



**CONTRA COSTA COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION**

**CONTRIBUTION RATE PACKET FOR
JULY 1, 2023 through JUNE 30, 2024**

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CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

TABLE OF CONTENTS

<u>Page</u>	<u>Description</u>
i	Memo from CEO
1	Board of Supervisors Resolution
2	Employer Rates & Non-Refundability Discount Factors for Cost Group #1 (Exhibit 1)
3	Employer Rates & Non-Refundability Discount Factors for Cost Group #2 (Exhibit 2)
4	Employer Rates & Non-Refundability Discount Factors for Cost Group #3 (Exhibit 3)
5	Employer Rates & Non-Refundability Discount Factors for Cost Group #4 (Exhibit 4)
6	Employer Rates & Non-Refundability Discount Factors for Cost Group #5 (Exhibit 5)
7	Employer Rates & Non-Refundability Discount Factors for Cost Group #6 (Exhibit 6)
8	Employer Rates & Non-Refundability Discount Factors for Cost Group #7 (Exhibit 7)
9	Employer Rates & Non-Refundability Discount Factors for Cost Group #8 (Exhibit 8)
10	Employer Rates & Non-Refundability Discount Factors for Cost Group #9 (Exhibit 9)
11	Employer Rates & Non-Refundability Discount Factors for Cost Group #10 (Exhibit 10)
12	Employer Rates & Non-Refundability Discount Factors for Cost Group #11 (Exhibit 11)
13	Employer Rates & Non-Refundability Discount Factors for Cost Group #12 (Exhibit 12)
14	General Non-PEPRA Cost Group #1 Member Rates (Exhibit A)
15	General Non-PEPRA Cost Group #2 Member Rates (Exhibit B)
16	General Non-PEPRA Cost Group #3 Member Rates (Exhibit C)
17	General Non-PEPRA Cost Group #4 Member Rates (Exhibit D)
18	General Non-PEPRA Cost Group #5 Member Rates (Exhibit E)
19	General Non-PEPRA Cost Group #6 Member Rates (Exhibit F)
20	Safety Non-PEPRA Cost Group #7 Member Rates (Exhibit G)
21	Safety Non-PEPRA Cost Group #8 Member Rates (Exhibit H)
22	Safety Non-PEPRA Cost Group #9 Member Rates (Exhibit I)
23	Safety Non-PEPRA Cost Group #10 Member Rates (Exhibit J)

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

- 24 Safety Non-PEPRA Cost Group #11 Member Rates (Exhibit K)
- 25 Safety Non-PEPRA Cost Group #12 Member Rates (Exhibit L)
- 26 General and Safety PEPRA Member Rates (Exhibit M)
- 27 Examples for Subvention and Employee Cost Sharing
- 28 Prepayment Discount Factor for 2023-2024



MEMORANDUM

Date: August 10, 2022

To: Interested Parties and Participating Employers

From: Gail Strohl, Chief Executive Officer

Subject: Contribution Rates Effective July 1, 2023

At its August 10, 2022 meeting, the Retirement Board reviewed the actuary's valuation report for the year ending December 31, 2021 and adopted the recommended employer and employee contribution rates, which will become effective on July 1, 2023. A copy of the December 31, 2021 Actuarial Valuation can be found on CCCERA's website at www.cccera.org under the Actuarial Valuations link.

Enclosed are the employer and employee contribution rates to be used effective July 1, 2023 through June 30, 2024.

Please note the following:

- ✓ **The rates are effective July 1, 2023 through June 30, 2024 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.

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, 2023 through June 30, 2024.

- 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

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

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, Contra Costa County Fire Protection District 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, 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 and 2021 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).

Exhibit 1

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #1

Cost Group #1	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
County General Tier 1 w/ Courts	25.60%	25.60%	5.58%	5.58%	0.9668
District General Tier 1 w/o POB	30.49%	30.49%	9.54%	9.54%	0.9668
District General Tier 1 – Moraga	N/A	24.48%	N/A	6.12%	0.9668
District General Tier 1 – First Five	25.89%	N/A	6.03%	N/A	0.9668
District General Tier 1 – LAFCO	26.49%	N/A	8.11%	N/A	0.9668
County General Tier 4 (3% COLA) w/ Courts		21.36%		4.99%	0.9604
District General Tier 4 (3% COLA) w/o POB		26.28%		8.94%	0.9604
District General Tier 4 (3% COLA) – Moraga		20.51%		5.58%	0.9604
District General Tier 4 (3% COLA) – First Five		21.63%		5.43%	0.9604
District General Tier 4 (3% COLA) – LAFCO		22.29%		7.51%	0.9604
County General Tier 4 (2% COLA) w/ Courts		21.06%		3.93%	0.9561

Basic rates shown include an administrative expense load of 0.65% 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)

¹ 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.

