

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

TABLE OF CONTENTS

<u>Page</u>	<u>Description</u>
i	Memo from Retirement CEO
1	Board of Supervisors Resolution
2	Employer Rates & Refundability Discount Factors for General Tiers (Exhibit A)
3	Employer Rates & Refundability Discount Factors for Safety Tiers (Exhibit B)
4	General Non-PEPRA Cost Group #1 Member Rates (Exhibit C)
5	General Non-PEPRA Cost Group #2 Member Rates (Exhibit D)
6	General Non-PEPRA Cost Group #3 Member Rates (Exhibit E)
7	General Non-PEPRA Cost Group #4 Member Rates (Exhibit F)
8	General Non-PEPRA Cost Group #5 Member Rates (Exhibit G)
9	General Non-PEPRA Cost Group #6 Member Rates (Exhibit H)
10	Safety Non-PEPRA Cost Group #7 Member Rates (Exhibit I)
11	Safety Non-PEPRA Cost Group #8 Member Rates (Exhibit J)
12	Safety Non-PEPRA Cost Group #9 Member Rates (Exhibit K)
13	Safety Non-PEPRA Cost Group #10 Member Rates (Exhibit L)
14	Safety Non-PEPRA Cost Group #11 Member Rates (Exhibit M)
15	Safety Non-PEPRA Cost Group #12 Member Rates (Exhibit N)
16	General and Safety PEPRA Member Rates (Exhibit O)
17	Examples for Subvention and Employee Cost Sharing
18	Prepayment Discount Factor for 2016-17

Exhibit A

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
GENERAL TIERS 1, 3, 4 and 5
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2016 THROUGH JUNE 30, 2017**

	Cost Group #1 Moraga-Orinda Fire District				Cost Group #2 Districts without POB		Cost Group #3 Central Contra Costa Sanitary District	Cost Group #4 Contra Costa Housing Authority	Cost Group #5 Contra Costa County Fire Protection District	Cost Group #6 Districts without POB
	County	First 5	Districts without POB		County	Districts without POB				
<u>BASIC Contribution Rates</u>										
Legacy Members* (Tier 1 and Tier 3)	23.50%	19.00%	21.94%	29.09%	23.36%	29.07%	39.08%	28.76%	21.37%	22.10%
PEPRA Members with 3% Maximum COLA** (Tier 4 and Tier 5)	19.46%	15.30%	17.92%	25.08%	19.11%	24.73%	34.97%	22.44%	19.86%	18.32%
PEPRA Members with 2% Maximum COLA** (Tier 4 and Tier 5)	19.65%	N/A	N/A	N/A	18.60%	24.22%	N/A	N/A	16.59%	N/A
<u>COLA Contribution Rates</u>										
Legacy Members* (Tier 1 and Tier 3)	7.40%	6.13%	6.49%	11.93%	7.20%	11.78%	16.89%	14.70%	10.35%	5.16%
PEPRA Members with 3% Maximum COLA** (Tier 4 and Tier 5)	6.55%	5.38%	5.65%	11.06%	6.35%	10.86%	16.07%	13.16%	10.49%	4.47%
PEPRA Members with 2% Maximum COLA** (Tier 4 and Tier 5)	5.43%	N/A	N/A	N/A	5.20%	9.71%	N/A	N/A	8.20%	N/A
<u>Refundability Factors</u>										
Legacy Members (Tier 1 and Tier 3)	0.9601	0.9601	0.9601	0.9601	0.9575	0.9575	0.9581	0.9564	0.9592	0.9560
PEPRA Members with 3% Maximum COLA (Tier 4 and Tier 5)	0.9634	0.9634	0.9634	0.9634	0.9650	0.9650	0.9624	0.9753	0.9664	0.9717
PEPRA Members with 2% Maximum COLA (Tier 4 and Tier 5)	0.9605	N/A	N/A	N/A	0.9640	0.9640	N/A	N/A	0.9727	N/A

