

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
CONTRIBUTION RATE PACKET FOR:
JULY 1, 2008 THROUGH JUNE 30, 2009



**CONTRA COSTA COUNTY
EMPLOYEES RETIREMENT ASSOCIATION**
1355 Willow Way, Suite 221, Concord, CA 94520-5728
Telephone: (925) 646-5741, Fax: (925) 646-5747

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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MEMO

Date: November 7, 2007
To: Interested Parties and Participating Employers
From: Marilyn Leedom, Retirement Chief Executive Officer
Subject: Contribution Rates Effective July 1, 2008

At its August 8, 2007 meeting, the Retirement Board reviewed the actuary's Valuation Report for the year ended December 31, 2006 and adopted employer and employee contribution rates, which will become effective on July 1, 2008. (For those who were not able to attend the meeting, a copy of the actuary's December 31, 2006 Valuation Report can be found on CCCERA's website at www.cccera.org under the Publications link.)

Enclosed are the rates to be used effective July 1, 2008 through June 30, 2009. Please note the following:

✓ **The rates are effective July 1, 2008 through June 30, 2009.**

We're advising you this far in advance to allow you as much time as possible for budget-setting. The interest assumption by Retirement Board action has been reduced from 7.9% to 7.8% effective July 1, 2008.

✓ **The rates are BEFORE ANY EMPLOYER SUBVENTION.**

The rates quoted here are the employer and employee required rates without taking into consideration any employer subvention of employee contributions. Because of this, if you subvent employee rates, you will need to compute this additional contribution and adjust both employee and employer rates accordingly. A convenient methodology is included for your use.

✓ **The rates are BEFORE ANY EMPLOYEE-EMPLOYER COST SHARING.**

A provision in the law allows safety members to defray the employer's cost for the "3% at 50" enhanced benefit. The rates quoted here are the employer and employee required rates without taking into consideration any employee contribution to defray this cost. If you are providing the "3% at 50" enhanced benefit to your safety employees and if your employees have agreed to defray part of your increased cost, you will need to adjust both employee and employer rates accordingly. A convenient methodology is included for your use.

✓ **The rates distinguish between "County", "District" and "Consolidated Fire & Moraga-Orinda Fire District" Rates.**

The County used the proceeds from its sale of Pension Obligation Bonds in early 1994 and again in April 2003 to extinguish its share of the unfunded liability at that time. Since then, the portion of the total employer rate, which is attributable to amortizing the unfunded liability, has been separately accounted for between the county and districts. Two fire districts separately used proceeds from the sale of Pension Obligation Bonds to extinguish their respective unfunded liability in 2005. Subsequently, Consolidated Fire has paid off its unfunded liability in 2006; therefore separate rates apply to these two districts.

Effective July 1, 2008

Enhanced
Districts w/ POB (CCCFPD)

	Normal			
	Cost	+	UAAL	= Total
General Tier 1 (Aggregate)				
Basic	12.39%		0.20%	12.59%
50% Subvention	2.88%		0.00%	2.88%
Basic + 50% Subvention	15.27%		0.20%	15.47%
COL	3.78%		0.46%	4.24%
Total	19.05%		0.66%	19.71%
General Tier 1 (Under \$350)				
Basic	8.42%		0.13%	8.55%
50% Subvention	1.95%		0.00%	1.95%
Basic + 50% Subvention	10.37%		0.13%	10.50%
COL	2.57%		0.32%	2.89%
Total	12.94%		0.45%	13.39%
General Tier 1 (Over \$350)				
Basic	12.63%		0.20%	12.83%
50% Subvention	2.93%		0.00%	2.93%
Basic + 50% Subvention	15.56%		0.20%	15.76%
COL	3.85%		0.46%	4.31%
Total	19.41%		0.66%	20.07%
Safety Tier A				
Basic	21.54%		0.35%	21.89%
0% Subvention	0.00%		0.00%	0.00%
Basic + 0% Subvention	21.54%		0.35%	21.89%
COL	6.57%		1.00%	7.57%
Total	28.11%		1.35%	29.46%

Prepared by The Segal Company

C:\Documents and Settings\jzm\Local Settings\Temporary Internet Files\OLK2\[CCFPD_UAAL.xls]New Rate Sheet

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 and Resolution No. _____
Interest to be credited, 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, 2008 through June 30, 2009.