² 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 2

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #2

Cost Group #2	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
County General Tier 3 w/ Courts	24.29%	N/A	5.31%	N/A	0.9552
District General Tier 3 w/o POB	29.27%	29.27%	9.32%	9.32%	0.9552
County General Tier 5 (3%/4% COLA) w/ Courts		20.59%		4.69%	0.9602
District General Tier 5 (3%/4% COLA) w/o POB		25.51%		8.64%	0.9602
County General Tier 5 (2% COLA) w/ Courts		20.42%		3.75%	0.9564
District General Tier 5 (2% COLA) w/o POB		25.34%		7.70%	0.9564

Basic rates shown include an administrative expense load of 0.65% 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)

¹ 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.

² 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 3

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #3

Cost Group #3	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Central Contra Costa Sanitary District General Tier 1	N/A	13.64%	N/A	3.87%	0.9614
Central Contra Costa Sanitary District General Tier 4 (3% COLA)		8.70%		2.97%	0.9669

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- Central Contra Costa Sanitary District

Tiers:

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

¹ 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.

² 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 4

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #4

Cost Group #4	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Contra Costa Housing Authority General Tier 1	30.82%	N/A	14.82%	N/A	0.9601
Contra Costa Housing Authority General Tier 4 (3% COLA)		26.05%		13.89%	0.9626

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- Contra Costa Housing Authority

Tiers:

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

¹ 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.

² 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 5

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #5

Cost Group #5	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Contra Costa County Fire Protection District General Tier 1	N/A	26.00%	N/A	13.30%	0.9773
Contra Costa County Fire Protection District General Tier 4 (3% COLA)		21.87%		13.05%	0.9583
Contra Costa County Fire Protection District General Tier 4 (2% COLA)		21.21%		11.66%	0.9631

Basic rates shown include an administrative expense load of 0.65% of payroll.

The above rates reflect a prepayment in the amount of \$201,159 that East Contra Costa Fire Protection District made towards the Unfunded Actuarial Accrued Liability (UAAL) on June 30, 2022 as part of the annexation into Contra Costa County Fire Protection District. This prepayment has been used to reduce Contra Costa County Fire Protection District's UAAL contribution rate.

Employers:

- Contra Costa County Fire Protection District

Tiers:

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

¹ 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.

² 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 6

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #6

Cost Group #6	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Non-Enhanced District General Tier 1	13.52%	N/A	4.07%	N/A	0.9475
Non-Enhanced District General Tier 4 (3% COLA)		10.81%		3.56%	0.9484

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- Rodeo Sanitary District
- Byron Brentwood Cemetery District

Tiers:

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

¹ 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.

² 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 7

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #7

Cost Group #7	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
County Safety Tier A	N/A	45.15%	N/A	31.08%	0.9712
County Safety Tier D		36.37%		29.54%	0.9782

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- County Safety

Tiers:

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

¹ 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.

² 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, 2023 through June 30, 2024 for Cost Group #8

Cost Group #8	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Contra Costa County Fire Protection District Safety Tier A	N/A	34.92%	N/A	37.71%	0.9755
Contra Costa County Fire Protection District Safety Tier D		23.97%		35.22%	0.9800
Contra Costa County Fire Protection District Safety Tier E		24.45%		33.54%	0.9762

Basic rates shown include an administrative expense load of 0.65% of payroll.

The above rates reflect a prepayment in the amount of \$3,143,278 that East Contra Costa Fire Protection District made towards the Unfunded Actuarial Accrued Liability (UAAL) on June 30, 2022 as part of the annexation into Contra Costa County Fire Protection District. This prepayment has been used to reduce Contra Costa County Fire Protection District's UAAL contribution rate.

Employers:

- Contra Costa County Fire Protection District

Tiers:

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

¹ 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.

² 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 9

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #9

Cost Group #9	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
County Safety Tier C	N/A	43.86%	N/A	28.30%	0.9697
County Safety Tier E		35.55%		27.33%	0.9756

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

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

Tiers:

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

¹ 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.

² 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, 2023 through June 30, 2024 for Cost Group #10

Cost Group #10	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Moraga-Orinda Fire Protection District Safety Tier A	N/A	36.09%	N/A	44.71%	0.9730
Moraga-Orinda Fire Protection District Safety Tier D		27.02%		42.92%	0.9779

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- Moraga-Orinda Fire Protection District

Tiers:

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

¹ 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.