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

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

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

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

Exhibit B

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
SAFETY TIERS A, C, D and E
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2016 THROUGH JUNE 30, 2017**

	Cost Group #7	Cost Group #8		Cost Group #9	Cost Group #10	Cost Group #11	Cost Group #12
	County	Contra Costa County Fire Protection District	East Contra Costa Fire Protection District	County	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District	Rodeo-Hercules Fire Protection District
<u>BASIC Contribution Rates</u>							
Legacy Members* (Tier A and Tier C)	48.50%	39.78%	69.43%	46.23%	38.70%	54.38%	16.88%
PEPRA Members with 3% Maximum COLA** (Tier D)	42.92%	32.45%	62.10%	N/A	30.95%	46.46%	11.43%
PEPRA Members with 2% Maximum COLA** (Tier E)	N/A	31.44%	N/A	39.86%	N/A	N/A	N/A
Monthly Contribution Towards UAAL	N/A	N/A	N/A	N/A	N/A	N/A	\$79,828
<u>COLA Contribution Rates</u>							
Legacy Members* (Tier A and Tier C)	29.44%	34.77%	57.39%	26.00%	31.90%	29.66%	5.91%
PEPRA Members with 3% Maximum COLA** (Tier D)	28.71%	33.46%	56.08%	N/A	30.22%	28.04%	5.10%
PEPRA Members with 2% Maximum COLA** (Tier E)	N/A	30.77%	N/A	25.41%	N/A	N/A	N/A
Monthly Contribution Towards UAAL	N/A	N/A	N/A	N/A	N/A	N/A	\$52,011
<u>Refundability Factors</u>							
Legacy Members (Tier A and Tier C)	0.9741	0.9749	0.9749	0.9755	0.9764	0.9763	0.9757
PEPRA Members with 3% Maximum COLA** (Tier D)	0.9772	0.9821	0.9821	N/A	0.9837	0.9837	0.9852
PEPRA Members with 2% Maximum COLA** (Tier E)	N/A	0.9809	N/A	0.9802	N/A	N/A	N/A

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

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

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

Exhibit C

GENERAL Cost Group #1 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.39%	2.96%	8.35%
16	5.47%	3.01%	8.48%
17	5.55%	3.05%	8.60%
18	5.62%	3.09%	8.71%
19	5.70%	3.14%	8.84%
20	5.78%	3.18%	8.96%
21	5.86%	3.22%	9.08%
22	5.95%	3.27%	9.22%
23	6.03%	3.32%	9.35%
24	6.11%	3.36%	9.47%
25	6.20%	3.41%	9.61%
26	6.28%	3.45%	9.73%
27	6.37%	3.50%	9.87%
28	6.46%	3.55%	10.01%
29	6.55%	3.60%	10.15%
30	6.64%	3.65%	10.29%
31	6.73%	3.70%	10.43%
32	6.82%	3.75%	10.57%
33	6.92%	3.81%	10.73%
34	7.01%	3.86%	10.87%
35	7.11%	3.91%	11.02%
36	7.21%	3.97%	11.18%
37	7.31%	4.02%	11.33%
38	7.41%	4.08%	11.49%
39	7.51%	4.13%	11.64%
40	7.62%	4.19%	11.81%
41	7.72%	4.25%	11.97%
42	7.83%	4.31%	12.14%
43	7.94%	4.37%	12.31%
44	8.06%	4.43%	12.49%
45	8.18%	4.50%	12.68%
46	8.30%	4.57%	12.87%
47	8.43%	4.64%	13.07%
48	8.56%	4.71%	13.27%
49	8.70%	4.79%	13.49%
50	8.85%	4.87%	13.72%
51	9.00%	4.95%	13.95%
52	9.17%	5.04%	14.21%
53	9.31%	5.12%	14.43%
54	9.47%	5.21%	14.68%
55	9.59%	5.27%	14.86%
56	9.65%	5.31%	14.96%
57	9.61%	5.29%	14.90%
58	9.51%	5.23%	14.74%
59	9.27%	5.10%	14.37%
60 and over	9.27%	5.10%	14.37%
COLA Loading Factor:		55.00%	

