



Employees' Retirement Association
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March 9, 2011
Agenda Item 13

RETIREMENT BOARD MEETING
SECOND MONTHLY MEETING
9:00 a.m.

February 23, 2011

Retirement Board Conference Room
The Willows Office Park
1355 Willow Way
Suite 221
Concord, California

THE RETIREMENT BOARD MAY DISCUSS AND TAKE ACTION ON THE FOLLOWING:

1. Pledge of Allegiance.
2. Accept comments from the public.
3. Approve minutes from the February 9, 2011 meeting.
4. Review of total portfolio performance including:
 - a. Consideration of any managers already under review or to be placed under review.
 - b. Consideration of any changes in allocations to managers
5. Receive report from staff regarding CCCERA's long term rolling returns compared to actuarial assumption rate.
6. Consider and take possible action on amendments to CCCERA's Security Litigation Policy.

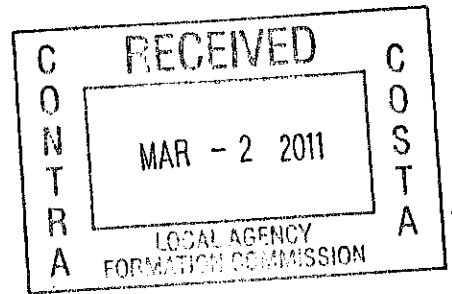
CLOSED SESSION

7. The Board will go into closed session under Govt. Code section 54956.9(b)(1).

OPEN SESSION

8. Consider authorizing the attendance of Board and/or staff:
 - a. LA Trustees Network Round Up 2011, February 28 – March 1, 2011, Los Angeles, CA.
9. Miscellaneous
 - a. Staff Report
 - b. Outside Professionals' Report
 - c. Trustees' comments

The Retirement Board will provide reasonable accommodations for persons with disabilities planning to attend Board meetings who contact the Retirement Office at least 24 hours before a meeting.



CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
**CONTRIBUTION RATE PACKET FOR:
JULY 1, 2011 THROUGH JUNE 30, 2012**



CONTRA COSTA COUNTY
EMPLOYEES RETIREMENT ASSOCIATION
1355 Willow Way, Suite 221, Concord, CA 94520-5728
Telephone: (925) 521-3960, Fax: (925) 646-5747

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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MEMO

Date: February 7, 2011
To: Interested Parties and Participating Employers
From: Marilyn Leedom, Retirement Chief Executive Officer
Subject: Contribution Rates Effective July 1, 2011

At its November 3, 2010 meeting, the Retirement Board reviewed and accepted the actuary's Valuation Report for the year ended December 31, 2009. At its January 12, 2011 meeting, the Retirement Board adopted employer and employee contribution rates, which will become effective on July 1, 2011. (For those who were not able to attend the meeting, a copy of the actuary's December 31, 2009 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, 2011 through June 30, 2012. Please note the following:

- ✓ **The rates are effective July 1, 2011 through June 30, 2012.**
The interest assumption was reduced from 7.8% to 7.75% by Retirement Board action at its March 10, 2010 meeting.
- ✓ **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 and examples are included for your use on pages 5-7.
- ✓ **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 located on page 8.
- ✓ **The rates reflect the Retirement Board action to depool CCCERA's assets, liabilities and normal cost by employer.**
At its October 14, 2009 meeting, the Retirement Board took action to depool CCCERA's Assets, Actuarial Accrued Liability (AAL) and Normal Cost both by tier and by employer for determining employer contribution rates. However, those employers with less than 50 active members and the Superior Courts continue to be pooled with the applicable County tier. The depooling action resulted in six (6) general employer cost groups and six (6) safety employer cost groups. Contribution rates within are presented by cost group.



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EMPLOYEES RETIREMENT ASSOCIATION
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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, 2011 through June 30, 2012.

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

- A. For General Members (Sec. 31676.11 & Sec. 31676.16)
See attached Exhibit A
- B. For Safety Members Tier A & C (Sec. 31664 & 31664.1)
See attached Exhibit B
- C. For Employee Rates under the above benefit schedules --
See attached rate sheets E - J.

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

- A. For General Members (Sec. 31676.11 & Sec. 31676.16)
See attached Exhibit A
- B. For Safety Members Tier A & C (Sec. 31664 & 31664.1)
See attached Exhibit B
- C. For Employee Rates under the above benefit schedules --
See attached rate sheets E - J.