² 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 11

Contra Costa County Employees' Retirement Association

Employer Contribution Rates Effective for July 1, 2023 through June 30, 2024 for Cost Group #11

Cost Group #11	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
San Ramon Valley Fire Protection District Safety Tier A	N/A	55.11%	N/A	33.03%	0.9770
San Ramon Valley Fire Protection District Safety Tier D		42.09%		29.48%	0.9790

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- San Ramon Valley Fire Protection District

Tiers:

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

¹ 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.

² 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, 2023 through June 30, 2024 for Cost Group #12

Cost Group #12	Basic		COLA		Non-Refundability Factor
	In Social Security ¹	Not In Social Security ²	In Social Security ¹	Not In Social Security ²	
Rodeo-Hercules Fire Protection District Safety Tier A	N/A	59.34%	N/A	39.53%	0.9865
Rodeo-Hercules Fire Protection District Safety Tier D		50.70%		37.02%	0.9820

Basic rates shown include an administrative expense load of 0.65% of payroll.

Employers:

- Rodeo-Hercules Fire Protection District

Tiers:

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

¹ 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.

² 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic ²			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.44%	5.43%	2.77%	8.21%	8.20%
16	5.54%	5.53%	2.83%	8.37%	8.36%
17	5.64%	5.63%	2.88%	8.52%	8.51%
18	5.74%	5.73%	2.94%	8.68%	8.67%
19	5.84%	5.83%	3.00%	8.84%	8.83%
20	5.94%	5.93%	3.05%	8.99%	8.98%
21	6.05%	6.04%	3.11%	9.16%	9.15%
22	6.16%	6.15%	3.18%	9.34%	9.33%
23	6.26%	6.25%	3.23%	9.49%	9.48%
24	6.38%	6.37%	3.30%	9.68%	9.67%
25	6.49%	6.48%	3.36%	9.85%	9.84%
26	6.60%	6.59%	3.42%	10.02%	10.01%
27	6.72%	6.71%	3.49%	10.21%	10.20%
28	6.84%	6.83%	3.56%	10.40%	10.39%
29	6.96%	6.95%	3.62%	10.58%	10.57%
30	7.09%	7.08%	3.70%	10.79%	10.78%
31	7.21%	7.20%	3.77%	10.98%	10.97%
32	7.34%	7.33%	3.84%	11.18%	11.17%
33	7.47%	7.46%	3.91%	11.38%	11.37%
34	7.61%	7.60%	3.99%	11.60%	11.59%
35	7.75%	7.74%	4.07%	11.82%	11.81%
36	7.89%	7.88%	4.15%	12.04%	12.03%
37	8.03%	8.02%	4.23%	12.26%	12.25%
38	8.18%	8.17%	4.31%	12.49%	12.48%
39	8.34%	8.33%	4.40%	12.74%	12.73%
40	8.49%	8.48%	4.48%	12.97%	12.96%
41	8.64%	8.63%	4.57%	13.21%	13.20%
42	8.80%	8.79%	4.66%	13.46%	13.45%
43	8.95%	8.94%	4.74%	13.69%	13.68%
44	9.11%	9.10%	4.83%	13.94%	13.93%
45	9.27%	9.26%	4.92%	14.19%	14.18%
46	9.43%	9.42%	5.01%	14.44%	14.43%
47	9.59%	9.58%	5.10%	14.69%	14.68%
48	9.75%	9.74%	5.19%	14.94%	14.93%
49	9.89%	9.88%	5.27%	15.16%	15.15%
50	10.04%	10.03%	5.36%	15.40%	15.39%
51	10.20%	10.19%	5.45%	15.65%	15.64%
52	10.36%	10.35%	5.54%	15.90%	15.89%
53	10.52%	10.51%	5.63%	16.15%	16.14%
54	10.66%	10.65%	5.70%	16.36%	16.35%
55	10.80%	10.79%	5.78%	16.58%	16.57%
56	10.91%	10.90%	5.84%	16.75%	16.74%
57	10.90%	10.89%	5.84%	16.74%	16.73%
58	10.84%	10.83%	5.81%	16.65%	16.64%
59	10.60%	10.59%	5.67%	16.27%	16.26%
60 & Over	10.60%	10.59%	5.67%	16.27%	16.26%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 56.20% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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.