***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 all 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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.35%	2.67%	8.02%
16	5.43%	2.71%	8.14%
17	5.51%	2.75%	8.26%
18	5.58%	2.79%	8.37%
19	5.66%	2.83%	8.49%
20	5.74%	2.87%	8.61%
21	5.82%	2.91%	8.73%
22	5.90%	2.95%	8.85%
23	5.99%	2.99%	8.98%
24	6.07%	3.03%	9.10%
25	6.15%	3.07%	9.22%
26	6.24%	3.12%	9.36%
27	6.32%	3.16%	9.48%
28	6.41%	3.20%	9.61%
29	6.50%	3.25%	9.75%
30	6.59%	3.29%	9.88%
31	6.68%	3.34%	10.02%
32	6.77%	3.38%	10.15%
33	6.87%	3.43%	10.30%
34	6.96%	3.48%	10.44%
35	7.06%	3.53%	10.59%
36	7.16%	3.58%	10.74%
37	7.26%	3.63%	10.89%
38	7.36%	3.68%	11.04%
39	7.46%	3.73%	11.19%
40	7.56%	3.78%	11.34%
41	7.67%	3.83%	11.50%
42	7.78%	3.89%	11.67%
43	7.89%	3.94%	11.83%
44	8.00%	4.00%	12.00%
45	8.13%	4.06%	12.19%
46	8.24%	4.12%	12.36%
47	8.37%	4.18%	12.55%
48	8.50%	4.25%	12.75%
49	8.65%	4.32%	12.97%
50	8.80%	4.40%	13.20%
51	8.94%	4.47%	13.41%
52	9.11%	4.55%	13.66%
53	9.25%	4.62%	13.87%
54	9.42%	4.71%	14.13%
55	9.52%	4.76%	14.28%
56	9.61%	4.80%	14.41%
57	9.55%	4.77%	14.32%
58	9.42%	4.71%	14.13%
59	9.04%	4.52%	13.56%
60 and over	9.04%	4.52%	13.56%
COLA Loading Factor:		49.97%	

***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 all 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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.66%	3.16%	8.82%
16	5.74%	3.20%	8.94%
17	5.82%	3.24%	9.06%
18	5.90%	3.29%	9.19%
19	5.98%	3.33%	9.31%
20	6.06%	3.38%	9.44%
21	6.15%	3.43%	9.58%
22	6.23%	3.47%	9.70%
23	6.32%	3.52%	9.84%
24	6.41%	3.57%	9.98%
25	6.50%	3.62%	10.12%
26	6.59%	3.67%	10.26%
27	6.68%	3.72%	10.40%
28	6.77%	3.77%	10.54%
29	6.86%	3.82%	10.68%
30	6.96%	3.88%	10.84%
31	7.05%	3.93%	10.98%
32	7.15%	3.99%	11.14%
33	7.25%	4.04%	11.29%
34	7.35%	4.10%	11.45%
35	7.45%	4.15%	11.60%
36	7.55%	4.21%	11.76%
37	7.65%	4.26%	11.91%
38	7.76%	4.33%	12.09%
39	7.87%	4.39%	12.26%
40	7.98%	4.45%	12.43%
41	8.09%	4.51%	12.60%
42	8.20%	4.57%	12.77%
43	8.32%	4.64%	12.96%
44	8.43%	4.70%	13.13%
45	8.56%	4.77%	13.33%
46	8.69%	4.84%	13.53%
47	8.81%	4.91%	13.72%
48	8.95%	4.99%	13.94%
49	9.09%	5.07%	14.16%
50	9.25%	5.16%	14.41%
51	9.41%	5.25%	14.66%
52	9.55%	5.32%	14.87%
53	9.70%	5.41%	15.11%
54	9.84%	5.49%	15.33%
55	9.94%	5.54%	15.48%
56	10.02%	5.59%	15.61%
57	9.92%	5.53%	15.45%
58	9.79%	5.46%	15.25%
59	9.11%	5.08%	14.19%
60 and over	9.11%	5.08%	14.19%