III. Non-refundability Discount Factors

- A. For General Members
See attached Exhibit A
- B. For Safety Members Tier A & C
See attached Exhibit B

*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 made additional payments to CCCERA of its UAAL in 2006 and 2007.

GENERAL - TIERS 1 AND 3

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012

EXHIBIT A

GENERAL TIERS - ENHANCED

Tier 1 BASIC Enhanced 2% @ 55

First \$350 monthly & in Social Security
Excess of \$350 monthly & in Social Security

All Eligible \$ if NOT in Social Security

Tier 1 COL Enhanced 2% @ 55

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

County	Cost Group #1		Districts With POB	Cost Group #3		Cost Group #4	Cost Group #5
	without POB	with POB		Central Contra Costa Sanitary District	Contra Costa Housing Authority		
12.51%	15.80%	11.26%	N/A	15.65%	10.30%		
18.77%	23.71%	16.89%	N/A	23.47%	15.44%		
18.77%	23.71%	16.89%	29.23%	N/A	15.44%		
4.07%	6.72%	4.06%	N/A	8.20%	3.59%		
6.10%	10.07%	6.10%	N/A	12.30%	5.39%		
6.10%	10.07%	6.10%	11.67%	N/A	5.39%		
0.9548	0.9548	0.9548	0.9558	0.9537	0.9553		

Tier 3 BASIC Enhanced 2% @ 55

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Tier 3 COL Enhanced 2% @ 55

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

County	Cost Group #7		Districts Without POB
	with POB	without POB	
12.18%	15.48%	12.18%	15.48%
18.27%	23.22%	18.27%	23.22%
N/A	23.22%	N/A	23.22%
3.94%	6.59%	3.94%	6.59%
5.92%	9.89%	5.92%	9.89%
N/A	9.89%	N/A	9.89%
0.9521	0.9521	0.9521	0.9521

GENERAL TIER NON-ENHANCED

Tier 1 BASIC NON-Enhanced 1.67% @ 55

First \$350 monthly
Excess of \$350 monthly

Tier 1 COL NON-Enhanced 1.67% @ 55

First \$350 monthly
Excess of \$350 monthly

Non-Refundability Factor

County	Cost Group #6	
	with POB	without POB
13.20%	19.80%	13.20%
19.80%	3.07%	19.80%
3.07%	4.61%	3.07%
0.9568	0.9568	0.9568

Cost Group	Employer Name
Cost Group #1	County General
Cost Group #2	LAFCO
Cost Group #3	CC Mosquito & Vector Control District
Cost Group #4	Bethel Island Municipal Improvement District
Cost Group #5	First 5 - Children and Families Commission
Cost Group #6	Contra Costa County Employees' Retirement Association
Cost Group #7	Superior Court
Cost Group #8	East Contra Costa Fire Protection District
Cost Group #9	Moraga-Orinda Fire Protection District
Cost Group #10	Rodeo-Hercules Fire Protection District
Cost Group #11	San Ramon Valley Fire Protection District
Cost Group #12	County General
Cost Group #13	In-Home Supportive Services
Cost Group #14	CC Mosquito & Vector Control District
Cost Group #15	Superior Court
Cost Group #16	Central Contra Costa Sanitary District
Cost Group #17	Contra Costa Housing Authority
Cost Group #18	Contra Costa County Fire Protection District
Cost Group #19	Rodeo Sanitary District
Cost Group #20	Byron Brentwood Cemetery District

SAFETY - TIERS A AND C

EXHIBIT B

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012**

Cost Group #7	Cost Group #8	Cost Group #10	Cost Group #11
County	Contra Costa County Fire Protection District	Moraga Orinda Fire Protection District	San Ramon Valley Fire Protection District
35.26%	24.67%	23.16%	38.78%
17.16%	16.38%	14.56%	17.46%
0.9701	0.9705	0.9716	0.9720