² 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic ²			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.43%	5.42%	2.41%	7.84%	7.83%
16	5.53%	5.52%	2.46%	7.99%	7.98%
17	5.63%	5.62%	2.51%	8.14%	8.13%
18	5.73%	5.72%	2.56%	8.29%	8.28%
19	5.83%	5.82%	2.61%	8.44%	8.43%
20	5.93%	5.92%	2.65%	8.58%	8.57%
21	6.04%	6.03%	2.71%	8.75%	8.74%
22	6.14%	6.13%	2.76%	8.90%	8.89%
23	6.25%	6.24%	2.81%	9.06%	9.05%
24	6.36%	6.35%	2.87%	9.23%	9.22%
25	6.47%	6.46%	2.92%	9.39%	9.38%
26	6.59%	6.58%	2.98%	9.57%	9.56%
27	6.71%	6.70%	3.04%	9.75%	9.74%
28	6.83%	6.82%	3.10%	9.93%	9.92%
29	6.95%	6.94%	3.15%	10.10%	10.09%
30	7.07%	7.06%	3.21%	10.28%	10.27%
31	7.20%	7.19%	3.28%	10.48%	10.47%
32	7.33%	7.32%	3.34%	10.67%	10.66%
33	7.46%	7.45%	3.40%	10.86%	10.85%
34	7.59%	7.58%	3.47%	11.06%	11.05%
35	7.73%	7.72%	3.54%	11.27%	11.26%
36	7.87%	7.86%	3.60%	11.47%	11.46%
37	8.02%	8.01%	3.68%	11.70%	11.69%
38	8.16%	8.15%	3.75%	11.91%	11.90%
39	8.31%	8.30%	3.82%	12.13%	12.12%
40	8.47%	8.46%	3.90%	12.37%	12.36%
41	8.62%	8.61%	3.97%	12.59%	12.58%
42	8.78%	8.77%	4.05%	12.83%	12.82%
43	8.93%	8.92%	4.12%	13.05%	13.04%
44	9.09%	9.08%	4.20%	13.29%	13.28%
45	9.25%	9.24%	4.28%	13.53%	13.52%
46	9.41%	9.40%	4.36%	13.77%	13.76%
47	9.57%	9.56%	4.44%	14.01%	14.00%
48	9.72%	9.71%	4.51%	14.23%	14.22%
49	9.88%	9.87%	4.59%	14.47%	14.46%
50	10.02%	10.01%	4.66%	14.68%	14.67%
51	10.18%	10.17%	4.74%	14.92%	14.91%
52	10.34%	10.33%	4.81%	15.15%	15.14%
53	10.49%	10.48%	4.89%	15.38%	15.37%
54	10.63%	10.62%	4.96%	15.59%	15.58%
55	10.76%	10.75%	5.02%	15.78%	15.77%
56	10.85%	10.84%	5.06%	15.91%	15.90%
57	10.90%	10.89%	5.09%	15.99%	15.98%
58	10.85%	10.84%	5.06%	15.91%	15.90%
59	10.31%	10.30%	4.80%	15.11%	15.10%
60 & Over	10.31%	10.30%	4.80%	15.11%	15.10%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 48.98% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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.