COLA Loading Factor: 55.75%

***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 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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.33%	2.94%	8.27%
16	5.40%	2.98%	8.38%
17	5.48%	3.02%	8.50%
18	5.56%	3.07%	8.63%
19	5.63%	3.11%	8.74%
20	5.71%	3.15%	8.86%
21	5.79%	3.19%	8.98%
22	5.87%	3.24%	9.11%
23	5.96%	3.29%	9.25%
24	6.04%	3.33%	9.37%
25	6.12%	3.38%	9.50%
26	6.21%	3.43%	9.64%
27	6.29%	3.47%	9.76%
28	6.38%	3.52%	9.90%
29	6.47%	3.57%	10.04%
30	6.56%	3.62%	10.18%
31	6.65%	3.67%	10.32%
32	6.74%	3.72%	10.46%
33	6.83%	3.77%	10.60%
34	6.93%	3.82%	10.75%
35	7.02%	3.87%	10.89%
36	7.12%	3.93%	11.05%
37	7.22%	3.98%	11.20%
38	7.32%	4.04%	11.36%
39	7.42%	4.09%	11.51%
40	7.53%	4.15%	11.68%
41	7.64%	4.21%	11.85%
42	7.74%	4.27%	12.01%
43	7.85%	4.33%	12.18%
44	7.97%	4.40%	12.37%
45	8.09%	4.46%	12.55%
46	8.20%	4.52%	12.72%
47	8.34%	4.60%	12.94%
48	8.46%	4.67%	13.13%
49	8.60%	4.74%	13.34%
50	8.76%	4.83%	13.59%
51	8.91%	4.91%	13.82%
52	9.07%	5.00%	14.07%
53	9.23%	5.09%	14.32%
54	9.37%	5.17%	14.54%
55	9.49%	5.23%	14.72%
56	9.57%	5.28%	14.85%
57	9.57%	5.28%	14.85%
58	9.44%	5.21%	14.65%
59	9.09%	5.01%	14.10%
60 and over	9.09%	5.01%	14.10%
COLA Loading Factor:		55.16%	

***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 all 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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.39%	2.92%	8.31%
16	5.47%	2.97%	8.44%
17	5.55%	3.01%	8.56%
18	5.62%	3.05%	8.67%
19	5.70%	3.09%	8.79%
20	5.78%	3.14%	8.92%
21	5.86%	3.18%	9.04%
22	5.95%	3.23%	9.18%
23	6.03%	3.27%	9.30%
24	6.11%	3.31%	9.42%
25	6.20%	3.36%	9.56%
26	6.28%	3.41%	9.69%
27	6.37%	3.46%	9.83%
28	6.46%	3.50%	9.96%
29	6.55%	3.55%	10.10%
30	6.64%	3.60%	10.24%
31	6.73%	3.65%	10.38%
32	6.82%	3.70%	10.52%
33	6.92%	3.75%	10.67%
34	7.01%	3.80%	10.81%
35	7.11%	3.86%	10.97%
36	7.21%	3.91%	11.12%
37	7.31%	3.97%	11.28%
38	7.41%	4.02%	11.43%
39	7.51%	4.07%	11.58%
40	7.62%	4.13%	11.75%
41	7.72%	4.19%	11.91%
42	7.83%	4.25%	12.08%
43	7.94%	4.31%	12.25%
44	8.06%	4.37%	12.43%
45	8.18%	4.44%	12.62%
46	8.30%	4.50%	12.80%
47	8.43%	4.57%	13.00%
48	8.56%	4.64%	13.20%
49	8.70%	4.72%	13.42%
50	8.85%	4.80%	13.65%
51	9.00%	4.88%	13.88%
52	9.17%	4.97%	14.14%
53	9.31%	5.05%	14.36%
54	9.47%	5.14%	14.61%
55	9.59%	5.20%	14.79%
56	9.65%	5.24%	14.89%
57	9.61%	5.21%	14.82%
58	9.51%	5.16%	14.67%
59	9.27%	5.03%	14.30%
60 and over	9.27%	5.03%	14.30%
COLA Loading Factor:		54.25%	

