employer and employee contribution rates, which will become effective on July 1, 2024. A copy of the December 31, 2022 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 employer and employee contribution rates to be used effective July 1, 2024 through June 30, 2025.

Please note the following:

- ✓ **The rates are effective July 1, 2024 through June 30, 2025 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 27. 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 27.

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# 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, 2024 through June 30, 2025.

- 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 Exhibits 1 through 6
  - B. For Safety Members (Sec. 31664, Sec. 31664.1 and Sec. 7522.25(d)) See attached Exhibits 7 through 12
- II. Employee Contribution Rates for Basic and Cost-of-Living Components

See attached Exhibits A through M

As of the December 31, 2022 valuation, the Pension Obligation Bonds (POB) issued by the County, Contra Costa County Fire Protection District and Moraga-Orinda Fire Protection District and the additional UAAL prepayment made by First 5 - Children & Families Commission have been fully amortized.

Central Contra Costa Sanitary District made a UAAL prepayment in 2013, 2014, 2015 and 2021 which affected contribution rates for that employer.

Local Agency Formation Commission made a UAAL prepayment in 2017, 2019, 2020 and 2021 which affected contribution rates for that employer.

San Ramon Valley Fire Protection District made a UAAL prepayment in 2017, 2018, 2019, 2020, 2021 and 2022 which affected contribution rates for the Safety members of that employer.

Effective July 1, 2022, East Contra Costa Fire Protection District was annexed into Contra Costa County Fire Protection District. Consistent with the annexation, starting with the December 31, 2021 valuation, the prior General and Safety members from the East Contra Costa Fire Protection District have become General and Safety members of Contra Costa County Fire Protection District in Cost Group #5 and Cost Group #8, respectively. As part of the annexation, East Contra Costa Fire Protection District made a UAAL prepayment in 2022 which affected contribution rates for the General and Safety members of Contra Costa County Fire Protection District (after annexation) starting July 1, 2022.

## Exhibit 1

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #1

Cost Group #1 <sup>1</sup>	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>2</sup>	Not In Social Security <sup>3</sup>	In Social Security <sup>2</sup>	Not In Social Security <sup>3</sup>	
General Tier 1 Non-LAFCO (in Social Security)	22.95%	N/A	3.95%	N/A	0.9676
General Tier 1 Non-LAFCO (not in Social Security)	N/A	22.70%	N/A	3.90%	0.9676
General Tier 1 LAFCO	17.40%	N/A	3.94%	N/A	0.9676
General Tier 4 (3% COLA) Non-LAFCO		18.70%		3.34%	0.9611
General Tier 4 (3% COLA) LAFCO		13.22%		3.34%	0.9611
General Tier 4 (2% COLA)		18.43%		2.28%	0.9567

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- 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
- Moraga-Orinda Fire Protection District
- Rodeo-Hercules Fire Protection District
- San Ramon Valley Fire Protection District

#### Tiers:

- Tier 1 Enhanced (2% @ 55)
- Tier 4 (2.5% @ 67)

<sup>1</sup> Contribution rates for Cost Group #1 have been simplified because the POBs issued by certain employers have been fully amortized as of December 31, 2022.

<sup>2</sup> If employer is 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, if applicable.

<sup>3</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 2

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #2

Cost Group #2 <sup>1</sup>	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>2</sup>	Not In Social Security <sup>3</sup>	In Social Security <sup>2</sup>	Not In Social Security <sup>3</sup>	
General Tier 3	21.56%	N/A	3.64%	N/A	0.9559
General Tier 5 (3%/4% COLA)		17.92%		3.03%	0.9610
General Tier 5 (2% COLA)		17.81%		2.09%	0.9569

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- County General
- In-Home Supportive Services Authority
- CC Mosquito & Vector Control District
- Superior Court

#### Tiers:

- Tier 3 Enhanced (2% @ 55)
- Tier 5 (2.5% @ 67)

<sup>1</sup> Contribution rates for Cost Group #2 have been simplified because the POBs issued by certain employers have been fully amortized as of December 31, 2022.

<sup>2</sup> If employer is 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, if applicable.

<sup>3</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

### Exhibit 3

**Contra Costa County Employees' Retirement Association**

**Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #3**

Cost Group #3	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Central Contra Costa Sanitary District General Tier 1	N/A	13.97%	N/A	4.54%	0.9628
Central Contra Costa Sanitary District General Tier 4 (3% COLA)		9.00%		3.66%	0.9685

Basic rates shown include an administrative expense load of 0.63% of payroll.

**Employers:**

- Central Contra Costa Sanitary District

**Tiers:**

- Tier 1 Enhanced (2% @ 55)
- Tier 4 (2.5% @ 67)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.