² 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	5.64%	2.83%	8.47%
16	5.74%	2.89%	8.63%
17	5.84%	2.94%	8.78%
18	5.95%	3.01%	8.96%
19	6.05%	3.06%	9.11%
20	6.16%	3.12%	9.28%
21	6.27%	3.18%	9.45%
22	6.38%	3.24%	9.62%
23	6.49%	3.30%	9.79%
24	6.61%	3.37%	9.98%
25	6.73%	3.44%	10.17%
26	6.85%	3.50%	10.35%
27	6.97%	3.57%	10.54%
28	7.09%	3.63%	10.72%
29	7.22%	3.71%	10.93%
30	7.35%	3.78%	11.13%
31	7.48%	3.85%	11.33%
32	7.61%	3.92%	11.53%
33	7.75%	4.00%	11.75%
34	7.89%	4.07%	11.96%
35	8.03%	4.15%	12.18%
36	8.18%	4.23%	12.41%
37	8.33%	4.32%	12.65%
38	8.48%	4.40%	12.88%
39	8.64%	4.49%	13.13%
40	8.80%	4.58%	13.38%
41	8.96%	4.66%	13.62%
42	9.12%	4.75%	13.87%
43	9.28%	4.84%	14.12%
44	9.44%	4.93%	14.37%
45	9.60%	5.02%	14.62%
46	9.77%	5.11%	14.88%
47	9.93%	5.20%	15.13%
48	10.09%	5.29%	15.38%
49	10.24%	5.37%	15.61%
50	10.40%	5.46%	15.86%
51	10.55%	5.54%	16.09%
52	10.69%	5.62%	16.31%
53	10.85%	5.71%	16.56%
54	11.00%	5.79%	16.79%
55	11.16%	5.88%	17.04%
56	11.21%	5.91%	17.12%
57	11.17%	5.88%	17.05%
58	11.03%	5.81%	16.84%
59	10.48%	5.50%	15.98%
60 & Over	10.48%	5.50%	15.98%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 55.14% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic ²			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	5.44%	5.43%	2.70%	8.14%	8.13%
16	5.54%	5.53%	2.76%	8.30%	8.29%
17	5.64%	5.63%	2.81%	8.45%	8.44%
18	5.74%	5.73%	2.87%	8.61%	8.60%
19	5.84%	5.83%	2.92%	8.76%	8.75%
20	5.94%	5.93%	2.98%	8.92%	8.91%
21	6.05%	6.04%	3.04%	9.09%	9.08%
22	6.16%	6.15%	3.10%	9.26%	9.25%
23	6.26%	6.25%	3.15%	9.41%	9.40%
24	6.38%	6.37%	3.22%	9.60%	9.59%
25	6.49%	6.48%	3.28%	9.77%	9.76%
26	6.60%	6.59%	3.34%	9.94%	9.93%
27	6.72%	6.71%	3.41%	10.13%	10.12%
28	6.84%	6.83%	3.47%	10.31%	10.30%
29	6.96%	6.95%	3.54%	10.50%	10.49%
30	7.09%	7.08%	3.61%	10.70%	10.69%
31	7.21%	7.20%	3.68%	10.89%	10.88%
32	7.34%	7.33%	3.75%	11.09%	11.08%
33	7.47%	7.46%	3.82%	11.29%	11.28%
34	7.61%	7.60%	3.90%	11.51%	11.50%
35	7.75%	7.74%	3.97%	11.72%	11.71%
36	7.89%	7.88%	4.05%	11.94%	11.93%
37	8.03%	8.02%	4.13%	12.16%	12.15%
38	8.18%	8.17%	4.21%	12.39%	12.38%
39	8.34%	8.33%	4.30%	12.64%	12.63%
40	8.49%	8.48%	4.38%	12.87%	12.86%
41	8.64%	8.63%	4.46%	13.10%	13.09%
42	8.80%	8.79%	4.55%	13.35%	13.34%
43	8.95%	8.94%	4.63%	13.58%	13.57%
44	9.11%	9.10%	4.72%	13.83%	13.82%
45	9.27%	9.26%	4.81%	14.08%	14.07%
46	9.43%	9.42%	4.89%	14.32%	14.31%
47	9.59%	9.58%	4.98%	14.57%	14.56%
48	9.75%	9.74%	5.07%	14.82%	14.81%
49	9.89%	9.88%	5.15%	15.04%	15.03%
50	10.04%	10.03%	5.23%	15.27%	15.26%
51	10.20%	10.19%	5.32%	15.52%	15.51%
52	10.36%	10.35%	5.40%	15.76%	15.75%
53	10.52%	10.51%	5.49%	16.01%	16.00%
54	10.66%	10.65%	5.57%	16.23%	16.22%
55	10.80%	10.79%	5.65%	16.45%	16.44%
56	10.91%	10.90%	5.71%	16.62%	16.61%
57	10.90%	10.89%	5.70%	16.60%	16.59%
58	10.84%	10.83%	5.67%	16.51%	16.50%
59	10.60%	10.59%	5.54%	16.14%	16.13%
60 & Over	10.60%	10.59%	5.54%	16.14%	16.13%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 54.86% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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.