***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 all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit H

GENERAL Cost Group #6 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	6.14%	2.83%	8.97%
16	6.23%	2.88%	9.11%
17	6.32%	2.92%	9.24%
18	6.40%	2.95%	9.35%
19	6.49%	3.00%	9.49%
20	6.58%	3.04%	9.62%
21	6.67%	3.08%	9.75%
22	6.77%	3.13%	9.90%
23	6.86%	3.17%	10.03%
24	6.96%	3.21%	10.17%
25	7.05%	3.25%	10.30%
26	7.15%	3.30%	10.45%
27	7.25%	3.35%	10.60%
28	7.35%	3.39%	10.74%
29	7.45%	3.44%	10.89%
30	7.55%	3.49%	11.04%
31	7.66%	3.54%	11.20%
32	7.76%	3.58%	11.34%
33	7.87%	3.63%	11.50%
34	7.98%	3.68%	11.66%
35	8.09%	3.73%	11.82%
36	8.21%	3.79%	12.00%
37	8.32%	3.84%	12.16%
38	8.44%	3.90%	12.34%
39	8.56%	3.95%	12.51%
40	8.69%	4.01%	12.70%
41	8.82%	4.07%	12.89%
42	8.95%	4.13%	13.08%
43	9.10%	4.20%	13.30%
44	9.24%	4.27%	13.51%
45	9.41%	4.34%	13.75%
46	9.57%	4.42%	13.99%
47	9.74%	4.50%	14.24%
48	9.89%	4.57%	14.46%
49	10.06%	4.64%	14.70%
50	10.17%	4.69%	14.86%
51	10.28%	4.75%	15.03%
52	10.24%	4.73%	14.97%
53	10.14%	4.68%	14.82%
54	9.89%	4.57%	14.46%
55	9.89%	4.57%	14.46%
56	9.89%	4.57%	14.46%
57	9.89%	4.57%	14.46%
58	9.89%	4.57%	14.46%
59	9.89%	4.57%	14.46%
60 and over	9.89%	4.57%	14.46%

COLA Loading Factor: 46.16%

***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 all 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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.97%	6.62%	15.59%
16	8.97%	6.62%	15.59%
17	8.97%	6.62%	15.59%
18	8.97%	6.62%	15.59%
19	8.97%	6.62%	15.59%
20	8.97%	6.62%	15.59%
21	8.97%	6.62%	15.59%
22	9.09%	6.71%	15.80%
23	9.21%	6.79%	16.00%
24	9.34%	6.89%	16.23%
25	9.47%	6.99%	16.46%
26	9.60%	7.08%	16.68%
27	9.73%	7.18%	16.91%
28	9.87%	7.28%	17.15%
29	10.00%	7.38%	17.38%
30	10.15%	7.49%	17.64%
31	10.29%	7.59%	17.88%
32	10.43%	7.69%	18.12%
33	10.58%	7.80%	18.38%
34	10.73%	7.92%	18.65%
35	10.89%	8.03%	18.92%
36	11.05%	8.15%	19.20%
37	11.22%	8.28%	19.50%
38	11.39%	8.40%	19.79%
39	11.58%	8.54%	20.12%
40	11.77%	8.68%	20.45%
41	11.99%	8.85%	20.84%
42	12.21%	9.01%	21.22%
43	12.48%	9.21%	21.69%
44	12.74%	9.40%	22.14%
45	12.93%	9.54%	22.47%
46	12.96%	9.56%	22.52%
47	12.93%	9.54%	22.47%
48	12.75%	9.41%	22.16%
49	12.42%	9.16%	21.58%
50	12.42%	9.16%	21.58%
51	12.42%	9.16%	21.58%
52	12.42%	9.16%	21.58%
53	12.42%	9.16%	21.58%
54	12.42%	9.16%	21.58%
55	12.42%	9.16%	21.58%
56	12.42%	9.16%	21.58%
57	12.42%	9.16%	21.58%
58	12.42%	9.16%	21.58%
59	12.42%	9.16%	21.58%
60 and over	12.42%	9.16%	21.58%