## Exhibit 4

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #4

Cost Group #4	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Contra Costa Housing Authority General Tier 1	22.72%	N/A	8.34%	N/A	0.9620
Contra Costa Housing Authority General Tier 4 (3% COLA)		18.15%	7.51%		0.9633

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- Contra Costa Housing Authority

#### Tiers:

- Tier 1 Enhanced (2% @ 55)
- Tier 4 (2.5% @ 67)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 5

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #5

Cost Group #5	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Contra Costa County Fire Protection District General Tier 1	N/A	27.77%	N/A	14.28%	0.9773
Contra Costa County Fire Protection District General Tier 4 (3% COLA)		24.08%		14.15%	0.9621
Contra Costa County Fire Protection District General Tier 4 (2% COLA)		22.96%		12.63%	0.9588

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- Contra Costa County Fire Protection District

#### Tiers:

- Tier 1 Enhanced (2% @ 55)
- Tier 4 (2.5% @ 67)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 6

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #6

Cost Group #6	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Non-Enhanced District General Tier 1	12.95%	N/A	3.84%	N/A	0.9625
Non-Enhanced District General Tier 4 (3% COLA)		11.14%	3.68%		0.9508

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- Rodeo Sanitary District
- Byron Brentwood Cemetery District

#### Tiers:

- Tier 1 Non-Enhanced (1.67% @ 55)
- Tier 4 (2.5% @ 67)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 7

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #7

Cost Group #7	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
County Safety Tier A	N/A	37.17%	N/A	27.15%	0.9710
County Safety Tier D		28.45%		25.62%	0.9783

Basic rates shown include an administrative expense load of 0.63% of payroll.

**Employers:**

- County Safety

**Tiers:**

- Tier A Enhanced (3% @ 50)
- Tier D (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 8

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #8

Cost Group #8	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Contra Costa County Fire Protection District Safety Tier A	N/A	35.85%	N/A	36.52%	0.9762
Contra Costa County Fire Protection District Safety Tier D		25.06%		34.13%	0.9803
Contra Costa County Fire Protection District Safety Tier E		25.41%		32.42%	0.9785

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- Contra Costa County Fire Protection District

#### Tiers:

- Tier A Enhanced (3% @ 50)
- Tier D (2.7% @ 57)
- Tier E (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 9

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #9

Cost Group #9	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
County Safety Tier C	N/A	35.81%	N/A	24.34%	0.9712
County Safety Tier E		27.64%		23.42%	0.9761

Basic rates shown include an administrative expense load of 0.63% of payroll.

#### Employers:

- County Safety (Members hired on or after January 1, 2007)

#### Tiers:

- Tier C Enhanced (3% @ 50)
- Tier E (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 10

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #10

Cost Group #10	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Moraga-Orinda Fire Protection District Safety Tier A	N/A	42.08%	N/A	49.22%	0.9732
Moraga-Orinda Fire Protection District Safety Tier D		33.25%		47.56%	0.9781

Basic rates shown include an administrative expense load of 0.63% of payroll.

**Employers:**

- Moraga-Orinda Fire Protection District

**Tiers:**

- Tier A Enhanced (3% @ 50)
- Tier D (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPR tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit 11

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #11

Cost Group #11	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
San Ramon Valley Fire Protection District Safety Tier A	N/A	37.13%	N/A	20.27%	0.9769
San Ramon Valley Fire Protection District Safety Tier D		24.15%		16.79%	0.9804

Basic rates shown include an administrative expense load of 0.63% of payroll.

**Employers:**

- San Ramon Valley Fire Protection District

**Tiers:**

- Tier A Enhanced (3% @ 50)
- Tier D (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.



## Exhibit 12

### Contra Costa County Employees' Retirement Association

#### Employer Contribution Rates Effective for July 1, 2024 through June 30, 2025 for Cost Group #12

Cost Group #12	Basic		COLA		Non-Refundability Factor
	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	In Social Security <sup>1</sup>	Not In Social Security <sup>2</sup>	
Rodeo-Hercules Fire Protection District Safety Tier A	N/A	56.54%	N/A	35.95%	0.9824
Rodeo-Hercules Fire Protection District Safety Tier D	50.20%		34.45%		0.9803

Basic rates shown include an administrative expense load of 0.63% of payroll.

**Employers:**

- Rodeo-Hercules Fire Protection District

**Tiers:**

- Tier A Non-Enhanced (2% @ 50)
- Tier D (2.7% @ 57)

<sup>1</sup> If employer is 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, if applicable.

<sup>2</sup> For legacy tier, applies to employer who is not in Social Security and the rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit. For PEPRA tier, applies to all employers and the rate should be applied to all compensation up to the applicable annual Gov. Code 7522.10(d) compensation limit.