I. Basic Retirement Benefit Rate Component (payable as a % of compensation)

		<u>County*</u>	<u>District*</u>	<u>M/O Fire</u>	<u>Con Fire</u>
NON-ENHANCED	A. For General Members Under the "1.67% at 55" benefit schedule (Sec. 31676.11)				
	1. General Members – Tier I covered by Social Security,				
	On the first \$350 of earnable monthly compensation:	N/A	14.22%	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	N/A	21.34%	N/A	N/A
	2. General Members – Tier I not covered by Social Security:	N/A	21.34%	N/A	N/A
	3. General Members - Tier III:				
	On the first \$350 of earnable monthly compensation:	N/A	N/A	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	N/A	N/A	N/A	N/A
	B. For Safety Members Under the "2% at 50" benefit schedule				
	1. Safety Members:	N/A	26.02%	N/A	N/A
	C. For Employee Rates under the above benefit schedules – See attached rate sheets A and B.				
ENHANCED	D. For General Members Under the "2% at 55" benefit schedule (Sec. 31676.16)				
	1. General Members – Tier I covered by Social Security,				
	On the first \$350 of earnable monthly compensation:	11.96%	14.75%	9.26%	8.62%
	On earnable compensation in excess of \$350 monthly:	17.93%	22.13%	13.89%	12.93%
	2. General Members – Tier I not covered by Social Security:	17.93%	22.13%	13.89%	12.93%
	3. General Members - Tier III:				
	On the first \$350 of earnable monthly compensation:	11.16%	14.25%	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	16.75%	21.38%	N/A	N/A
	E. For Safety Members (Tier A) Under the "3% at 50" 1 year FAS benefit schedule (Sec. 31664.1)				
	1. Safety Members:	31.93%	40.17%	20.99%	22.06%
	F. For Safety Members (Tier C) Under the "3% at 50" 3 year FAS benefit schedule (Sec. 31664.1)				
	1. Safety Members:	28.58	N/A	N/A	N/A
	G. For Employee Rates under the above benefit schedules – See attached rate sheets C, D, E and F.				

II. Cost of Living Program Rate Component (payable as a % of compensation)

		County*	District*	M/O Fire	Con Fire
NON-ENHANCED	A. For General Members Under the "1.67% at 55" benefit schedule (Sec. 31676.11)				
	1. General Members – Tier I covered by Social Security,				
	On the first \$350 of earnable monthly compensation:	N/A	6.93%	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	N/A	10.38%	N/A	N/A
	2. General Members – Tier I not covered by Social Security:	N/A	10.38%	N/A	N/A
	3. General Members - Tier III:				
	On the first \$350 of earnable monthly compensation:	N/A	N/A	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	N/A	N/A	N/A	N/A
	B. For Safety Members Under the "2% at 50" benefit schedule				
	1. Safety Members:	N/A	15.88%	N/A	N/A
ENHANCED	C. For Employee Rates under the above benefit schedules – See attached rate sheets A and B.				
	D. For General Members Under the "2% at 55" benefit schedule (Sec. 31676.16)				
	1. General Members – Tier I covered by Social Security,				
	On the first \$350 of earnable monthly compensation:	4.77%	7.20%	4.01%	3.04%
	On earnable compensation in excess of \$350 monthly:	7.15%	10.79%	6.01%	4.55%
	2. General Members – Tier I not covered by Social Security:	7.15%	10.79%	6.01%	4.55%
	3. General Members - Tier III:				
	On the first \$350 of earnable monthly compensation:	4.38%	6.86%	N/A	N/A
	On earnable compensation in excess of \$350 monthly:	6.56%	10.29%	N/A	N/A
	E. For Safety Members (Tier A) Under the "3% at 50", 1 year FAS benefit schedule (Sec. 31664.1)				
	1. Safety Members:	13.85%	21.48%	8.02%	8.06%
	F. For Safety Members (Tier C) Under the "3% at 50", 3 year FAS benefit schedule (Sec. 31664.1)				
	1. Safety Members:	10.71%	N/A	N/A	N/A
	G. For Employee Rates under the above benefit schedules – See attached rate sheets C, D, E and F.				