SAFETY TIER A ENHANCED

Safety A BASIC Enhanced 3% @ 50
All eligible \$

Safety A COL Enhanced 3% @ 50

All eligible \$

Non-Refundability Factor

SAFETY TIER C ENHANCED

Safety C BASIC Enhanced 3% @ 50
All eligible \$

Safety C COL Enhanced 3% @ 50

All eligible \$

Non-Refundability Factor

SAFETY TIER NON-ENHANCED

Safety A BASIC NON-enhanced 2% @ 50
All eligible \$

Safety A COL NON-Enhanced 2% @ 50

All eligible \$

Non-Refundability Factor

Cost Group #9
County (DSA only)
31.93%
13.95%
0.9712

Cost Group #12
Rodeo Hercules Fire Protection District
31.49%
14.53%
0.9738

Cost Group	Employer Name
Cost Group # 7	County Safety
Cost Group # 8	Contra Costa County Fire Protection District East Contra Costa Fire Protection District
Cost Group # 9	County Safety - DSA hires since January 1, 2007
Cost Group # 10	Moraga Orinda Fire Protection District
Cost Group # 11	San Ramon Valley Fire Protection District
Cost Group # 12	Rodeo Hercules Fire Protection District

EMPLOYER RATES FOR VARIOUS SUBVENTION LEVELS

The presentation of the following two Exhibits C and D, has changed from the prior year because of depooling. We have presented the same information as in prior year contribution rate packets but is in a different format and categorized by General Cost Groups - Exhibit C, and Safety Cost Groups - Exhibit D.

GENERAL INFORMATION

All rates are shown as a percent of payroll.

Employee contribution rates vary depending upon their age at entry. For this reason, subvention percents 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 (i.e. 50%, 75%, etc.).
3. Multiply this result by the non-refundability factor for the appropriate Cost Group (found on Exhibit A & B).

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 (i.e. "Non-Refundability 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 CCCERA as part of the member's compensation for retirement purposes.

GENERAL - TIERS 1 AND 3
EXHIBIT C - VARIOUS SUBVENTION LEVELS
CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER RATES AT VARIOUS SUBVENTION LEVELS EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012

GENERAL TIERS - ENHANCED

Tier 1 BASIC Enhanced 2% @ 55 (AGGREGATE)

Subvention Level	2011	2012	2011	2012	2011	2012
Basic	18.47%	23.32%	16.61%	28.81%	22.93%	15.15%
COL	6.01%	9.90%	6.00%	11.49%	12.01%	5.29%
Basic plus COL	24.48%	33.22%	22.61%	40.30%	34.94%	20.44%
Subvention @ 50 %	2.74%	2.74%	2.74%	2.96%	3.13%	2.91%
Subvention @ 75 %	4.11%	4.11%	4.11%	4.44%	4.70%	4.37%
Subvention @ 100%	5.48%	5.48%	5.48%	5.92%	6.26%	5.82%
Total Basic plus COL plus 50% Subvention	27.22%	35.96%	25.35%	43.26%	38.07%	23.35%
Total Basic plus COL plus 75% Subvention	28.59%	37.33%	26.72%	44.74%	39.64%	24.81%
Total Basic plus COL plus 100% Subvention	29.96%	38.70%	28.09%	46.22%	41.20%	26.26%

Tier 3 BASIC Enhanced 2% @ 55 (AGGREGATE)

Subvention Level	2011	2012
Basic	17.90%	22.75%
COL	5.81%	9.70%
Basic plus COL	23.71%	32.45%
Subvention @ 50 %	3.10%	3.10%
Subvention @ 75 %	4.65%	4.65%
Subvention @ 100%	6.20%	6.20%
Total Basic plus COL plus 50% Subvention	26.81%	35.55%
Total Basic plus COL plus 75% Subvention	28.36%	37.10%
Total Basic plus COL plus 100% Subvention	29.91%	38.65%

GENERAL TIER NON-ENHANCED

Tier 1 BASIC Non-Enhanced 1.67% @ 55 (AGGREGATE)

Subvention Level	2011	2012
Basic	19.34%	19.34%
COL	4.51%	4.51%
Basic plus COL	23.85%	23.85%
Subvention @ 50 %	3.54%	3.54%
Subvention @ 75 %	5.31%	5.31%
Subvention @ 100%	7.08%	7.08%
Total Basic plus COL plus 50% Subvention	27.39%	27.39%
Total Basic plus COL plus 75% Subvention	29.16%	29.16%
Total Basic plus COL plus 100% Subvention	30.93%	30.93%