## Exhibit A

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

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic <sup>2</sup>			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.44%	5.43%	2.80%	8.24%	8.23%
16	5.54%	5.53%	2.86%	8.40%	8.39%
17	5.64%	5.63%	2.91%	8.55%	8.54%
18	5.74%	5.73%	2.97%	8.71%	8.70%
19	5.84%	5.83%	3.03%	8.87%	8.86%
20	5.94%	5.93%	3.08%	9.02%	9.01%
21	6.05%	6.04%	3.15%	9.20%	9.19%
22	6.16%	6.15%	3.21%	9.37%	9.36%
23	6.26%	6.25%	3.27%	9.53%	9.52%
24	6.38%	6.37%	3.33%	9.71%	9.70%
25	6.49%	6.48%	3.40%	9.89%	9.88%
26	6.60%	6.59%	3.46%	10.06%	10.05%
27	6.72%	6.71%	3.53%	10.25%	10.24%
28	6.84%	6.83%	3.60%	10.44%	10.43%
29	6.96%	6.95%	3.66%	10.62%	10.61%
30	7.09%	7.08%	3.74%	10.83%	10.82%
31	7.21%	7.20%	3.81%	11.02%	11.01%
32	7.34%	7.33%	3.88%	11.22%	11.21%
33	7.47%	7.46%	3.95%	11.42%	11.41%
34	7.61%	7.60%	4.03%	11.64%	11.63%
35	7.75%	7.74%	4.11%	11.86%	11.85%
36	7.89%	7.88%	4.19%	12.08%	12.07%
37	8.03%	8.02%	4.27%	12.30%	12.29%
38	8.18%	8.17%	4.36%	12.54%	12.53%
39	8.34%	8.33%	4.45%	12.79%	12.78%
40	8.49%	8.48%	4.53%	13.02%	13.01%
41	8.64%	8.63%	4.62%	13.26%	13.25%
42	8.80%	8.79%	4.71%	13.51%	13.50%
43	8.95%	8.94%	4.79%	13.74%	13.73%
44	9.11%	9.10%	4.88%	13.99%	13.98%
45	9.27%	9.26%	4.98%	14.25%	14.24%
46	9.43%	9.42%	5.07%	14.50%	14.49%
47	9.59%	9.58%	5.16%	14.75%	14.74%
48	9.75%	9.74%	5.25%	15.00%	14.99%
49	9.89%	9.88%	5.33%	15.22%	15.21%
50	10.04%	10.03%	5.41%	15.45%	15.44%
51	10.20%	10.19%	5.50%	15.70%	15.69%
52	10.36%	10.35%	5.59%	15.95%	15.94%
53	10.52%	10.51%	5.69%	16.21%	16.20%
54	10.66%	10.65%	5.77%	16.43%	16.42%
55	10.80%	10.79%	5.84%	16.64%	16.63%
56	10.91%	10.90%	5.91%	16.82%	16.81%
57	10.90%	10.89%	5.90%	16.80%	16.79%
58	10.84%	10.83%	5.87%	16.71%	16.70%
59	10.60%	10.59%	5.73%	16.33%	16.32%
60 & Over	10.60%	10.59%	5.73%	16.33%	16.32%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 56.80% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> For members in Social Security, the "In Social Security" rate should only be applied to monthly compensation in excess of \$116.67. All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

<sup>2</sup> The Basic Rate for members in Social Security is increased by 0.01% to account for the administrative expense rate of 0.50% that is applicable to the first \$116.67 of compensation.

## Exhibit B

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

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic <sup>2</sup>			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.43%	5.42%	2.43%	7.86%	7.85%
16	5.53%	5.52%	2.48%	8.01%	8.00%
17	5.63%	5.62%	2.53%	8.16%	8.15%
18	5.73%	5.72%	2.58%	8.31%	8.30%
19	5.83%	5.82%	2.63%	8.46%	8.45%
20	5.93%	5.92%	2.67%	8.60%	8.59%
21	6.04%	6.03%	2.73%	8.77%	8.76%
22	6.14%	6.13%	2.78%	8.92%	8.91%
23	6.25%	6.24%	2.83%	9.08%	9.07%
24	6.36%	6.35%	2.89%	9.25%	9.24%
25	6.47%	6.46%	2.94%	9.41%	9.40%
26	6.59%	6.58%	3.00%	9.59%	9.58%
27	6.71%	6.70%	3.06%	9.77%	9.76%
28	6.83%	6.82%	3.12%	9.95%	9.94%
29	6.95%	6.94%	3.18%	10.13%	10.12%
30	7.07%	7.06%	3.24%	10.31%	10.30%
31	7.20%	7.19%	3.30%	10.50%	10.49%
32	7.33%	7.32%	3.37%	10.70%	10.69%
33	7.46%	7.45%	3.43%	10.89%	10.88%
34	7.59%	7.58%	3.49%	11.08%	11.07%
35	7.73%	7.72%	3.56%	11.29%	11.28%
36	7.87%	7.86%	3.63%	11.50%	11.49%
37	8.02%	8.01%	3.71%	11.73%	11.72%
38	8.16%	8.15%	3.78%	11.94%	11.93%
39	8.31%	8.30%	3.85%	12.16%	12.15%
40	8.47%	8.46%	3.93%	12.40%	12.39%
41	8.62%	8.61%	4.00%	12.62%	12.61%
42	8.78%	8.77%	4.08%	12.86%	12.85%
43	8.93%	8.92%	4.16%	13.09%	13.08%
44	9.09%	9.08%	4.23%	13.32%	13.31%
45	9.25%	9.24%	4.31%	13.56%	13.55%
46	9.41%	9.40%	4.39%	13.80%	13.79%
47	9.57%	9.56%	4.47%	14.04%	14.03%
48	9.72%	9.71%	4.55%	14.27%	14.26%
49	9.88%	9.87%	4.62%	14.50%	14.49%
50	10.02%	10.01%	4.69%	14.71%	14.70%
51	10.18%	10.17%	4.77%	14.95%	14.94%
52	10.34%	10.33%	4.85%	15.19%	15.18%
53	10.49%	10.48%	4.93%	15.42%	15.41%
54	10.63%	10.62%	4.99%	15.62%	15.61%
55	10.76%	10.75%	5.06%	15.82%	15.81%
56	10.85%	10.84%	5.10%	15.95%	15.94%
57	10.90%	10.89%	5.13%	16.03%	16.02%
58	10.85%	10.84%	5.10%	15.95%	15.94%
59	10.31%	10.30%	4.84%	15.15%	15.14%
60 & Over	10.31%	10.30%	4.84%	15.15%	15.14%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 49.35% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> For members in Social Security, the "In Social Security" rate should only be applied to monthly compensation in excess of \$116.67. All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