III. Non-refundability Discount Factors

Because payments made under agreement, by the employer on behalf of employees are non-refundable, they shall be paid at the following rates:

	Benefit Schedule	
	Non-Enhanced	Enhanced
General Tier I:	.9952	.9973
General Tier III:	N/A	.9938

	Benefit Schedule	
	Non-Enhanced	Enhanced
Safety Tier A:	1.0000	.9975
Safety Tier C:	N/A	.9978

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

- *Bethel Island Municipal Improvement District
- *Byron, Brentwood Knightsen Union Cemetery District
- *Central Contra Costa Sanitary District
- *Contra Costa County Employees' Retirement Association
- *Contra Costa Housing Authority
- *Contra Costa Mosquito and Vector Control District
- *Local Agency Formation Commission
- *Rodeo Sanitary District
- *In-Home Supportive Services Authority
- *First 5 - Children & Families Commission
- *East Contra Costa Fire Protection District
- *Rodeo-Hercules Fire Protection District
- *San Ramon Valley Fire Protection District

**Contra Costa County Fire Protection District and Moraga-Orinda Fire Protection District issued Pension Obligation Bonds in 2005 which affected contribution rates for these two employers. Subsequently, Con Fire has also partially paid off their UAAL as of December 2006. These two employers have separate contribution rates as denoted on the resolution.

CONTRA COSTA COUNTY EMPLOYEE RETIREMENT ASSOCIATION

EMPLOYER RATES FOR DISTRICTS AT VARIOUS SUBVENTION LEVELS NON-ENHANCED BENEFITS

Eff. July 1, 2008

	Subvention Levels		
	50%	75%	100%
TIER I (Aggregate)			
Basic	20.79%	20.79%	20.79%
Subvention	<u>3.62%</u>	<u>5.43%</u>	<u>7.24%</u>
Basic + Subvention	24.41%	26.22%	28.03%
COL	<u>10.12%</u>	<u>10.12%</u>	<u>10.12%</u>
Total	34.53%	36.34%	38.15%

TIER II There are NO Tier II Active Rates

TIER III (Aggregate) There are NO Tier III Active Rates

SAFETY (TIER A)

Basic	26.02%	26.02%	26.02%
Subvention	<u>4.27%</u>	<u>6.41%</u>	<u>8.54%</u>
Basic + Subvention	30.29%	32.43%	34.56%
COL	<u>15.88%</u>	<u>15.88%</u>	<u>15.88%</u>
Total	46.17%	48.31%	50.44%

All rates above are as a percent of payroll.

Employee contribution rates vary depending upon their age at entry. For this reason, subvention percents above are averages for that coverage category.

To compute the exact subvention percent for each employee, do the following:

1. Find the employee's basic contribution rate on the attached charts using the coverage category and the employee's entry age. **Only the Basic rate can be subvented.**
2. Multiply this by your subvention percent (ie. 50%, 75%, etc.).
3. Multiply this result by the reduction factor for that employment category:

Tier I	.9952
Tier II	N/A
Tier III	N/A
Safety	1.000

CAUTION - These rates are for employer **subvention** 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 (ie. The "reduction factor").

Employer **pick-ups** of employee contributions are those made under Section 414 (h)(2) of the Internal Revenue Code. These contributions are added to the member's account, are available to the member as a refund, and are considered by the retirement system as part of the member's compensation for retirement purposes.

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

EMPLOYER RATES FOR DISTRICTS (other than M/O Fire and Con Fire) AT VARIOUS SUBVENTION LEVELS ENHANCED BENEFITS

Eff. July 1, 2008

	Subvention levels		
	50%	75%	100%
TIER I (Aggregate)			
Basic	20.79%	20.79%	20.79%
Subvention	<u>3.62%</u>	<u>5.43%</u>	<u>7.24%</u>
Basic + Subvention	24.41%	26.22%	28.03%
COL	<u>10.12%</u>	<u>10.12%</u>	<u>10.12%</u>
Total	34.53%	36.34%	38.15%
TIER III (Aggregate)			
Basic	20.92%	20.92%	20.92%
Subvention	<u>3.15%</u>	<u>4.73%</u>	<u>6.30%</u>
Basic + Subvention	24.07%	25.65%	27.22%
COL	<u>10.08%</u>	<u>10.08%</u>	<u>10.08%</u>
Total	34.15%	35.73%	37.30%

All rates above are as a percent of payroll.