Subvention Level	2011	2012	2011	2012	2011	2012
Basic	18.47%	23.32%	16.61%	28.81%	22.93%	15.15%
COL	6.01%	9.90%	6.00%	11.49%	12.01%	5.29%
Basic plus COL	24.48%	33.22%	22.61%	40.30%	34.94%	20.44%
Subvention @ 50 %	2.74%	2.74%	2.74%	2.96%	3.13%	2.91%
Subvention @ 75 %	4.11%	4.11%	4.11%	4.44%	4.70%	4.37%
Subvention @ 100%	5.48%	5.48%	5.48%	5.92%	6.26%	5.82%
Total Basic plus COL plus 50% Subvention	27.22%	35.96%	25.35%	43.26%	38.07%	23.35%
Total Basic plus COL plus 75% Subvention	28.59%	37.33%	26.72%	44.74%	39.64%	24.81%
Total Basic plus COL plus 100% Subvention	29.96%	38.70%	28.09%	46.22%	41.20%	26.26%

Cost Group #1	Cost Group #2	Cost Group #3	Cost Group #4	Cost Group #5	Cost Group #6
County General	County General	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District	Rodeo Sanitary District
LAFCO	CC Mosquito & Vector Control District	Superior Court	Contra Costa County Fire Protection District	Byron Brentwood Cemetery District	
	Bethel Island Municipal Improvement District				
	First 5 - Children and Families Commission				
	Contra Costa County Employees' Retirement Association				
	East Contra Costa Fire Protection District				
	Moraga-Orinda Fire Protection District				
	Rodeo-Hercules Fire Protection District				
	San Ramon Valley Fire Protection District				
	County General				
	CC Mosquito & Vector Control District				
	Superior Court				

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER RATES AT VARIOUS SUBVENTION LEVELS EFFECTIVE FOR JULY 1, 2011 THROUGH JUNE 30, 2012**

Subvention Level	Cost Group # 1	Cost Group # 2	Cost Group # 3	Cost Group # 4	Cost Group # 5	Cost Group # 6	Cost Group # 7	Cost Group # 8	Cost Group # 9	Cost Group # 10	Cost Group # 11	Cost Group # 12
Basic	35.26%	24.67%	43.66%	23.16%	38.78%	17.46%	56.24%	4.13%	60.37%	4.30%	62.44%	64.50%
COL	17.16%	16.38%	30.87%	14.56%	17.46%	37.72%	4.14%	6.20%	44.17%	6.45%	8.26%	8.26%
Basic plus COL	52.42%	41.05%	74.53%	37.72%	56.24%	52.29%	82.81%	10.54%	104.54%	10.90%	70.70%	72.76%
Subvention @ 50 %	4.35%	4.14%	4.14%	4.30%	4.13%	4.30%	4.14%	4.27%	4.27%	4.30%	4.30%	4.30%
Subvention @ 75 %	6.53%	6.21%	6.21%	6.45%	6.20%	6.45%	6.21%	6.41%	6.41%	6.45%	6.45%	6.45%
Subvention @ 100%	8.70%	8.28%	8.28%	8.60%	8.26%	8.60%	8.28%	8.54%	8.54%	8.60%	8.60%	8.60%
Total Basic plus COL plus 50% Subvention	56.77%	45.19%	78.67%	42.02%	60.37%	60.37%	86.95%	14.71%	114.71%	15.20%	75.10%	77.06%
Total Basic plus COL plus 75% Subvention	58.95%	47.26%	80.74%	44.17%	62.44%	62.44%	91.02%	16.65%	118.66%	17.35%	77.15%	79.21%
Total Basic plus COL plus 100% Subvention	61.12%	49.33%	82.81%	46.32%	64.50%	64.50%	93.09%	18.08%	120.64%	18.70%	79.30%	81.36%

SAFETY TIER A ENHANCED

Safety A BASIC Enhanced 3% @ 50

Basic

COL

Basic plus COL

Subvention @ 50 %

Subvention @ 75 %

Subvention @ 100%

Total Basic plus COL plus 50% Subvention

Total Basic plus COL plus 75% Subvention

Total Basic plus COL plus 100% Subvention

SAFETY TIER C ENHANCED

Safety C BASIC Enhanced 3% @ 50

Basic

COL

Basic plus COL

Subvention @ 50 %

Subvention @ 75 %

Subvention @ 100%

Total Basic plus COL plus 50% Subvention

Total Basic plus COL plus 75% Subvention

Total Basic plus COL plus 100% Subvention

SAFETY TIER NON-ENHANCED

Safety A BASIC NON-enhanced 2% @ 50

Basic

COL

Basic plus COL

Subvention @ 50 %

Subvention @ 75 %

Subvention @ 100%

Total Basic plus COL plus 50% Subvention

Total Basic plus COL plus 75% Subvention

Total Basic plus COL plus 100% Subvention

Basic	31.93%
COL	13.95%
Basic plus COL	45.88%
Subvention @ 50 %	4.27%
Subvention @ 75 %	6.41%
Subvention @ 100%	8.54%
Total Basic plus COL plus 50% Subvention	50.15%
Total Basic plus COL plus 75% Subvention	52.29%
Total Basic plus COL plus 100% Subvention	54.42%