<sup>2</sup> The Basic Rate for members in Social Security is increased by 0.01% to account for the administrative expense rate of 0.50% that is applicable to the first \$116.67 of compensation.

## Exhibit C

### General Cost Group #3 Non-PEPRA Member Contribution Rates

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	5.64%	2.86%	8.50%
16	5.74%	2.92%	8.66%
17	5.84%	2.97%	8.81%
18	5.95%	3.03%	8.98%
19	6.05%	3.09%	9.14%
20	6.16%	3.15%	9.31%
21	6.27%	3.21%	9.48%
22	6.38%	3.27%	9.65%
23	6.49%	3.33%	9.82%
24	6.61%	3.40%	10.01%
25	6.73%	3.47%	10.20%
26	6.85%	3.54%	10.39%
27	6.97%	3.60%	10.57%
28	7.09%	3.67%	10.76%
29	7.22%	3.74%	10.96%
30	7.35%	3.81%	11.16%
31	7.48%	3.89%	11.37%
32	7.61%	3.96%	11.57%
33	7.75%	4.04%	11.79%
34	7.89%	4.11%	12.00%
35	8.03%	4.19%	12.22%
36	8.18%	4.28%	12.46%
37	8.33%	4.36%	12.69%
38	8.48%	4.44%	12.92%
39	8.64%	4.53%	13.17%
40	8.80%	4.62%	13.42%
41	8.96%	4.71%	13.67%
42	9.12%	4.80%	13.92%
43	9.28%	4.89%	14.17%
44	9.44%	4.98%	14.42%
45	9.60%	5.07%	14.67%
46	9.77%	5.16%	14.93%
47	9.93%	5.25%	15.18%
48	10.09%	5.34%	15.43%
49	10.24%	5.42%	15.66%
50	10.40%	5.51%	15.91%
51	10.55%	5.59%	16.14%
52	10.69%	5.67%	16.36%
53	10.85%	5.76%	16.61%
54	11.00%	5.85%	16.85%
55	11.16%	5.93%	17.09%
56	11.21%	5.96%	17.17%
57	11.17%	5.94%	17.11%
58	11.03%	5.86%	16.89%
59	10.48%	5.56%	16.04%
60 & Over	10.48%	5.56%	16.04%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 55.67% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit D

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

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic <sup>2</sup>			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.44%	5.43%	2.74%	8.18%	8.17%
16	5.54%	5.53%	2.80%	8.34%	8.33%
17	5.64%	5.63%	2.85%	8.49%	8.48%
18	5.74%	5.73%	2.91%	8.65%	8.64%
19	5.84%	5.83%	2.96%	8.80%	8.79%
20	5.94%	5.93%	3.02%	8.96%	8.95%
21	6.05%	6.04%	3.08%	9.13%	9.12%
22	6.16%	6.15%	3.14%	9.30%	9.29%
23	6.26%	6.25%	3.20%	9.46%	9.45%
24	6.38%	6.37%	3.26%	9.64%	9.63%
25	6.49%	6.48%	3.33%	9.82%	9.81%
26	6.60%	6.59%	3.39%	9.99%	9.98%
27	6.72%	6.71%	3.45%	10.17%	10.16%
28	6.84%	6.83%	3.52%	10.36%	10.35%
29	6.96%	6.95%	3.59%	10.55%	10.54%
30	7.09%	7.08%	3.66%	10.75%	10.74%
31	7.21%	7.20%	3.73%	10.94%	10.93%
32	7.34%	7.33%	3.80%	11.14%	11.13%
33	7.47%	7.46%	3.87%	11.34%	11.33%
34	7.61%	7.60%	3.95%	11.56%	11.55%
35	7.75%	7.74%	4.03%	11.78%	11.77%
36	7.89%	7.88%	4.10%	11.99%	11.98%
37	8.03%	8.02%	4.18%	12.21%	12.20%
38	8.18%	8.17%	4.27%	12.45%	12.44%
39	8.34%	8.33%	4.36%	12.70%	12.69%
40	8.49%	8.48%	4.44%	12.93%	12.92%
41	8.64%	8.63%	4.52%	13.16%	13.15%
42	8.80%	8.79%	4.61%	13.41%	13.40%
43	8.95%	8.94%	4.69%	13.64%	13.63%
44	9.11%	9.10%	4.78%	13.89%	13.88%
45	9.27%	9.26%	4.87%	14.14%	14.13%
46	9.43%	9.42%	4.96%	14.39%	14.38%
47	9.59%	9.58%	5.05%	14.64%	14.63%
48	9.75%	9.74%	5.14%	14.89%	14.88%
49	9.89%	9.88%	5.22%	15.11%	15.10%
50	10.04%	10.03%	5.30%	15.34%	15.33%
51	10.20%	10.19%	5.39%	15.59%	15.58%
52	10.36%	10.35%	5.48%	15.84%	15.83%
53	10.52%	10.51%	5.57%	16.09%	16.08%
54	10.66%	10.65%	5.65%	16.31%	16.30%
55	10.80%	10.79%	5.72%	16.52%	16.51%
56	10.91%	10.90%	5.78%	16.69%	16.68%
57	10.90%	10.89%	5.78%	16.68%	16.67%
58	10.84%	10.83%	5.75%	16.59%	16.58%
59	10.60%	10.59%	5.61%	16.21%	16.20%
60 & Over	10.60%	10.59%	5.61%	16.21%	16.20%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 55.62% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> For members in Social Security, the "In Social Security" rate should only be applied to monthly compensation in excess of \$116.67. All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