Employee contribution rates vary depending upon their age at entry. For this reason, subvention percents above are averages for that coverage category.

To compute the exact subvention percent for each employee, do the following:

1. Find the employee's basic contribution rate on the attached charts using the coverage category and the employee's entry age. ***Only the Basic rate can be subvented.***
2. Multiply this by your subvention percent (ie. 50%, 75%, etc.).
3. Multiply this result by the reduction factor for that employment category:

Tier I .9973
Tier III .9938

CAUTION - These rates are for employer **subvention** 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 (ie. The "reduction factor").

Employer **pick-ups** of employee contributions are those made under Section 414 (h)(2) of the Internal Revenue Code. These contributions are added to the member's account, are available to the member as a refund, and are considered by the retirement system as part of the member's compensation for retirement purposes.

**ADJUSTING RATES
TO REFLECT
EMPLOYEE PAYMENT
OF EMPLOYER COST**

A provision in the law allows safety members to defray the employer cost for the "3% at 50" enhanced benefit. If you are providing the "3% at 50" enhanced benefit to your safety employees and if your employees have agreed to defray part of your increased cost, you will need to adjust both employee and employer rates:

Employee rate – Increase the employee's rate by the cost-sharing percent of payroll agreed upon.

Employer rate – Decrease the employer's rate by a **percent** of the cost-sharing percent of payroll using the Safety refundability factor (.9975 for FY 2008-09)

EXAMPLE FOR TIER A: If the cost-sharing percent is 9.0%,
Employee rates should be increased by 9.0%.
The employer rate should be decreased by $(9.0\% \times .9975)$
= 8.9775%

EXAMPLE FOR TIER C: If the cost-sharing percent is 3.0%,
Employee rates should be increased by 3.0%.
The employer rate should be decreased by $(3.0\% \times .9978)$
= 2.9934%

**Employer Contribution Prepayment Program & Discount Factor
for 2008-09 (Note Change from 2007-08) (REVISED 11/19/07)**

If you are currently participating in the prepayment program and wish to continue, you don't need to do anything other than prepay the July 1, 2008 through June 30, 2009 contributions by July 30, 2008. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2008.

The discount factor for the fiscal year July 1, 2008 through June 30, 2009 will be .959 and has changed from the previous year because of the decrease in the interest assumption from 7.9% to 7.8%.

TIER I - "1.67% @ 55" (Non-Enhanced)

Effective 7/1/08 - 6/30/09

(Expressed as a Percentage of Monthly Payroll)