Basic	31.49%
COL	14.53%
Basic plus COL	46.02%
Subvention @ 50 %	4.33%
Subvention @ 75 %	6.50%
Subvention @ 100%	8.66%
Total Basic plus COL plus 50% Subvention	50.35%
Total Basic plus COL plus 75% Subvention	52.52%
Total Basic plus COL plus 100% Subvention	54.68%

Cost Group	Employer Name
Cost Group # 7	County Safety
Cost Group # 8	Contra Costa County Fire Protection District East Contra Costa Fire Protection District
Cost Group # 9	County Safety - DSA hires since January 1, 2007
Cost Group # 10	Moraga Orinda Fire Protection District
Cost Group # 11	San Ramon Valley Fire Protection District
Cost Group # 12	Rodeo Hercules Fire Protection District

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

**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 applicable Safety refundability factor:

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 $(9.0\% \times .9701)$
= 8.7309%

EXAMPLE FOR TIER C: If the cost-sharing percent is 2.1%,
Employee rates should be increased by 2.1%.
The employer rate should be decreased by $(2.1\% \times .9712)$
= 2.0395%

**Employer Contribution Prepayment Program & Discount Factor
for 2011-12 is **.960****

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, 2011 through June 30, 2012 contributions on or before July 30, 2011. If you wish to start participating, please contact the Accounting Division at the Retirement Office by March 31, 2011.

The discount factor for the fiscal year July 1, 2011 through June 30, 2012 has changed and will be .960 based on a reduction in the interest assumption rate from 7.8% to 7.75%.

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

Effective 7/1/11 - 6/30/12

(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	3.63%	5.44%	1.79%	2.69%	5.42%	8.13%
16	3.69%	5.53%	1.82%	2.73%	5.51%	8.26%
17	3.74%	5.61%	1.85%	2.77%	5.59%	8.38%
18	3.80%	5.70%	1.88%	2.82%	5.68%	8.52%
19	3.86%	5.79%	1.91%	2.86%	5.77%	8.65%
20	3.92%	5.88%	1.94%	2.91%	5.86%	8.79%
21	3.98%	5.97%	1.97%	2.95%	5.95%	8.92%
22	4.04%	6.06%	1.99%	2.99%	6.03%	9.05%
23	4.10%	6.15%	2.03%	3.04%	6.13%	9.19%
24	4.16%	6.24%	2.05%	3.08%	6.21%	9.32%
25	4.23%	6.34%	2.09%	3.13%	6.32%	9.47%
26	4.29%	6.43%	2.12%	3.18%	6.41%	9.61%
27	4.35%	6.53%	2.15%	3.23%	6.50%	9.76%
28	4.42%	6.63%	2.19%	3.28%	6.61%	9.91%
29	4.49%	6.73%	2.22%	3.33%	6.71%	10.06%
30	4.55%	6.83%	2.25%	3.38%	6.80%	10.21%
31	4.63%	6.94%	2.29%	3.43%	6.92%	10.37%
32	4.70%	7.05%	2.32%	3.48%	7.02%	10.53%
33	4.77%	7.15%	2.35%	3.53%	7.12%	10.68%
34	4.84%	7.26%	2.39%	3.59%	7.23%	10.85%
35	4.91%	7.37%	2.43%	3.64%	7.34%	11.01%
36	4.99%	7.49%	2.47%	3.70%	7.46%	11.19%
37	5.07%	7.60%	2.51%	3.76%	7.58%	11.36%
38	5.15%	7.72%	2.55%	3.82%	7.70%	11.54%
39	5.23%	7.84%	2.58%	3.87%	7.81%	11.71%
40	5.31%	7.97%	2.63%	3.94%	7.94%	11.91%
41	5.40%	8.10%	2.67%	4.00%	8.07%	12.10%
42	5.49%	8.23%	2.71%	4.07%	8.20%	12.30%
43	5.58%	8.37%	2.76%	4.14%	8.34%	12.51%
44	5.67%	8.51%	2.81%	4.21%	8.48%	12.72%
45	5.78%	8.67%	2.85%	4.28%	8.63%	12.95%
46	5.90%	8.85%	2.91%	4.37%	8.81%	13.22%
47	6.01%	9.01%	2.97%	4.45%	8.98%	13.46%
48	6.10%	9.15%	3.01%	4.52%	9.11%	13.67%
49	6.21%	9.32%	3.07%	4.61%	9.28%	13.93%
50	6.31%	9.47%	3.12%	4.68%	9.43%	14.15%
51	6.35%	9.53%	3.14%	4.71%	9.49%	14.24%
52	6.35%	9.52%	3.13%	4.70%	9.48%	14.22%
53	6.33%	9.49%	3.13%	4.69%	9.46%	14.18%
54	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
55	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
56	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
57	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
58	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
59	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%
60	6.11%	9.16%	3.02%	4.53%	9.13%	13.69%