<sup>2</sup> The Basic Rate for members in Social Security is increased by 0.01% to account for the administrative expense rate of 0.50% that is applicable to the first \$116.67 of compensation.

## Exhibit E

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

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	5.43%	2.93%	8.36%
16	5.53%	2.99%	8.52%
17	5.63%	3.05%	8.68%
18	5.73%	3.11%	8.84%
19	5.83%	3.17%	9.00%
20	5.93%	3.23%	9.16%
21	6.04%	3.29%	9.33%
22	6.15%	3.36%	9.51%
23	6.25%	3.42%	9.67%
24	6.37%	3.49%	9.86%
25	6.48%	3.55%	10.03%
26	6.59%	3.62%	10.21%
27	6.71%	3.69%	10.40%
28	6.83%	3.76%	10.59%
29	6.95%	3.83%	10.78%
30	7.08%	3.91%	10.99%
31	7.20%	3.98%	11.18%
32	7.33%	4.06%	11.39%
33	7.46%	4.14%	11.60%
34	7.60%	4.22%	11.82%
35	7.74%	4.30%	12.04%
36	7.88%	4.39%	12.27%
37	8.02%	4.47%	12.49%
38	8.17%	4.56%	12.73%
39	8.33%	4.65%	12.98%
40	8.48%	4.74%	13.22%
41	8.63%	4.83%	13.46%
42	8.79%	4.93%	13.72%
43	8.94%	5.02%	13.96%
44	9.10%	5.11%	14.21%
45	9.26%	5.21%	14.47%
46	9.42%	5.30%	14.72%
47	9.58%	5.40%	14.98%
48	9.74%	5.49%	15.23%
49	9.88%	5.58%	15.46%
50	10.03%	5.66%	15.69%
51	10.19%	5.76%	15.95%
52	10.35%	5.85%	16.20%
53	10.51%	5.95%	16.46%
54	10.65%	6.03%	16.68%
55	10.79%	6.12%	16.91%
56	10.90%	6.18%	17.08%
57	10.89%	6.18%	17.07%
58	10.83%	6.14%	16.97%
59	10.59%	6.00%	16.59%
60 & Over	10.59%	6.00%	16.59%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 59.44% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit F

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

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic <sup>2</sup>			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	6.19%	6.18%	2.58%	8.77%	8.76%
16	6.30%	6.29%	2.63%	8.93%	8.92%
17	6.41%	6.40%	2.68%	9.09%	9.08%
18	6.53%	6.52%	2.73%	9.26%	9.25%
19	6.64%	6.63%	2.78%	9.42%	9.41%
20	6.76%	6.75%	2.83%	9.59%	9.58%
21	6.88%	6.87%	2.89%	9.77%	9.76%
22	7.00%	6.99%	2.94%	9.94%	9.93%
23	7.13%	7.12%	3.00%	10.13%	10.12%
24	7.26%	7.25%	3.06%	10.32%	10.31%
25	7.39%	7.38%	3.12%	10.51%	10.50%
26	7.52%	7.51%	3.18%	10.70%	10.69%
27	7.65%	7.64%	3.24%	10.89%	10.88%
28	7.79%	7.78%	3.30%	11.09%	11.08%
29	7.93%	7.92%	3.36%	11.29%	11.28%
30	8.08%	8.07%	3.43%	11.51%	11.50%
31	8.23%	8.22%	3.50%	11.73%	11.72%
32	8.38%	8.37%	3.57%	11.95%	11.94%
33	8.53%	8.52%	3.64%	12.17%	12.16%
34	8.69%	8.68%	3.71%	12.40%	12.39%
35	8.85%	8.84%	3.78%	12.63%	12.62%
36	9.02%	9.01%	3.86%	12.88%	12.87%
37	9.17%	9.16%	3.93%	13.10%	13.09%
38	9.34%	9.33%	4.00%	13.34%	13.33%
39	9.50%	9.49%	4.08%	13.58%	13.57%
40	9.68%	9.67%	4.16%	13.84%	13.83%
41	9.84%	9.83%	4.23%	14.07%	14.06%
42	10.00%	9.99%	4.30%	14.30%	14.29%
43	10.18%	10.17%	4.39%	14.57%	14.56%
44	10.33%	10.32%	4.45%	14.78%	14.77%
45	10.49%	10.48%	4.53%	15.02%	15.01%
46	10.64%	10.63%	4.59%	15.23%	15.22%
47	10.82%	10.81%	4.68%	15.50%	15.49%
48	10.97%	10.96%	4.74%	15.71%	15.70%
49	11.13%	11.12%	4.82%	15.95%	15.94%
50	11.30%	11.29%	4.89%	16.19%	16.18%
51	11.38%	11.37%	4.93%	16.31%	16.30%
52	11.42%	11.41%	4.95%	16.37%	16.36%
53	11.32%	11.31%	4.90%	16.22%	16.21%
54	10.93%	10.92%	4.73%	15.66%	15.65%
55	10.93%	10.92%	4.73%	15.66%	15.65%
56	10.93%	10.92%	4.73%	15.66%	15.65%
57	10.93%	10.92%	4.73%	15.66%	15.65%
58	10.93%	10.92%	4.73%	15.66%	15.65%
59	10.93%	10.92%	4.73%	15.66%	15.65%
60 & Over	10.93%	10.92%	4.73%	15.66%	15.65%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 45.35% applied to Basic Rates prior to adjustment for administrative expenses