A

Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.59%	5.38%	1.78%	2.67%	5.37%	8.05%
16	3.65%	5.47%	1.81%	2.72%	5.46%	8.19%
17	3.71%	5.56%	1.84%	2.76%	5.55%	8.32%
18	3.76%	5.64%	1.87%	2.80%	5.63%	8.44%
19	3.82%	5.73%	1.90%	2.85%	5.72%	8.58%
20	3.88%	5.82%	1.93%	2.89%	5.81%	8.71%
21	3.95%	5.92%	1.96%	2.94%	5.91%	8.86%
22	4.01%	6.01%	1.99%	2.98%	6.00%	8.99%
23	4.07%	6.10%	2.02%	3.03%	6.09%	9.13%
24	4.13%	6.20%	2.05%	3.08%	6.18%	9.28%
25	4.20%	6.30%	2.09%	3.13%	6.29%	9.43%
26	4.27%	6.40%	2.12%	3.18%	6.39%	9.58%
27	4.33%	6.50%	2.15%	3.23%	6.48%	9.73%
28	4.40%	6.60%	2.19%	3.28%	6.59%	9.88%
29	4.47%	6.70%	2.22%	3.33%	6.69%	10.03%
30	4.54%	6.81%	2.25%	3.38%	6.79%	10.19%
31	4.61%	6.92%	2.29%	3.44%	6.90%	10.36%
32	4.69%	7.03%	2.33%	3.49%	7.02%	10.52%
33	4.76%	7.14%	2.37%	3.55%	7.13%	10.69%
34	4.83%	7.25%	2.40%	3.60%	7.23%	10.85%
35	4.91%	7.37%	2.44%	3.66%	7.35%	11.03%
36	4.99%	7.49%	2.48%	3.72%	7.47%	11.21%
37	5.07%	7.61%	2.52%	3.78%	7.59%	11.39%
38	5.16%	7.74%	2.56%	3.84%	7.72%	11.58%
39	5.25%	7.87%	2.61%	3.91%	7.86%	11.78%
40	5.33%	8.00%	2.65%	3.97%	7.98%	11.97%
41	5.43%	8.14%	2.69%	4.04%	8.12%	12.18%
42	5.53%	8.29%	2.75%	4.12%	8.28%	12.41%
43	5.63%	8.44%	2.79%	4.19%	8.42%	12.63%
44	5.74%	8.61%	2.85%	4.28%	8.59%	12.89%
45	5.84%	8.76%	2.90%	4.35%	8.74%	13.11%
46	5.95%	8.92%	2.95%	4.43%	8.90%	13.35%
47	6.04%	9.06%	3.00%	4.50%	9.04%	13.56%
48	6.13%	9.20%	3.05%	4.57%	9.18%	13.77%
49	6.22%	9.33%	3.09%	4.63%	9.31%	13.96%
50	6.29%	9.44%	3.13%	4.69%	9.42%	14.13%
51	6.30%	9.45%	3.13%	4.69%	9.43%	14.14%
52	6.29%	9.43%	3.12%	4.68%	9.41%	14.11%
53	6.23%	9.34%	3.09%	4.64%	9.32%	13.98%
54	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
55	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
56	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
57	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
58	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
59	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%
60	6.05%	9.08%	3.01%	4.51%	9.06%	13.59%

COLA Loading Factor: 49.66%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is not under Social Security, use the "OVER \$350" rate and apply it to all reported compensation.

SAFETY - "2% @ 50" (Non-Enhanced)**Effective 7/1/08 - 6/30/09****(Expressed as a Percentage of Monthly Payroll)****B**

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.85%	3.90%	11.75%
16	7.85%	3.90%	11.75%
17	7.85%	3.90%	11.75%
18	7.85%	3.90%	11.75%
19	7.85%	3.90%	11.75%
20	7.85%	3.90%	11.75%
21	7.85%	3.90%	11.75%
22	7.97%	3.96%	11.93%
23	8.09%	4.02%	12.11%
24	8.22%	4.08%	12.30%
25	8.35%	4.15%	12.50%
26	8.48%	4.21%	12.69%
27	8.61%	4.28%	12.89%
28	8.74%	4.34%	13.08%
29	8.87%	4.40%	13.27%
30	9.02%	4.48%	13.50%
31	9.15%	4.54%	13.69%
32	9.30%	4.62%	13.92%
33	9.45%	4.69%	14.14%
34	9.59%	4.76%	14.35%
35	9.75%	4.84%	14.59%
36	9.91%	4.92%	14.83%
37	10.08%	5.01%	15.09%
38	10.25%	5.09%	15.34%
39	10.43%	5.18%	15.61%
40	10.62%	5.27%	15.89%
41	10.82%	5.37%	16.19%
42	11.05%	5.49%	16.54%
43	11.31%	5.62%	16.93%
44	11.60%	5.76%	17.36%
45	11.77%	5.84%	17.61%
46	11.80%	5.86%	17.66%
47	11.73%	5.83%	17.56%
48	11.56%	5.74%	17.30%
49	11.51%	5.72%	17.23%
50	11.51%	5.72%	17.23%
51	11.51%	5.72%	17.23%
52	11.51%	5.72%	17.23%
53	11.51%	5.72%	17.23%
54	11.51%	5.72%	17.23%
55	11.51%	5.72%	17.23%
56	11.51%	5.72%	17.23%
57	11.51%	5.72%	17.23%
58	11.51%	5.72%	17.23%
59	11.51%	5.72%	17.23%
60	11.51%	5.72%	17.23%