COLA Loading Factor: 73.77%

***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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	8.97%	6.66%	15.63%
16	8.97%	6.66%	15.63%
17	8.97%	6.66%	15.63%
18	8.97%	6.66%	15.63%
19	8.97%	6.66%	15.63%
20	8.97%	6.66%	15.63%
21	8.97%	6.66%	15.63%
22	9.09%	6.75%	15.84%
23	9.21%	6.84%	16.05%
24	9.34%	6.94%	16.28%
25	9.47%	7.03%	16.50%
26	9.60%	7.13%	16.73%
27	9.73%	7.23%	16.96%
28	9.87%	7.33%	17.20%
29	10.00%	7.43%	17.43%
30	10.15%	7.54%	17.69%
31	10.29%	7.64%	17.93%
32	10.43%	7.75%	18.18%
33	10.58%	7.86%	18.44%
34	10.73%	7.97%	18.70%
35	10.89%	8.09%	18.98%
36	11.05%	8.21%	19.26%
37	11.22%	8.33%	19.55%
38	11.39%	8.46%	19.85%
39	11.58%	8.60%	20.18%
40	11.77%	8.74%	20.51%
41	11.99%	8.90%	20.89%
42	12.21%	9.07%	21.28%
43	12.48%	9.27%	21.75%
44	12.74%	9.46%	22.20%
45	12.93%	9.60%	22.53%
46	12.96%	9.62%	22.58%
47	12.93%	9.60%	22.53%
48	12.75%	9.47%	22.22%
49	12.42%	9.22%	21.64%
50	12.42%	9.22%	21.64%
51	12.42%	9.22%	21.64%
52	12.42%	9.22%	21.64%
53	12.42%	9.22%	21.64%
54	12.42%	9.22%	21.64%
55	12.42%	9.22%	21.64%
56	12.42%	9.22%	21.64%
57	12.42%	9.22%	21.64%
58	12.42%	9.22%	21.64%
59	12.42%	9.22%	21.64%
60 and over	12.42%	9.22%	21.64%
COLA Loading Factor:		74.26%	

***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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

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

***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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.03%	6.57%	15.60%
16	9.03%	6.57%	15.60%
17	9.03%	6.57%	15.60%
18	9.03%	6.57%	15.60%
19	9.03%	6.57%	15.60%
20	9.03%	6.57%	15.60%
21	9.03%	6.57%	15.60%
22	9.16%	6.67%	15.83%
23	9.28%	6.75%	16.03%
24	9.41%	6.85%	16.26%
25	9.54%	6.94%	16.48%
26	9.67%	7.04%	16.71%
27	9.80%	7.13%	16.93%
28	9.94%	7.24%	17.18%
29	10.08%	7.34%	17.42%
30	10.22%	7.44%	17.66%
31	10.36%	7.54%	17.90%
32	10.51%	7.65%	18.16%
33	10.66%	7.76%	18.42%
34	10.81%	7.87%	18.68%
35	10.96%	7.98%	18.94%
36	11.13%	8.10%	19.23%
37	11.30%	8.23%	19.53%
38	11.47%	8.35%	19.82%
39	11.66%	8.49%	20.15%
40	11.84%	8.62%	20.46%
41	12.06%	8.78%	20.84%
42	12.29%	8.95%	21.24%
43	12.55%	9.14%	21.69%
44	12.83%	9.34%	22.17%
45	13.01%	9.47%	22.48%
46	13.06%	9.51%	22.57%
47	12.98%	9.45%	22.43%
48	12.85%	9.35%	22.20%
49	12.33%	8.98%	21.31%
50	12.33%	8.98%	21.31%
51	12.33%	8.98%	21.31%
52	12.33%	8.98%	21.31%
53	12.33%	8.98%	21.31%
54	12.33%	8.98%	21.31%
55	12.33%	8.98%	21.31%
56	12.33%	8.98%	21.31%
57	12.33%	8.98%	21.31%
58	12.33%	8.98%	21.31%
59	12.33%	8.98%	21.31%
60 and over	12.33%	8.98%	21.31%
COLA Loading Factor:		72.79%	