<sup>1</sup> For members in Social Security, the “In Social Security” rate should only be applied to monthly compensation in excess of \$116.67. All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

<sup>2</sup> The Basic Rate for members in Social Security is increased by 0.01% to account for the administrative expense rate of 0.50% that is applicable to the first \$116.67 of compensation.

## Exhibit G

### Safety Cost Group #7 Non-PEPRA Member Contribution Rates

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	9.90%	6.64%	16.54%
16	9.90%	6.64%	16.54%
17	9.90%	6.64%	16.54%
18	9.90%	6.64%	16.54%
19	9.90%	6.64%	16.54%
20	9.90%	6.64%	16.54%
21	9.90%	6.64%	16.54%
22	10.06%	6.75%	16.81%
23	10.21%	6.86%	17.07%
24	10.37%	6.97%	17.34%
25	10.53%	7.09%	17.62%
26	10.70%	7.21%	17.91%
27	10.87%	7.33%	18.20%
28	11.05%	7.45%	18.50%
29	11.23%	7.58%	18.81%
30	11.39%	7.69%	19.08%
31	11.55%	7.81%	19.36%
32	11.71%	7.92%	19.63%
33	11.89%	8.05%	19.94%
34	12.07%	8.17%	20.24%
35	12.25%	8.30%	20.55%
36	12.44%	8.43%	20.87%
37	12.65%	8.58%	21.23%
38	12.85%	8.72%	21.57%
39	13.06%	8.87%	21.93%
40	13.29%	9.03%	22.32%
41	13.53%	9.20%	22.73%
42	13.78%	9.38%	23.16%
43	14.00%	9.54%	23.54%
44	14.17%	9.66%	23.83%
45	14.24%	9.71%	23.95%
46	14.28%	9.73%	24.01%
47	14.27%	9.73%	24.00%
48	14.09%	9.60%	23.69%
49 & Over	13.63%	9.28%	22.91%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 70.64% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.



## Exhibit H

### Safety Cost Group #8 Non-PEPRA Member Contribution Rates

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	9.88%	6.70%	16.58%
16	9.88%	6.70%	16.58%
17	9.88%	6.70%	16.58%
18	9.88%	6.70%	16.58%
19	9.88%	6.70%	16.58%
20	9.88%	6.70%	16.58%
21	9.88%	6.70%	16.58%
22	10.04%	6.81%	16.85%
23	10.19%	6.92%	17.11%
24	10.35%	7.03%	17.38%
25	10.51%	7.15%	17.66%
26	10.68%	7.27%	17.95%
27	10.85%	7.39%	18.24%
28	11.02%	7.51%	18.53%
29	11.20%	7.64%	18.84%
30	11.36%	7.76%	19.12%
31	11.52%	7.87%	19.39%
32	11.69%	7.99%	19.68%
33	11.86%	8.11%	19.97%
34	12.04%	8.24%	20.28%
35	12.23%	8.38%	20.61%
36	12.42%	8.51%	20.93%
37	12.62%	8.66%	21.28%
38	12.83%	8.81%	21.64%
39	13.04%	8.96%	22.00%
40	13.26%	9.11%	22.37%
41	13.51%	9.29%	22.80%
42	13.74%	9.46%	23.20%
43	13.95%	9.61%	23.56%
44	14.14%	9.74%	23.88%
45	14.20%	9.78%	23.98%
46	14.22%	9.80%	24.02%
47	14.29%	9.85%	24.14%
48	13.95%	9.61%	23.56%
49 & Over	13.66%	9.40%	23.06%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.42% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit I