COLA Loading Factor: 49.66%

TIER I - "2% @ 55" (Enhanced)

Effective 7/1/08- 6/30/09

(Expressed as a Percentage of Monthly Payroll)

C

Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.11%	4.67%	1.88%	2.82%	4.99%	7.49%
16	3.17%	4.75%	1.91%	2.87%	5.08%	7.62%
17	3.21%	4.82%	1.94%	2.91%	5.15%	7.73%
18	3.27%	4.90%	1.97%	2.96%	5.24%	7.86%
19	3.32%	4.98%	2.01%	3.01%	5.33%	7.99%
20	3.37%	5.06%	2.04%	3.06%	5.41%	8.12%
21	3.43%	5.14%	2.07%	3.11%	5.50%	8.25%
22	3.48%	5.22%	2.10%	3.15%	5.58%	8.37%
23	3.53%	5.30%	2.13%	3.20%	5.66%	8.50%
24	3.59%	5.39%	2.17%	3.26%	5.76%	8.65%
25	3.65%	5.47%	2.20%	3.30%	5.85%	8.77%
26	3.71%	5.56%	2.24%	3.36%	5.95%	8.92%
27	3.77%	5.65%	2.27%	3.41%	6.04%	9.06%
28	3.83%	5.74%	2.31%	3.47%	6.14%	9.21%
29	3.89%	5.83%	2.35%	3.52%	6.24%	9.35%
30	3.95%	5.92%	2.39%	3.58%	6.34%	9.50%
31	4.01%	6.01%	2.42%	3.63%	6.43%	9.64%
32	4.07%	6.11%	2.46%	3.69%	6.53%	9.80%
33	4.13%	6.20%	2.50%	3.75%	6.63%	9.95%
34	4.20%	6.30%	2.54%	3.81%	6.74%	10.11%
35	4.27%	6.40%	2.58%	3.87%	6.85%	10.27%
36	4.33%	6.50%	2.62%	3.93%	6.95%	10.43%
37	4.40%	6.60%	2.66%	3.99%	7.06%	10.59%
38	4.47%	6.71%	2.70%	4.05%	7.17%	10.76%
39	4.54%	6.81%	2.74%	4.11%	7.28%	10.92%
40	4.61%	6.92%	2.79%	4.18%	7.40%	11.10%
41	4.69%	7.04%	2.83%	4.25%	7.52%	11.29%
42	4.77%	7.15%	2.88%	4.32%	7.65%	11.47%
43	4.85%	7.27%	2.93%	4.39%	7.78%	11.66%
44	4.93%	7.39%	2.98%	4.47%	7.91%	11.86%
45	5.01%	7.52%	3.03%	4.54%	8.04%	12.06%
46	5.10%	7.65%	3.08%	4.62%	8.18%	12.27%
47	5.19%	7.79%	3.14%	4.71%	8.33%	12.50%
48	5.29%	7.93%	3.19%	4.79%	8.48%	12.72%
49	5.39%	8.09%	3.26%	4.89%	8.65%	12.98%
50	5.49%	8.23%	3.31%	4.97%	8.80%	13.20%
51	5.59%	8.38%	3.37%	5.06%	8.96%	13.44%
52	5.67%	8.51%	3.43%	5.14%	9.10%	13.65%
53	5.77%	8.65%	3.49%	5.23%	9.26%	13.88%
54	5.84%	8.76%	3.53%	5.29%	9.37%	14.05%
55	5.91%	8.87%	3.57%	5.36%	9.48%	14.23%
56	5.92%	8.88%	3.58%	5.37%	9.50%	14.25%
57	5.91%	8.86%	3.57%	5.35%	9.48%	14.21%
58	5.85%	8.78%	3.53%	5.30%	9.38%	14.08%
59	5.69%	8.53%	3.43%	5.15%	9.12%	13.68%
60	5.69%	8.53%	3.43%	5.15%	9.12%	13.68%

COLA Loading Factor: 60.42%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is not under Social Security, use the "OVER \$350" rate and apply it to all reported compensation.