COLA Loading Factor: 49.42%

****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.

SAFETY - "2% @ 50" (Non-Enhanced)
Effective 7/1/11 - 6/30/12



(Expressed as a Percentage of Monthly Payroll)

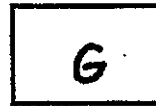
<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.99%	4.58%	12.57%
16	7.99%	4.58%	12.57%
17	7.99%	4.58%	12.57%
18	7.99%	4.58%	12.57%
19	7.99%	4.58%	12.57%
20	7.99%	4.58%	12.57%
21	7.99%	4.58%	12.57%
22	8.11%	4.65%	12.76%
23	8.24%	4.72%	12.96%
24	8.36%	4.79%	13.15%
25	8.49%	4.86%	13.35%
26	8.62%	4.94%	13.56%
27	8.74%	5.01%	13.75%
28	8.88%	5.09%	13.97%
29	9.01%	5.16%	14.17%
30	9.15%	5.24%	14.39%
31	9.29%	5.32%	14.61%
32	9.43%	5.40%	14.83%
33	9.58%	5.49%	15.07%
34	9.73%	5.57%	15.30%
35	9.88%	5.66%	15.54%
36	10.04%	5.75%	15.79%
37	10.20%	5.84%	16.04%
38	10.38%	5.95%	16.33%
39	10.55%	6.04%	16.59%
40	10.75%	6.16%	16.91%
41	10.93%	6.26%	17.19%
42	11.17%	6.40%	17.57%
43	11.40%	6.53%	17.93%
44	11.68%	6.69%	18.37%
45	11.88%	6.80%	18.68%
46	11.91%	6.82%	18.73%
47	11.86%	6.79%	18.65%
48	11.77%	6.74%	18.51%
49	11.65%	6.67%	18.32%
50	11.65%	6.67%	18.32%
51	11.65%	6.67%	18.32%
52	11.65%	6.67%	18.32%
53	11.65%	6.67%	18.32%
54	11.65%	6.67%	18.32%
55	11.65%	6.67%	18.32%
56	11.65%	6.67%	18.32%
57	11.65%	6.67%	18.32%
58	11.65%	6.67%	18.32%
59	11.65%	6.67%	18.32%
60	11.65%	6.67%	18.32%