² 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

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%	4.13%	11.59%
34	7.60%	4.22%	11.82%
35	7.74%	4.30%	12.04%
36	7.88%	4.38%	12.26%
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%	4.92%	13.71%
43	8.94%	5.01%	13.95%
44	9.10%	5.11%	14.21%
45	9.26%	5.20%	14.46%
46	9.42%	5.30%	14.72%
47	9.58%	5.39%	14.97%
48	9.74%	5.49%	15.23%
49	9.88%	5.57%	15.45%
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%	6.11%	16.90%
56	10.90%	6.18%	17.08%
57	10.89%	6.17%	17.06%
58	10.83%	6.14%	16.97%
59	10.59%	5.99%	16.58%
60 & Over	10.59%	5.99%	16.58%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 59.40% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic ²			Total	
	In Social Security	Not In Social Security	COLA	In Social Security	Not In Social Security
15	6.19%	6.18%	2.55%	8.74%	8.73%
16	6.30%	6.29%	2.60%	8.90%	8.89%
17	6.41%	6.40%	2.65%	9.06%	9.05%
18	6.53%	6.52%	2.70%	9.23%	9.22%
19	6.64%	6.63%	2.75%	9.39%	9.38%
20	6.76%	6.75%	2.80%	9.56%	9.55%
21	6.88%	6.87%	2.86%	9.74%	9.73%
22	7.00%	6.99%	2.91%	9.91%	9.90%
23	7.13%	7.12%	2.97%	10.10%	10.09%
24	7.26%	7.25%	3.03%	10.29%	10.28%
25	7.39%	7.38%	3.09%	10.48%	10.47%
26	7.52%	7.51%	3.15%	10.67%	10.66%
27	7.65%	7.64%	3.20%	10.85%	10.84%
28	7.79%	7.78%	3.27%	11.06%	11.05%
29	7.93%	7.92%	3.33%	11.26%	11.25%
30	8.08%	8.07%	3.40%	11.48%	11.47%
31	8.23%	8.22%	3.46%	11.69%	11.68%
32	8.38%	8.37%	3.53%	11.91%	11.90%
33	8.53%	8.52%	3.60%	12.13%	12.12%
34	8.69%	8.68%	3.67%	12.36%	12.35%
35	8.85%	8.84%	3.74%	12.59%	12.58%
36	9.02%	9.01%	3.82%	12.84%	12.83%
37	9.17%	9.16%	3.89%	13.06%	13.05%
38	9.34%	9.33%	3.96%	13.30%	13.29%
39	9.50%	9.49%	4.03%	13.53%	13.52%
40	9.68%	9.67%	4.11%	13.79%	13.78%
41	9.84%	9.83%	4.19%	14.03%	14.02%
42	10.00%	9.99%	4.26%	14.26%	14.25%
43	10.18%	10.17%	4.34%	14.52%	14.51%
44	10.33%	10.32%	4.41%	14.74%	14.73%
45	10.49%	10.48%	4.48%	14.97%	14.96%
46	10.64%	10.63%	4.55%	15.19%	15.18%
47	10.82%	10.81%	4.63%	15.45%	15.44%
48	10.97%	10.96%	4.69%	15.66%	15.65%
49	11.13%	11.12%	4.77%	15.90%	15.89%
50	11.30%	11.29%	4.84%	16.14%	16.13%
51	11.38%	11.37%	4.88%	16.26%	16.25%
52	11.42%	11.41%	4.90%	16.32%	16.31%
53	11.32%	11.31%	4.85%	16.17%	16.16%
54	10.93%	10.92%	4.68%	15.61%	15.60%
55	10.93%	10.92%	4.68%	15.61%	15.60%
56	10.93%	10.92%	4.68%	15.61%	15.60%
57	10.93%	10.92%	4.68%	15.61%	15.60%
58	10.93%	10.92%	4.68%	15.61%	15.60%
59	10.93%	10.92%	4.68%	15.61%	15.60%
60 & Over	10.93%	10.92%	4.68%	15.61%	15.60%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 44.87% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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.