TIER III - "2% @ 55" (Enhanced)

Effective 7/1/08 - 6/30/09

D

(Expressed as a Percentage of Monthly Payroll)

Entry Age	Basic		COLA		Total	
	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350	FIRST \$350	OVER \$350
15	3.11%	4.67%	1.53%	2.29%	4.64%	6.96%
16	3.17%	4.75%	1.55%	2.33%	4.72%	7.08%
17	3.21%	4.82%	1.58%	2.37%	4.79%	7.19%
18	3.27%	4.90%	1.61%	2.41%	4.88%	7.31%
19	3.32%	4.98%	1.63%	2.45%	4.95%	7.43%
20	3.37%	5.06%	1.66%	2.49%	5.03%	7.55%
21	3.43%	5.14%	1.68%	2.52%	5.11%	7.66%
22	3.48%	5.22%	1.71%	2.56%	5.19%	7.78%
23	3.53%	5.30%	1.73%	2.60%	5.26%	7.90%
24	3.59%	5.39%	1.77%	2.65%	5.36%	8.04%
25	3.65%	5.47%	1.79%	2.69%	5.44%	8.16%
26	3.71%	5.56%	1.82%	2.73%	5.53%	8.29%
27	3.77%	5.65%	1.85%	2.78%	5.62%	8.43%
28	3.83%	5.74%	1.88%	2.82%	5.71%	8.56%
29	3.89%	5.83%	1.91%	2.86%	5.80%	8.69%
30	3.95%	5.92%	1.94%	2.91%	5.89%	8.83%
31	4.01%	6.01%	1.97%	2.95%	5.98%	8.96%
32	4.07%	6.11%	2.00%	3.00%	6.07%	9.11%
33	4.13%	6.20%	2.03%	3.05%	6.16%	9.25%
34	4.20%	6.30%	2.06%	3.09%	6.26%	9.39%
35	4.27%	6.40%	2.09%	3.14%	6.36%	9.54%
36	4.33%	6.50%	2.13%	3.19%	6.46%	9.69%
37	4.40%	6.60%	2.16%	3.24%	6.56%	9.84%
38	4.47%	6.71%	2.20%	3.30%	6.67%	10.01%
39	4.54%	6.81%	2.23%	3.35%	6.77%	10.16%
40	4.61%	6.92%	2.27%	3.40%	6.88%	10.32%
41	4.69%	7.04%	2.31%	3.46%	7.00%	10.50%
42	4.77%	7.15%	2.34%	3.51%	7.11%	10.66%
43	4.85%	7.27%	2.38%	3.57%	7.23%	10.84%
44	4.93%	7.39%	2.42%	3.63%	7.35%	11.02%
45	5.01%	7.52%	2.46%	3.69%	7.47%	11.21%
46	5.10%	7.65%	2.51%	3.76%	7.61%	11.41%
47	5.19%	7.79%	2.55%	3.83%	7.74%	11.62%
48	5.29%	7.93%	2.60%	3.90%	7.89%	11.83%
49	5.39%	8.09%	2.65%	3.97%	8.04%	12.06%
50	5.49%	8.23%	2.69%	4.04%	8.18%	12.27%
51	5.59%	8.38%	2.75%	4.12%	8.34%	12.50%
52	5.67%	8.51%	2.79%	4.18%	8.46%	12.69%
53	5.77%	8.65%	2.83%	4.25%	8.60%	12.90%
54	5.84%	8.76%	2.87%	4.30%	8.71%	13.06%
55	5.91%	8.87%	2.91%	4.36%	8.82%	13.23%
56	5.92%	8.88%	2.91%	4.36%	8.83%	13.24%
57	5.91%	8.86%	2.90%	4.35%	8.81%	13.21%
58	5.85%	8.78%	2.87%	4.31%	8.72%	13.09%
59	5.69%	8.53%	2.79%	4.19%	8.48%	12.72%
60	5.69%	8.53%	2.79%	4.19%	8.48%	12.72%

COLA Loading Factor: 49.12%

****NOTE:** All rates above assume the employee is covered under Social Security. If the employee is not under Social Security, use the "OVER \$350" rate and apply it to all reported compensation.

