

WE ARE NOW .GOV

Retirees and Payees, Active Members

We have updated our website address from cccera.org, to cccera.gov. This change complies with new California legislation that requires certain public agencies to use a .gov domain within the next few years.

Please also use our new .gov address for our email addresses. For example, info@cccera.org will now be info@cccera.gov.

NEW OFFICE HOURS

Retirees and Payees, Active Members

Starting this year, our office will close at noon on the third Friday of each month to provide staff with uninterrupted time to complete work. Phone messages will be checked during this time and calls will be returned in order to serve members.

1099-R TAX FORMS

Retirees and Payees

1099-R tax forms have been distributed to all members who received payments in 2024. If you received two 1099-R tax forms for the 2024 tax year, it is likely because you turned 59½ during 2024. One 1099-R reflects the payments to you for the part of the year that you were *under* 59½. The second 1099-R reflects the payments to you for the part of the year that you were *over* 59½. This is done to comply with IRS requirements.

TAX WITHHOLDING

Retirees and Payees

As we approach tax season, CCCERA wishes to emphasize retirees' ability to adjust their federal and/or state income tax withholding on their monthly retirement benefits.

For U.S. residents, federal tax withholding on monthly payments is optional; nevertheless, opting out of withholding may necessitate alternative tax payment methods, such as quarterly installments. It's also important to be aware that pension payments sent abroad are subject to mandatory withholding.

When can I change my tax withholding?

Changes can be made at any time by submitting the *IRS Form W-4P, Withholding Certificate for Periodic Pension or Annuity Payments*, and the *California State Form DE-4P, Withholding Certificate for Pension or Annuity Payments*, available at cccera.gov/forms.

These forms allow you to:

- Discontinue federal/state income tax withholding from your monthly retirement allowance.
- Withhold federal/state income tax based on a set number of allowances, and a specific marital status.
- Withhold a specific amount from your monthly pension payment (California state tax only).
- Withhold an additional amount from each monthly pension payment.

Changes received before the 15th of each month will be effective the following month.

If your current withholding elections are good, they will remain in effect and no action is required. If your withholding and estimated tax payments do not adequately meet your tax liabilities, penalties under the estimated tax rules may apply.

SOCIAL SECURITY FAIRNESS ACT (HR 82)

Retirees and Payees, Active Members

The Social Security Fairness Act (HR 82), effective this January, repeals the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), which reduced Social Security benefits for people who also receive public pensions from jobs that did not pay into Social Security. This legislation does not impact CCCERA members' retirement benefits.

For questions or more information about this legislation, members should contact the Social Security Administration (SSA) at www.ssa.gov or call 1-800-772-1213.

JERRY TELLES

Retirees and Payees, Active Members

It is with heavy hearts that we say goodbye to Jerry Telles, former CCCERA Board Member. Telles retired from Contra Costa County in 1999 and served on our Board from 2004 to 2019. He was a very passionate individual that cared very much for our membership and the community. His dedication to our organization and community will never be forgotten.

PORTAL COMING SOON

Retirees and Payees, Active Members

Stay tuned for updates on our new online portal for members, coming later this year. CCCERA staff have been working hard on implementing a new pension software system, and we appreciate your patience during this transition.

CYBERSECURITY TRAINING

Retirees and Payees, Active Members

Cyber attacks and data breaches are becoming increasingly common. These instances remind us why reviewing cyber security is so important. While technical security controls like firewalls, email security, and endpoint protection provide layers of defense against cyber threats, no one technical solution can stop all cyber attacks.

To add an additional layer of security, CCCERA contracts with a cyber security company to provide comprehensive cyber security education to CCCERA employees. CCCERA staff receives frequent training with current and relevant cybersecurity education, enabling us to learn about the latest cyber security risks and apply that knowledge to protect ourselves and CCCERA. We will start sharing these tips with our members via our newsletter and social media soon.

KEEP IN TOUCH

Retirees and Payees, Active Members

Subscribe to our emails

Interested in receiving notifications for retirement board meetings, newsletters, and member updates? Subscribe to our emails at cccera.gov/emailupdates.

Follow us on social media

CCCERA has a Facebook, LinkedIn, and YouTube account! Follow us @CCCERA1945.

Update your address

To update your address retirees and payees must submit the Member Mailing Address Change Form (Form 301). Active members must update their address with their employer.

COLA EFFECTIVE APRIL 1

Retirees and Payees

CCCERA retirees and their survivors will receive a 2025 cost-of-living adjustment (COLA) in their monthly benefit effective April 1, 2025. The new amount will be reflected in the May 1, 2025 benefit payments.

The Retirement Board voted to adopt the COLA presented by Segal Consulting, CCCERA's actuary, at the February 5, 2025 board meeting. The COLA applies to retirement allowances, optional death allowances and survivor allowances effective on or before March 31, 2025.