² 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	9.90%	6.63%	16.53%
16	9.90%	6.63%	16.53%
17	9.90%	6.63%	16.53%
18	9.90%	6.63%	16.53%
19	9.90%	6.63%	16.53%
20	9.90%	6.63%	16.53%
21	9.90%	6.63%	16.53%
22	10.06%	6.74%	16.80%
23	10.21%	6.85%	17.06%
24	10.37%	6.96%	17.33%
25	10.53%	7.07%	17.60%
26	10.70%	7.19%	17.89%
27	10.87%	7.31%	18.18%
28	11.05%	7.44%	18.49%
29	11.23%	7.57%	18.80%
30	11.39%	7.68%	19.07%
31	11.55%	7.79%	19.34%
32	11.71%	7.90%	19.61%
33	11.89%	8.03%	19.92%
34	12.07%	8.16%	20.23%
35	12.25%	8.28%	20.53%
36	12.44%	8.42%	20.86%
37	12.65%	8.57%	21.22%
38	12.85%	8.71%	21.56%
39	13.06%	8.86%	21.92%
40	13.29%	9.02%	22.31%
41	13.53%	9.19%	22.72%
42	13.78%	9.36%	23.14%
43	14.00%	9.52%	23.52%
44	14.17%	9.64%	23.81%
45	14.24%	9.69%	23.93%
46	14.28%	9.72%	24.00%
47	14.27%	9.71%	23.98%
48	14.09%	9.58%	23.67%
49 & Over	13.63%	9.26%	22.89%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 70.51% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	9.88%	6.66%	16.54%
16	9.88%	6.66%	16.54%
17	9.88%	6.66%	16.54%
18	9.88%	6.66%	16.54%
19	9.88%	6.66%	16.54%
20	9.88%	6.66%	16.54%
21	9.88%	6.66%	16.54%
22	10.04%	6.78%	16.82%
23	10.19%	6.88%	17.07%
24	10.35%	7.00%	17.35%
25	10.51%	7.11%	17.62%
26	10.68%	7.23%	17.91%
27	10.85%	7.35%	18.20%
28	11.02%	7.47%	18.49%
29	11.20%	7.60%	18.80%
30	11.36%	7.71%	19.07%
31	11.52%	7.83%	19.35%
32	11.69%	7.95%	19.64%
33	11.86%	8.07%	19.93%
34	12.04%	8.20%	20.24%
35	12.23%	8.33%	20.56%
36	12.42%	8.47%	20.89%
37	12.62%	8.61%	21.23%
38	12.83%	8.76%	21.59%
39	13.04%	8.91%	21.95%
40	13.26%	9.06%	22.32%
41	13.51%	9.24%	22.75%
42	13.74%	9.41%	23.15%
43	13.95%	9.55%	23.50%
44	14.14%	9.69%	23.83%
45	14.20%	9.73%	23.93%
46	14.22%	9.75%	23.97%
47	14.29%	9.80%	24.09%
48	13.95%	9.55%	23.50%
49 & Over	13.66%	9.35%	23.01%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.04% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	9.50%	4.17%	13.67%
16	9.50%	4.17%	13.67%
17	9.50%	4.17%	13.67%
18	9.50%	4.17%	13.67%
19	9.50%	4.17%	13.67%
20	9.50%	4.17%	13.67%
21	9.50%	4.17%	13.67%
22	9.65%	4.24%	13.89%
23	9.80%	4.31%	14.11%
24	9.95%	4.38%	14.33%
25	10.11%	4.45%	14.56%
26	10.27%	4.53%	14.80%
27	10.43%	4.60%	15.03%
28	10.59%	4.68%	15.27%
29	10.75%	4.75%	15.50%
30	10.90%	4.82%	15.72%
31	11.05%	4.89%	15.94%
32	11.21%	4.96%	16.17%
33	11.38%	5.04%	16.42%
34	11.55%	5.12%	16.67%
35	11.72%	5.20%	16.92%
36	11.90%	5.28%	17.18%
37	12.09%	5.37%	17.46%
38	12.28%	5.46%	17.74%
39	12.48%	5.55%	18.03%
40	12.68%	5.65%	18.33%
41	12.88%	5.74%	18.62%
42	13.05%	5.82%	18.87%
43	13.14%	5.86%	19.00%
44	13.21%	5.89%	19.10%
45	13.18%	5.88%	19.06%
46	13.05%	5.82%	18.87%
47	12.78%	5.69%	18.47%
48	13.19%	5.88%	19.07%
49 & Over	13.70%	6.12%	19.82%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 46.35% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	9.88%	6.69%	16.57%
16	9.88%	6.69%	16.57%
17	9.88%	6.69%	16.57%
18	9.88%	6.69%	16.57%
19	9.88%	6.69%	16.57%
20	9.88%	6.69%	16.57%
21	9.88%	6.69%	16.57%
22	10.04%	6.81%	16.85%
23	10.19%	6.92%	17.11%
24	10.35%	7.03%	17.38%
25	10.51%	7.14%	17.65%
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%	7.75%	19.11%
31	11.52%	7.86%	19.38%
32	11.69%	7.99%	19.68%
33	11.86%	8.11%	19.97%
34	12.04%	8.24%	20.28%
35	12.23%	8.37%	20.60%
36	12.42%	8.51%	20.93%
37	12.62%	8.65%	21.27%
38	12.83%	8.80%	21.63%
39	13.04%	8.95%	21.99%
40	13.26%	9.11%	22.37%
41	13.51%	9.29%	22.80%
42	13.74%	9.45%	23.19%
43	13.95%	9.60%	23.55%
44	14.14%	9.73%	23.87%
45	14.20%	9.78%	23.98%
46	14.22%	9.79%	24.01%
47	14.29%	9.84%	24.13%
48	13.95%	9.60%	23.55%
49 & Over	13.66%	9.39%	23.05%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.37% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	10.13%	6.89%	17.02%
16	10.13%	6.89%	17.02%
17	10.13%	6.89%	17.02%
18	10.13%	6.89%	17.02%
19	10.13%	6.89%	17.02%
20	10.13%	6.89%	17.02%
21	10.13%	6.89%	17.02%
22	10.29%	7.00%	17.29%
23	10.45%	7.12%	17.57%
24	10.61%	7.23%	17.84%
25	10.78%	7.35%	18.13%
26	10.95%	7.47%	18.42%
27	11.12%	7.60%	18.72%
28	11.30%	7.72%	19.02%
29	11.48%	7.85%	19.33%
30	11.64%	7.97%	19.61%
31	11.81%	8.09%	19.90%
32	11.98%	8.21%	20.19%
33	12.16%	8.34%	20.50%
34	12.34%	8.47%	20.81%
35	12.52%	8.60%	21.12%
36	12.72%	8.74%	21.46%
37	12.93%	8.89%	21.82%
38	13.13%	9.03%	22.16%
39	13.35%	9.19%	22.54%
40	13.57%	9.35%	22.92%
41	13.82%	9.53%	23.35%
42	14.06%	9.70%	23.76%
43	14.28%	9.86%	24.14%
44	14.45%	9.98%	24.43%
45	14.51%	10.02%	24.53%
46	14.51%	10.02%	24.53%
47	14.53%	10.03%	24.56%
48	14.23%	9.82%	24.05%
49 & Over	13.65%	9.40%	23.05%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 71.52% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024