SAFETY (TIER A) - "3% @ 50" (Enhanced)

Effective 7/1/08 - 6/30/09

(Expressed as a Percentage of Monthly Payroll)

E

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.85%	5.93%	13.78%
16	7.85%	5.93%	13.78%
17	7.85%	5.93%	13.78%
18	7.85%	5.93%	13.78%
19	7.85%	5.93%	13.78%
20	7.85%	5.93%	13.78%
21	7.85%	5.93%	13.78%
22	7.97%	6.02%	13.99%
23	8.09%	6.11%	14.20%
24	8.22%	6.20%	14.42%
25	8.35%	6.30%	14.65%
26	8.48%	6.40%	14.88%
27	8.61%	6.50%	15.11%
28	8.74%	6.60%	15.34%
29	8.87%	6.70%	15.57%
30	9.02%	6.81%	15.83%
31	9.15%	6.91%	16.06%
32	9.30%	7.02%	16.32%
33	9.45%	7.13%	16.58%
34	9.59%	7.24%	16.83%
35	9.75%	7.36%	17.11%
36	9.91%	7.48%	17.39%
37	10.08%	7.61%	17.69%
38	10.25%	7.74%	17.99%
39	10.43%	7.87%	18.30%
40	10.62%	8.02%	18.64%
41	10.82%	8.17%	18.99%
42	11.05%	8.34%	19.39%
43	11.31%	8.54%	19.85%
44	11.60%	8.76%	20.36%
45	11.77%	8.88%	20.65%
46	11.80%	8.91%	20.71%
47	11.73%	8.85%	20.58%
48	11.56%	8.73%	20.29%
49	11.51%	8.69%	20.20%
50	11.51%	8.69%	20.20%
51	11.51%	8.69%	20.20%
52	11.51%	8.69%	20.20%
53	11.51%	8.69%	20.20%
54	11.51%	8.69%	20.20%
55	11.51%	8.69%	20.20%
56	11.51%	8.69%	20.20%
57	11.51%	8.69%	20.20%
58	11.51%	8.69%	20.20%
59	11.51%	8.69%	20.20%
60	11.51%	8.69%	20.20%

COLA Loading Factor: 75.48%

SAFETY (TIER C) - "3% @ 50" (Enhanced)

Effective 7/1/08 - 6/30/09

(Expressed as a Percentage of Monthly Payroll)

F

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.48%	3.07%	10.55%
16	7.48%	3.07%	10.55%
17	7.48%	3.07%	10.55%
18	7.48%	3.07%	10.55%
19	7.48%	3.07%	10.55%
20	7.48%	3.07%	10.55%
21	7.48%	3.07%	10.55%
22	7.60%	3.12%	10.72%
23	7.72%	3.17%	10.89%
24	7.83%	3.21%	11.04%
25	7.96%	3.26%	11.22%
26	8.08%	3.31%	11.39%
27	8.20%	3.36%	11.56%
28	8.33%	3.42%	11.75%
29	8.46%	3.47%	11.93%
30	8.59%	3.52%	12.11%
31	8.73%	3.58%	12.31%
32	8.86%	3.63%	12.49%
33	9.00%	3.69%	12.69%
34	9.15%	3.75%	12.90%
35	9.29%	3.81%	13.10%
36	9.44%	3.87%	13.31%
37	9.60%	3.94%	13.54%
38	9.76%	4.00%	13.76%
39	9.94%	4.08%	14.02%
40	10.13%	4.15%	14.28%
41	10.31%	4.23%	14.54%
42	10.53%	4.32%	14.85%
43	10.71%	4.39%	15.10%
44	10.82%	4.44%	15.26%
45	10.84%	4.44%	15.28%
46	10.77%	4.42%	15.19%
47	10.56%	4.33%	14.89%
48	11.01%	4.51%	15.52%
49	11.51%	4.72%	16.23%
50	11.51%	4.72%	16.23%
51	11.51%	4.72%	16.23%
52	11.51%	4.72%	16.23%
53	11.51%	4.72%	16.23%
54	11.51%	4.72%	16.23%
55	11.51%	4.72%	16.23%
56	11.51%	4.72%	16.23%
57	11.51%	4.72%	16.23%
58	11.51%	4.72%	16.23%
59	11.51%	4.72%	16.23%
60	11.51%	4.72%	16.23%

COLA Loading Factor: 41.00%