***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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.16%	6.73%	15.89%
16	9.16%	6.73%	15.89%
17	9.16%	6.73%	15.89%
18	9.16%	6.73%	15.89%
19	9.16%	6.73%	15.89%
20	9.16%	6.73%	15.89%
21	9.16%	6.73%	15.89%
22	9.29%	6.82%	16.11%
23	9.42%	6.92%	16.34%
24	9.55%	7.01%	16.56%
25	9.68%	7.11%	16.79%
26	9.81%	7.20%	17.01%
27	9.94%	7.30%	17.24%
28	10.08%	7.40%	17.48%
29	10.22%	7.51%	17.73%
30	10.36%	7.61%	17.97%
31	10.51%	7.72%	18.23%
32	10.66%	7.83%	18.49%
33	10.81%	7.94%	18.75%
34	10.96%	8.05%	19.01%
35	11.12%	8.17%	19.29%
36	11.28%	8.28%	19.56%
37	11.45%	8.41%	19.86%
38	11.62%	8.53%	20.15%
39	11.81%	8.67%	20.48%
40	12.01%	8.82%	20.83%
41	12.21%	8.97%	21.18%
42	12.46%	9.15%	21.61%
43	12.70%	9.33%	22.03%
44	12.98%	9.53%	22.51%
45	13.15%	9.66%	22.81%
46	13.20%	9.69%	22.89%
47	13.09%	9.61%	22.70%
48	12.89%	9.47%	22.36%
49	12.47%	9.16%	21.63%
50	12.47%	9.16%	21.63%
51	12.47%	9.16%	21.63%
52	12.47%	9.16%	21.63%
53	12.47%	9.16%	21.63%
54	12.47%	9.16%	21.63%
55	12.47%	9.16%	21.63%
56	12.47%	9.16%	21.63%
57	12.47%	9.16%	21.63%
58	12.47%	9.16%	21.63%
59	12.47%	9.16%	21.63%
60 and over	12.47%	9.16%	21.63%

COLA Loading Factor: 73.44%

***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 7/1/16 - 6/30/17

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.21%	5.32%	14.53%
16	9.21%	5.32%	14.53%
17	9.21%	5.32%	14.53%
18	9.21%	5.32%	14.53%
19	9.21%	5.32%	14.53%
20	9.21%	5.32%	14.53%
21	9.21%	5.32%	14.53%
22	9.33%	5.39%	14.72%
23	9.46%	5.47%	14.93%
24	9.59%	5.54%	15.13%
25	9.72%	5.62%	15.34%
26	9.86%	5.70%	15.56%
27	9.99%	5.78%	15.77%
28	10.13%	5.86%	15.99%
29	10.27%	5.94%	16.21%
30	10.41%	6.02%	16.43%
31	10.56%	6.10%	16.66%
32	10.70%	6.19%	16.89%
33	10.85%	6.27%	17.12%
34	11.01%	6.36%	17.37%
35	11.17%	6.46%	17.63%
36	11.33%	6.55%	17.88%
37	11.50%	6.65%	18.15%
38	11.68%	6.75%	18.43%
39	11.86%	6.86%	18.72%
40	12.07%	6.98%	19.05%
41	12.28%	7.10%	19.38%
42	12.49%	7.22%	19.71%
43	12.77%	7.38%	20.15%
44	13.04%	7.54%	20.58%
45	13.18%	7.62%	20.80%
46	13.24%	7.65%	20.89%
47	13.16%	7.61%	20.77%
48	12.86%	7.43%	20.29%
49	12.41%	7.17%	19.58%
50	12.41%	7.17%	19.58%
51	12.41%	7.17%	19.58%
52	12.41%	7.17%	19.58%
53	12.41%	7.17%	19.58%
54	12.41%	7.17%	19.58%
55	12.41%	7.17%	19.58%
56	12.41%	7.17%	19.58%
57	12.41%	7.17%	19.58%
58	12.41%	7.17%	19.58%
59	12.41%	7.17%	19.58%
60 and over	12.41%	7.17%	19.58%
COLA Loading Factor:		57.81%	