COLA Loading Factor: 57.28%

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

Effective 7/1/11- 6/30/12

(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	3.16%	4.74%	1.87%	2.81%	5.03%	7.55%
16	3.21%	4.81%	1.90%	2.85%	5.11%	7.66%
17	3.26%	4.89%	1.93%	2.90%	5.19%	7.79%
18	3.31%	4.96%	1.96%	2.94%	5.27%	7.90%
19	3.36%	5.04%	1.99%	2.98%	5.35%	8.02%
20	3.41%	5.12%	2.02%	3.03%	5.43%	8.15%
21	3.47%	5.20%	2.05%	3.08%	5.52%	8.28%
22	3.52%	5.28%	2.09%	3.13%	5.61%	8.41%
23	3.57%	5.36%	2.11%	3.17%	5.68%	8.53%
24	3.63%	5.44%	2.15%	3.22%	5.78%	8.66%
25	3.69%	5.53%	2.18%	3.27%	5.87%	8.80%
26	3.74%	5.61%	2.21%	3.32%	5.95%	8.93%
27	3.80%	5.70%	2.25%	3.37%	6.05%	9.07%
28	3.85%	5.78%	2.28%	3.42%	6.13%	9.20%
29	3.91%	5.87%	2.32%	3.48%	6.23%	9.35%
30	3.97%	5.96%	2.35%	3.53%	6.32%	9.49%
31	4.03%	6.05%	2.39%	3.58%	6.42%	9.63%
32	4.09%	6.14%	2.43%	3.64%	6.52%	9.78%
33	4.16%	6.24%	2.46%	3.69%	6.62%	9.93%
34	4.22%	6.33%	2.50%	3.75%	6.72%	10.08%
35	4.29%	6.43%	2.54%	3.81%	6.83%	10.24%
36	4.35%	6.53%	2.58%	3.87%	6.93%	10.40%
37	4.42%	6.63%	2.62%	3.93%	7.04%	10.56%
38	4.49%	6.73%	2.65%	3.98%	7.14%	10.71%
39	4.55%	6.83%	2.69%	4.04%	7.24%	10.87%
40	4.62%	6.93%	2.73%	4.10%	7.35%	11.03%
41	4.69%	7.04%	2.78%	4.17%	7.47%	11.21%
42	4.77%	7.15%	2.82%	4.23%	7.59%	11.38%
43	4.84%	7.26%	2.87%	4.30%	7.71%	11.56%
44	4.92%	7.38%	2.91%	4.37%	7.83%	11.75%
45	4.99%	7.49%	2.95%	4.43%	7.94%	11.92%
46	5.08%	7.62%	3.01%	4.51%	8.09%	12.13%
47	5.16%	7.74%	3.05%	4.58%	8.21%	12.32%
48	5.25%	7.87%	3.11%	4.66%	8.36%	12.53%
49	5.34%	8.01%	3.16%	4.74%	8.50%	12.75%
50	5.43%	8.15%	3.22%	4.83%	8.65%	12.98%
51	5.55%	8.32%	3.29%	4.93%	8.84%	13.25%
52	5.65%	8.48%	3.35%	5.02%	9.00%	13.50%
53	5.74%	8.61%	3.40%	5.10%	9.14%	13.71%
54	5.85%	8.77%	3.46%	5.19%	9.31%	13.96%
55	5.94%	8.91%	3.52%	5.28%	9.46%	14.19%
56	5.97%	8.96%	3.54%	5.31%	9.51%	14.27%
57	5.97%	8.96%	3.54%	5.31%	9.51%	14.27%
58	5.95%	8.93%	3.53%	5.29%	9.48%	14.22%
59	5.75%	8.62%	3.40%	5.10%	9.15%	13.72%
60	5.75%	8.62%	3.40%	5.10%	9.15%	13.72%