Your COLA increase is based on several factors:

- San Francisco-Oakland-Hayward area CPI (Consumer Price Index)
- Your COLA Bank
- Your retirement tier
- Your date of retirement

Under the County Employees Retirement Law (CERL), there is a cap on the amount CCCERA may increase your benefit. If the inflation rate (measured by the change in CPI) is higher than this cap, the remainder is banked, then applied if the change in a future CPI is lower than the cap. This helps stabilize the COLA from year to year. The percentage CCCERA can increase your benefit is determined by the law that applies to your retirement tier. Visit cccera.gov/colabank for details.

The COLA helps maintain the value of pension payments in terms of purchasing power. If the annual cost of living goes up, retirees see an increase in their benefit. Alternatively, if the cost of living goes down, the COLA may decrease your benefit payment (however, no CPI decrease will ever reduce your monthly retirement benefit below the base amount received as of your effective retirement date). The cost-of-living factor used by CCCERA is determined by comparing the December CPI for the San Francisco-Oakland-

Hayward area over the past two years (2024 and 2023), and rounding the change to the nearest one-half of one percent.

2025 COLA Adjustments

Estimate your 2025 monthly retirement benefit using the table and instructions below.

Retirement Tier	COLA
Tier 1¹	
Tier 3¹ (Service Retirement Only)	
Tier 4¹ (3% Maximum (Max.) COLA)	
Tier 5¹ (Service Retirement Only with 3% Max. COLA)	
Safety Tier A¹	
Safety Tier D¹	
Members in these tiers:	
• Retired on or before 3/31/2023	3%
• Retired 4/1/2023 to 3/31/2025	2.5%
Tier 2²	
Tier 3² (Disability Retirement Only)	
Tier 5² (Disability Retirement Only with 4% Max. COLA)	
Members in these tiers:	
• Retired on or before 3/31/2025	2.5%
Tier 4³ (2% Max. COLA)	2%
Tier 5³ (2% Max. COLA Service and Disability Retirement)	2%
Safety Tier C³	2%
Safety Tier E³	2%

COLA provisions in CERL are determined by the following Government Codes: ¹Gov. Code 31870.1; ²Gov. Code 31870.3; ³Gov. Code 31870.

- 1 Enter your most recent monthly gross \$ amount. Find this amount on your latest pay advice (example below). Example: \$ 1,100

Gross Pay		
DESCRIPTION	CURRENT	YTD
Pension-Tier 1	\$1000.00	\$2000.00
Tier 1 Cost of Living	\$ 100.00	\$ 200.00
TOTAL	\$1,100.00	\$ 2,200.00

- 2 Enter the decimal form of your COLA percentage for 2025 (see 2025 COLA Adjustment table, above), plus 1.00. For example, a 2% COLA is expressed as 0.02. You would take that 0.02 and add 1.00 — making the total 1.02. Likewise, for a 3% COLA, you would use 1.03. Example: 1.02
- 3 **Multiply** line 1 by line 2 and enter the result here. This is your estimated 2025 monthly retirement benefit, beginning May 1, 2025. Example: \$ 1,122



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HOURS

Monday – Friday, 8 a.m. – 5 p.m.
Closed noon to 12:30 p.m.
Closed at noon 3rd Friday of each month

FIND US ON SOCIAL

Follow us on Facebook, YouTube, and LinkedIn!
Our handle is @CCCERA1945

CALENDAR DATES

UPCOMING HOLIDAY SCHEDULE

May 26 Memorial Day	June 19 Juneteenth Holiday
July 4 Independence Day	September 1 Labor Day

PRE-RETIREMENT WORKSHOPS

Pre-retirement workshops provide a basic overview of the retirement process and are helpful for members planning to retire within five years. Reservations are required and fill up fast; please call CCCERA to sign up. Visit cccera.gov/retirement-counseling for more information.

July 15 **August 12**

UPCOMING BOARD MEETINGS

April 2	April 16
May 7	May 21
June 4	June 25
July 16	August 6
August 20	September 3

2025 RETIREE PAYROLL DATES

Month	Pay Date	Month	Pay Date
January	February 3	July	August 1
February	March 3	August	September 2
March	April 1	September	October 1
April	May 1	October	November 3
May	June 2	November	December 1
June	July 1	December	January 2

Payroll dates are available at cccera.gov/payroll-dates.

NOTICE

This newsletter is intended to provide members with general information about the benefits available through CCCERA, but it does not describe every plan provision in detail. CCCERA is governed by the County Employees Retirement Law of 1937 (CERL, Government Code Section 31450 et. seq.) and the California Public Employees' Pension Reform Act of 2013 (PEPRA). The laws governing public retirement systems are complex. If conflict arises between this newsletter and the law, the law shall govern.