### **Safety Cost Group #9 Non-PEPRA Member Contribution Rates**

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

<b>Entry Age</b>	<b>Basic</b>	<b>COLA</b>	<b>Total</b>
15	9.50%	4.19%	13.69%
16	9.50%	4.19%	13.69%
17	9.50%	4.19%	13.69%
18	9.50%	4.19%	13.69%
19	9.50%	4.19%	13.69%
20	9.50%	4.19%	13.69%
21	9.50%	4.19%	13.69%
22	9.65%	4.26%	13.91%
23	9.80%	4.33%	14.13%
24	9.95%	4.40%	14.35%
25	10.11%	4.47%	14.58%
26	10.27%	4.54%	14.81%
27	10.43%	4.62%	15.05%
28	10.59%	4.69%	15.28%
29	10.75%	4.77%	15.52%
30	10.90%	4.84%	15.74%
31	11.05%	4.91%	15.96%
32	11.21%	4.98%	16.19%
33	11.38%	5.06%	16.44%
34	11.55%	5.14%	16.69%
35	11.72%	5.22%	16.94%
36	11.90%	5.30%	17.20%
37	12.09%	5.39%	17.48%
38	12.28%	5.48%	17.76%
39	12.48%	5.57%	18.05%
40	12.68%	5.66%	18.34%
41	12.88%	5.76%	18.64%
42	13.05%	5.84%	18.89%
43	13.14%	5.88%	19.02%
44	13.21%	5.91%	19.12%
45	13.18%	5.90%	19.08%
46	13.05%	5.84%	18.89%
47	12.78%	5.71%	18.49%
48	13.19%	5.90%	19.09%
49 & Over	13.70%	6.14%	19.84%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 46.51% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit J

### Safety Cost Group #10 Non-PEPRA Member Contribution Rates

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	9.88%	6.71%	16.59%
16	9.88%	6.71%	16.59%
17	9.88%	6.71%	16.59%
18	9.88%	6.71%	16.59%
19	9.88%	6.71%	16.59%
20	9.88%	6.71%	16.59%
21	9.88%	6.71%	16.59%
22	10.04%	6.83%	16.87%
23	10.19%	6.94%	17.13%
24	10.35%	7.05%	17.40%
25	10.51%	7.17%	17.68%
26	10.68%	7.29%	17.97%
27	10.85%	7.41%	18.26%
28	11.02%	7.53%	18.55%
29	11.20%	7.66%	18.86%
30	11.36%	7.77%	19.13%
31	11.52%	7.89%	19.41%
32	11.69%	8.01%	19.70%
33	11.86%	8.13%	19.99%
34	12.04%	8.26%	20.30%
35	12.23%	8.40%	20.63%
36	12.42%	8.53%	20.95%
37	12.62%	8.68%	21.30%
38	12.83%	8.83%	21.66%
39	13.04%	8.98%	22.02%
40	13.26%	9.13%	22.39%
41	13.51%	9.31%	22.82%
42	13.74%	9.48%	23.22%
43	13.95%	9.63%	23.58%
44	14.14%	9.76%	23.90%
45	14.20%	9.81%	24.01%
46	14.22%	9.82%	24.04%
47	14.29%	9.87%	24.16%
48	13.95%	9.63%	23.58%
49 & Over	13.66%	9.42%	23.08%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.58% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit K

### Safety Cost Group #11 Non-PEPRA Member Contribution Rates

Effective for July 1, 2024 through June 30, 2025

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	10.13%	6.91%	17.04%
16	10.13%	6.91%	17.04%
17	10.13%	6.91%	17.04%
18	10.13%	6.91%	17.04%
19	10.13%	6.91%	17.04%
20	10.13%	6.91%	17.04%
21	10.13%	6.91%	17.04%
22	10.29%	7.02%	17.31%
23	10.45%	7.14%	17.59%
24	10.61%	7.25%	17.86%
25	10.78%	7.37%	18.15%
26	10.95%	7.49%	18.44%
27	11.12%	7.62%	18.74%
28	11.30%	7.74%	19.04%
29	11.48%	7.87%	19.35%
30	11.64%	7.99%	19.63%
31	11.81%	8.11%	19.92%
32	11.98%	8.23%	20.21%
33	12.16%	8.36%	20.52%
34	12.34%	8.49%	20.83%
35	12.52%	8.62%	21.14%
36	12.72%	8.76%	21.48%
37	12.93%	8.91%	21.84%
38	13.13%	9.06%	22.19%
39	13.35%	9.21%	22.56%
40	13.57%	9.37%	22.94%
41	13.82%	9.55%	23.37%
42	14.06%	9.72%	23.78%
43	14.28%	9.88%	24.16%
44	14.45%	10.00%	24.45%
45	14.51%	10.05%	24.56%
46	14.51%	10.05%	24.56%
47	14.53%	10.06%	24.59%
48	14.23%	9.85%	24.08%
49 & Over	13.65%	9.43%	23.08%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.71% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit L

