

## 2025 1099-R TAX FORMS

### *Retirees and Payees*

CCCERA reports annual income to retirees, survivors, and alternate payees using IRS Form 1099-R. This form should be included when filing 2025 tax returns.

### **Multiple 1099-R Forms**

Some members may receive two 1099-R forms for the 2025 tax year. This occurs if a member turned 59½ during the year. One form will reflect payments made before reaching age 59½, and the second will reflect payments made after.

### **Tax-Free Benefits**

Members receiving tax-free benefits will notice a zero-dollar taxable value in boxes 2a and 16 of their 1099-R. This indicates the benefit's tax-free status. Members who received a 1099-R with this designation for 2025 will continue to receive similar forms in future years.

### **Survivor Benefits**

Survivors who previously received death benefits reported under codes 2, 3, or 7 will now see those benefits reported under code 4 going forward.

### **Ex-Spouse Benefits**

Ex-spouses receiving benefits through a Qualified Domestic Relations Order (QDRO) or split payment account will now see those benefits reported under code 2.

### **Box 2a and 2b Updates**

Some members may notice a zero-dollar amount in box 2a and 16 where it was previously blank. These values are a null entries carried over from CCCERA's database and should be treated as if box 2a and 16 were blank.

### **Form Delivery**

1099-R forms are expected to arrive by February 9, 2026. If a form is not received by that date, please contact CCCERA for assistance.

## ENHANCING OUR SERVICE

### *Retirees and Payees, Active Members*

Over the past four years, our team has been dedicated to developing a new pension administration software system designed specifically for our members and participating employers. Balancing this major project alongside our daily operations has been a significant effort, and we're proud of what we've accomplished and excited for what's ahead.

This new system will make managing and accessing your pension simpler than ever through a secure online member portal. This winter, we began introducing the system to our employers, with a full rollout to members planned in the months ahead. While a few final adjustments are still underway, our focus remains on ensuring a smooth and successful launch.

As we complete this transition, our staff may be busier than usual. Thank you for your patience as we take this step forward to enhance your experience and improve how we serve you.

# 2026 COST-OF-LIVING ADJUSTMENT (COLA)

## Retirees and Payees

CCCERA retirees and their survivors will receive a cost-of-living adjustment (COLA) to their monthly benefit effective **April 1, 2026**. The updated amount will appear in the **May 1, 2026** benefit payment.

At its **February 4, 2026** meeting, the Retirement Board approved the COLA recommended by **Segal Consulting**, CCCERA's actuary. The adjustment applies to all retirement allowances, optional death allowances, and survivor allowances that were effective on or before **March 31, 2026**.

### How the COLA Is Determined

Several factors influence each retiree's COLA:

- The **Consumer Price Index (CPI)** for the San Francisco–Oakland–Hayward area
- The balance in the retiree's **COLA Bank**
- The retiree's **tier** under CCCERA
- The **date of retirement**

Under the **County Employees Retirement Law (CERL)**, there is a legal cap on how much CCCERA can increase benefits each year. When inflation (as measured by the CPI) exceeds this cap, the excess amount is stored in a COLA Bank. If inflation in a future year falls below the cap, the banked amount can be applied to help maintain consistent adjustments over time. The maximum allowable increase varies by retirement tier. More information is available at [cccera.gov/colabank](http://cccera.gov/colabank).

### Why the COLA Matters

The COLA helps preserve the purchasing power of retirement benefits by adjusting payments to reflect changes in the cost of living. When prices rise, retirees receive an increase in their benefit. If the cost of living decreases, the COLA may reduce the adjustment, but benefits will never fall below the base amount established at retirement.

The annual COLA factor is calculated by comparing the **December CPI** for the San Francisco–Oakland–Hayward area over the previous two years (2025 and 2024), with the change rounded to the nearest one-half of one percent.

This annual adjustment ensures CCCERA retirees continue to receive stable, inflation-responsive benefits throughout retirement.