Expressed as a Percentage of Monthly Payroll¹

Entry Age	Basic	COLA	Total
15	10.02%	5.32%	15.34%
16	10.02%	5.32%	15.34%
17	10.02%	5.32%	15.34%
18	10.02%	5.32%	15.34%
19	10.02%	5.32%	15.34%
20	10.02%	5.32%	15.34%
21	10.02%	5.32%	15.34%
22	10.17%	5.41%	15.58%
23	10.33%	5.50%	15.83%
24	10.49%	5.59%	16.08%
25	10.66%	5.68%	16.34%
26	10.82%	5.77%	16.59%
27	11.00%	5.87%	16.87%
28	11.17%	5.97%	17.14%
29	11.35%	6.07%	17.42%
30	11.52%	6.16%	17.68%
31	11.68%	6.25%	17.93%
32	11.85%	6.35%	18.20%
33	12.03%	6.45%	18.48%
34	12.20%	6.54%	18.74%
35	12.39%	6.65%	19.04%
36	12.59%	6.76%	19.35%
37	12.79%	6.87%	19.66%
38	12.99%	6.99%	19.98%
39	13.21%	7.11%	20.32%
40	13.43%	7.23%	20.66%
41	13.67%	7.37%	21.04%
42	13.93%	7.51%	21.44%
43	14.13%	7.62%	21.75%
44	14.29%	7.71%	22.00%
45	14.40%	7.77%	22.17%
46	14.36%	7.75%	22.11%
47	14.40%	7.77%	22.17%
48	14.16%	7.64%	21.80%
49 & Over	13.47%	7.25%	20.72%

Administrative Expense: 0.50% of payroll added to Basic Rates

COLA Loading: 55.93% applied to Basic Rates prior to adjustment for administrative expenses

¹ 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, 2023 through June 30, 2024**

Expressed as a Percentage of Monthly Payroll¹

General Tiers	Basic	COLA	Total
Cost Group #1 – PEPRA Tier 4 (2% COLA)	9.04%	2.07%	11.11%
Cost Group #1 – PEPRA Tier 4 (3% COLA)	9.34%	3.13%	12.47%
Cost Group #2 – PEPRA Tier 5 (2% COLA)	8.40%	1.89%	10.29%
Cost Group #2 – PEPRA Tier 5 (3%/4% COLA)	8.57%	2.83%	11.40%
Cost Group #3 – PEPRA Tier 4 (3% COLA)	8.55%	2.97%	11.52%
Cost Group #4 – PEPRA Tier 4 (3% COLA)	9.18%	3.09%	12.27%
Cost Group #5 – PEPRA Tier 4 (2% COLA)	10.25%	2.35%	12.60%
Cost Group #5 – PEPRA Tier 4 (3% COLA)	10.91%	3.74%	14.65%
Cost Group #6 – PEPRA Tier 4 (3% COLA)	10.66%	3.56%	14.22%

Safety Tiers	Basic	COLA	Total
Cost Group #7 – PEPRA Tier D	14.45%	5.98%	20.43%
Cost Group #8 – PEPRA Tier D	12.62%	5.32%	17.94%
Cost Group #8 – PEPRA Tier E	13.10%	3.64%	16.74%
Cost Group #9 – PEPRA Tier E	13.63%	3.77%	17.40%
Cost Group #10 – PEPRA Tier D	13.17%	5.55%	18.72%
Cost Group #11 – PEPRA Tier D	11.67%	4.92%	16.59%
Cost Group #12 – PEPRA Tier D	12.00%	5.07%	17.07%

Administrative Expense: 0.50% of payroll added to Basic Rates

¹ 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% ($1.50\% \times 0.9614$)

Please note that for PEPPRA 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 PEPPRA 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% ($8.00\% \times 0.9770$)

PREPAYMENT DISCOUNT FACTOR FOR 2023-2024

Employer Contribution Prepayment Program & Discount Factor for 2023-2024 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, 2023 through June 30, 2024 contributions on or before July 31, 2023. If you wish to start participating, please contact the Accounting Department at CCCERA by March 31, 2023.

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, 2023 through June 30, 2024 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
Sum of Discount Factors Divided by 12:		0.9707