### Safety Cost Group #12 Non-PEPRA Member Contribution Rates

**Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

Entry Age	Basic	COLA	Total
15	10.02%	5.29%	15.31%
16	10.02%	5.29%	15.31%
17	10.02%	5.29%	15.31%
18	10.02%	5.29%	15.31%
19	10.02%	5.29%	15.31%
20	10.02%	5.29%	15.31%
21	10.02%	5.29%	15.31%
22	10.17%	5.38%	15.55%
23	10.33%	5.47%	15.80%
24	10.49%	5.55%	16.04%
25	10.66%	5.65%	16.31%
26	10.82%	5.74%	16.56%
27	11.00%	5.84%	16.84%
28	11.17%	5.93%	17.10%
29	11.35%	6.03%	17.38%
30	11.52%	6.13%	17.65%
31	11.68%	6.22%	17.90%
32	11.85%	6.31%	18.16%
33	12.03%	6.41%	18.44%
34	12.20%	6.51%	18.71%
35	12.39%	6.61%	19.00%
36	12.59%	6.72%	19.31%
37	12.79%	6.83%	19.62%
38	12.99%	6.94%	19.93%
39	13.21%	7.07%	20.28%
40	13.43%	7.19%	20.62%
41	13.67%	7.32%	20.99%
42	13.93%	7.47%	21.40%
43	14.13%	7.58%	21.71%
44	14.29%	7.67%	21.96%
45	14.40%	7.73%	22.13%
46	14.36%	7.71%	22.07%
47	14.40%	7.73%	22.13%
48	14.16%	7.59%	21.75%
49 & Over	13.47%	7.21%	20.68%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 55.60% applied to Basic Rates prior to adjustment for administrative expenses

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<sup>1</sup> All rates should be applied to compensation up to the annual IRC 401(a)(17) compensation limit, if applicable.

## Exhibit M

### **PEPRA Tier Member Contribution Rates** **Effective for July 1, 2024 through June 30, 2025**

Expressed as a Percentage of Monthly Payroll<sup>1</sup>

<b>General Tiers</b>	<b>Basic</b>	<b>COLA</b>	<b>Total</b>
Cost Group #1 – PEPRA Tier 4 (2% COLA)	9.09%	2.09%	11.18%
Cost Group #1 – PEPRA Tier 4 (3% COLA)	9.36%	3.15%	12.51%
Cost Group #2 – PEPRA Tier 5 (2% COLA)	8.47%	1.90%	10.37%
Cost Group #2 – PEPRA Tier 5 (3%/4% COLA)	8.58%	2.84%	11.42%
Cost Group #3 – PEPRA Tier 4 (3% COLA)	8.60%	3.00%	11.60%
Cost Group #4 – PEPRA Tier 4 (3% COLA)	9.17%	3.10%	12.27%
Cost Group #5 – PEPRA Tier 4 (2% COLA)	10.16%	2.33%	12.49%
Cost Group #5 – PEPRA Tier 4 (3% COLA)	11.28%	3.85%	15.13%
Cost Group #6 – PEPRA Tier 4 (3% COLA)	11.01%	3.68%	14.69%

<b>Safety Tiers</b>	<b>Basic</b>	<b>COLA</b>	<b>Total</b>
Cost Group #7 – PEPRA Tier D	14.55%	6.02%	20.57%
Cost Group #8 – PEPRA Tier D	12.81%	5.39%	18.20%
Cost Group #8 – PEPRA Tier E	13.16%	3.68%	16.84%
Cost Group #9 – PEPRA Tier E	13.74%	3.82%	17.56%
Cost Group #10 – PEPRA Tier D	13.52%	5.70%	19.22%
Cost Group #11 – PEPRA Tier D	11.81%	4.98%	16.79%
Cost Group #12 – PEPRA Tier D	12.99%	5.49%	18.48%

Administrative Expense: 0.50% of payroll added to Basic Rates

<sup>1</sup> All rates 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 non-refundability factor (found on Exhibits 1 through 12).

### **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% ( $25\% \times 6.00\%$ )

Employer rate should be increased by 1.44% ( $1.50\% \times 0.9628$ )

Please note that for PEPRAs 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 PEPRAs 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. "Non-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.

## CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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 non-refundability factor.

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

If the required increase in the employee rate is 8.00%,

Employee rates should be increased by 8.00%.

Employer rate should be decreased by 7.82% ( $8.00\% \times 0.9769$ )

### PREPAYMENT DISCOUNT FACTOR FOR 2024-2025

Employer Contribution Prepayment Program & Discount Factor for 2024-2025 is **0.9707**

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, 2024 through June 30, 2025 contributions on or before July 31, 2024. If you wish to start participating, please contact the Accounting Department at CCCERA by March 31, 2024.

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, 2024 through June 30, 2025 will be **0.9707** based on the interest assumption of 6.75% per annum. It is calculated by discounting each of the 12 equal payments back to the date that the prepayment is made and is the sum of the discount factors shown in the table below divided by 12. Each of the discount factors below is based on how many months early the payment is made.

Payment Number	Number of Months	
	Payment is Made Early	Discount Factor
1	0	1.0000
2	1	0.9946
3	2	0.9892
4	3	0.9838
5	4	0.9785
6	5	0.9732
7	6	0.9679
8	7	0.9626
9	8	0.9574
10	9	0.9522
11	10	0.9470
12	11	0.9419
<b>Sum of Discount Factors Divided by 12:</b>		<b>0.9707</b>