**Estimate your 2026 monthly retirement benefit** using the table and instructions below.

Retirement Tier	COLA
<b>Tier 1</b> <sup>1</sup>	3%
<b>Tier 3</b> <sup>1</sup> (Service Retirement Only)	3%
<b>Tier 4</b> <sup>1</sup> (3% Maximum (Max.) COLA)	3%
<b>Tier 5</b> <sup>1</sup> (Service Retirement Only with 3% Max. COLA)	3%
<b>Safety Tier A</b> <sup>1</sup>	3%
<b>Safety Tier D</b> <sup>1</sup>	3%
<b>Tier 2</b> <sup>2</sup>	3%
<b>Tier 3</b> <sup>2</sup> (Disability Retirement Only)	3%
<b>Tier 5</b> <sup>2</sup> (Disability Retirement Only with 4% Max. COLA)	3%
<b>Tier 4</b> <sup>3</sup> (2% Max. COLA)	2%
<b>Tier 5</b> <sup>3</sup> (2% Max. COLA Service and Disability Retirement)	2%
<b>Safety Tier C</b> <sup>3</sup>	2%
<b>Safety Tier E</b> <sup>3</sup>	2%

COLA provisions in CERL are determined by the following Government Codes: <sup>1</sup>Gov. Code 31870.1; <sup>2</sup>Gov. Code 31870.3; <sup>3</sup>Gov. 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
Pre-Tax COLA	\$1,000.00	\$2,000.00
Post-Tax Benefit	\$100	\$200.00
Pre-Tax Benefit	-	-
<b>TOTAL</b>	<b>\$1,100.00</b>	<b>\$2,200.00</b>

- 2 Enter the decimal form of your COLA percentage for 2026 (see 2026 COLA Adjustment table, above), plus 1.00.

For example, a 3% COLA is expressed as 0.03. You would take that 0.03 and add 1.00 — making the total 1.03. Likewise, for a 2% COLA, you would use 1.02.

Example: 1.03

- 3 **Multiply** line 1 by line 2 and enter the result here. This is your estimated 2026 monthly retirement benefit, beginning May 1, 2026.
- \$ \_\_\_\_\_  
Example: \$ 1,133

# CCCERA BOARD ELECTION: NOMINATION PERIOD NOW OPEN

## Active Members

The Contra Costa County Employees' Retirement Association (CCCERA) will hold a board election to fill one general, one safety, and one alternate safety seat on the Board of Retirement. The nomination period for these positions will open on March 9 and close on April 3.

Eligible candidates interested in serving on the Board must submit all required nomination paperwork by the posted deadline. This is an important opportunity for members to take an active role in shaping the policies and decisions that guide CCCERA's retirement system.

The Board of Retirement plays a vital role in overseeing the administration of retirement benefits, ensuring the financial stability of the fund, and representing the interests of CCCERA members and beneficiaries.

For details about eligibility, nomination procedures, and election timelines, visit the Contra Costa County Elections Department at 555 Escobar Street in Martinez, or call (925) 335-7900.

## RETIREE HEALTH BENEFITS

### Retirees and Payees

CCCERA can answer your retirement questions, but retiree health benefits are managed by Contra Costa County Human Resources.

For help with health plan options, coverage, or billing, contact the County Benefits Office:

**Phone:** (925) 655-2100

**Email:** [benefits@hrd.cccounty.us](mailto:benefits@hrd.cccounty.us)

Their team can provide the most accurate and current information about your health benefits.

## RETIREMENT BOARD

### Board Trustees

#### Candace Andersen

Appointed by Board of Supervisors

#### Dennis Chebotarev

Elected by General Members

#### Donnie Finley

Elected by Safety Members

#### Scott W. Gordon

Appointed by Board of Supervisors

#### Jerry R. Holcombe

Appointed by Board of Supervisors

#### Louie Kroll

Elected by Retiree Members

#### Jay Kwon

Appointed by Board of Supervisors

#### David J. MacDonald

Elected by General Members

#### Dan Mierzwa

Ex Officio by Statute

#### John B. Phillips

Appointed by Board of Supervisors

#### Mike Sloan

Elected by Retiree Members

#### Samson Wong

Elected by Safety Members

Learn more about our trustees at [cccera.gov/board-members](http://cccera.gov/board-members).



Contra Costa County Employees'  
Retirement Association

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Phone: (925)521-3960 Fax: (925)521-3969 [cccera.gov](http://cccera.gov)



## OFFICE HOURS

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

# CALENDAR DATES

## UPCOMING HOLIDAY SCHEDULE

**May 25**  
Memorial Day

**June 19**  
Juneteenth

**July 3**  
Independence 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](http://cccera.gov/retirement-counseling) for more information.

**March 10**  
**August 11**

**July 14**

## UPCOMING BOARD MEETINGS

**March 4**  
**April 1**  
**May 6**  
**June 3**

**March 18**  
**April 15**  
**May 20**  
**June 17**

## RETIREE PAYROLL DATES

Month	Pay Date	Month	Pay Date
January	February 2	July	August 3
February	March 2	August	September 1
March	April 1	September	October 1
April	May 1	October	November 2
May	June 1	November	December 1
June	July 1	December	January 4

Payroll dates are available at [cccera.gov/payroll-dates](http://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.