***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 7/1/16 - 6/30/17
Expressed as a Percentage of Monthly Payroll*

<u>General Tiers</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
Cost Group #1 – PEPRA Tier 4 (2% COLA)	8.17%	1.84%	10.01%
Cost Group #1 – PEPRA Tier 4 (3% COLA)	7.98%	2.96%	10.94%
Cost Group #2 - PEPRA Tier 5 (2% COLA)	7.12%	1.61%	8.73%
Cost Group #2 - PEPRA Tier 5 (3%/4% COLA)	7.63%	2.76%	10.39%
Cost Group #3 - PEPRA Tier 4 (3% COLA)	8.80%	3.26%	12.06%
Cost Group #4 - PEPRA Tier 4 (3% COLA)	6.96%	2.64%	9.60%
Cost Group #5 - PEPRA Tier 4 (2% COLA)	6.99%	1.59%	8.58%
Cost Group #5 - PEPRA Tier 4 (3% COLA)	10.26%	3.88%	14.14%
Cost Group #6 - PEPRA Tier 4 (3% COLA)	8.41%	3.24%	11.65%

<u>Safety Tiers</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
Cost Group #7 - PEPRA Tier D	15.99%	6.69%	22.68%
Cost Group #8 - PEPRA Tier D	13.64%	6.01%	19.65%
Cost Group #8 - PEPRA Tier E	12.63%	3.32%	15.95%
Cost Group #9 - PEPRA Tier E	12.93%	3.39%	16.32%
Cost Group #10 - PEPRA Tier D	12.55%	5.55%	18.10%
Cost Group #11 - PEPRA Tier D	12.91%	5.74%	18.65%
Cost Group #12 - PEPRA Tier D	11.43%	5.10%	16.53%

<p>*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.</p>
--

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

SUBVENTION

All rates are shown as a percent of payroll.

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

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

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

EXAMPLE FOR COST GROUP #3 LEGACY MEMBERS:

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

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

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

CAUTION – these rates are for employer **subvention** of up to one-half the member contribution under Gov. Code §31581.1, NOT employer **pick-up** of employee contribution rates. When an employer subvents, the contribution subvented is not placed in the member's account and is therefore not available to the member as a refund. For this reason, the employer pays the contribution at a discount (i.e. "Refundability Factor").

Employer **pick-ups** of employee contributions are those made under Gov. Code §31581.2 and Internal Revenue Code §414 (h)(2) for the sole purpose of deferring income tax. These contributions are added to the member's account, are available to the member as a refund and are considered by CCCERA as part of the member's compensation for retirement purposes.

EMPLOYEE PAYMENT OF EMPLOYER COST

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

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

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

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

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

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

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

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

EXAMPLE FOR COST GROUP #11 LEGACY MEMBERS:

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

Employee rates should be increased by 8.0%.

The employer rate should be decreased by 7.810% ($8.0\% \times 0.9763$)

PREPAYMENT DISCOUNT FACTOR FOR 2016-17

Employer Contribution Prepayment Program & Discount Factor for 2016-17 is **0.9686**

If you are currently participating in the prepayment program and wish to continue, you do not need to do anything other than prepay the July 1, 2016 through June 30, 2017 contributions on or before July 31, 2016. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2016.

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, 2016 through June 30, 2017 will be **0.9686** based on the interest assumption of 7.25% per annum.