COLA Loading Factor: 59.21%

****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 7/1/11 - 6/30/12



(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	3.16%	4.74%	1.57%	2.36%	4.73%	7.10%
16	3.21%	4.81%	1.60%	2.40%	4.81%	7.21%
17	3.26%	4.89%	1.63%	2.44%	4.89%	7.33%
18	3.31%	4.96%	1.65%	2.47%	4.96%	7.43%
19	3.36%	5.04%	1.67%	2.51%	5.03%	7.55%
20	3.41%	5.12%	1.70%	2.55%	5.11%	7.67%
21	3.47%	5.20%	1.73%	2.59%	5.20%	7.79%
22	3.52%	5.28%	1.75%	2.63%	5.27%	7.91%
23	3.57%	5.36%	1.78%	2.67%	5.35%	8.03%
24	3.63%	5.44%	1.81%	2.71%	5.44%	8.15%
25	3.69%	5.53%	1.84%	2.76%	5.53%	8.29%
26	3.74%	5.61%	1.87%	2.80%	5.61%	8.41%
27	3.80%	5.70%	1.89%	2.84%	5.69%	8.54%
28	3.85%	5.78%	1.92%	2.88%	5.77%	8.66%
29	3.91%	5.87%	1.95%	2.93%	5.86%	8.80%
30	3.97%	5.96%	1.98%	2.97%	5.95%	8.93%
31	4.03%	6.05%	2.01%	3.02%	6.04%	9.07%
32	4.09%	6.14%	2.04%	3.06%	6.13%	9.20%
33	4.16%	6.24%	2.07%	3.11%	6.23%	9.35%
34	4.22%	6.33%	2.10%	3.15%	6.32%	9.48%
35	4.29%	6.43%	2.13%	3.20%	6.42%	9.63%
36	4.35%	6.53%	2.17%	3.25%	6.52%	9.78%
37	4.42%	6.63%	2.20%	3.30%	6.62%	9.93%
38	4.49%	6.73%	2.23%	3.35%	6.72%	10.08%
39	4.55%	6.83%	2.27%	3.40%	6.82%	10.23%
40	4.62%	6.93%	2.30%	3.45%	6.92%	10.38%
41	4.69%	7.04%	2.34%	3.51%	7.03%	10.55%
42	4.77%	7.15%	2.37%	3.56%	7.14%	10.71%
43	4.84%	7.26%	2.41%	3.62%	7.25%	10.88%
44	4.92%	7.38%	2.45%	3.68%	7.37%	11.06%
45	4.99%	7.49%	2.49%	3.73%	7.48%	11.22%
46	5.08%	7.62%	2.53%	3.80%	7.61%	11.42%
47	5.16%	7.74%	2.57%	3.86%	7.73%	11.60%
48	5.25%	7.87%	2.61%	3.92%	7.86%	11.79%
49	5.34%	8.01%	2.66%	3.99%	8.00%	12.00%
50	5.43%	8.15%	2.71%	4.06%	8.14%	12.21%
51	5.55%	8.32%	2.77%	4.15%	8.32%	12.47%
52	5.65%	8.48%	2.82%	4.23%	8.47%	12.71%
53	5.74%	8.61%	2.86%	4.29%	8.60%	12.90%
54	5.85%	8.77%	2.91%	4.37%	8.76%	13.14%
55	5.94%	8.91%	2.96%	4.44%	8.90%	13.35%
56	5.97%	8.96%	2.98%	4.47%	8.95%	13.43%
57	5.97%	8.96%	2.98%	4.47%	8.95%	13.43%
58	5.95%	8.93%	2.97%	4.45%	8.92%	13.38%
59	5.75%	8.62%	2.87%	4.30%	8.62%	12.92%
60	5.75%	8.62%	2.87%	4.30%	8.62%	12.92%

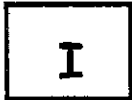
COLA Loading Factor: 49.84%

****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 7/1/11 - 6/30/12

(Expressed as a Percentage of Monthly Payroll)



<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.99%	6.06%	14.05%
16	7.99%	6.06%	14.05%
17	7.99%	6.06%	14.05%
18	7.99%	6.06%	14.05%
19	7.99%	6.06%	14.05%
20	7.99%	6.06%	14.05%
21	7.99%	6.06%	14.05%
22	8.11%	6.15%	14.26%
23	8.24%	6.25%	14.49%
24	8.36%	6.34%	14.70%
25	8.49%	6.44%	14.93%
26	8.62%	6.54%	15.16%
27	8.74%	6.63%	15.37%
28	8.88%	6.74%	15.62%
29	9.01%	6.84%	15.85%
30	9.15%	6.94%	16.09%
31	9.29%	7.05%	16.34%
32	9.43%	7.16%	16.59%
33	9.58%	7.27%	16.85%
34	9.73%	7.38%	17.11%
35	9.88%	7.50%	17.38%
36	10.04%	7.62%	17.66%
37	10.20%	7.74%	17.94%
38	10.38%	7.88%	18.26%
39	10.55%	8.01%	18.56%
40	10.75%	8.16%	18.91%
41	10.93%	8.29%	19.22%
42	11.17%	8.48%	19.65%
43	11.40%	8.65%	20.05%
44	11.68%	8.86%	20.54%
45	11.88%	9.02%	20.90%
46	11.91%	9.04%	20.95%
47	11.86%	9.00%	20.86%
48	11.77%	8.93%	20.70%
49	11.65%	8.84%	20.49%
50	11.65%	8.84%	20.49%
51	11.65%	8.84%	20.49%
52	11.65%	8.84%	20.49%
53	11.65%	8.84%	20.49%
54	11.65%	8.84%	20.49%
55	11.65%	8.84%	20.49%
56	11.65%	8.84%	20.49%
57	11.65%	8.84%	20.49%
58	11.65%	8.84%	20.49%
59	11.65%	8.84%	20.49%
60	11.65%	8.84%	20.49%

COLA Loading Factor: 75.89%

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

Effective 7/1/11 - 6/30/12

(Expressed as a Percentage of Monthly Payroll)



<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	7.62%	3.07%	10.69%
16	7.62%	3.07%	10.69%
17	7.62%	3.07%	10.69%
18	7.62%	3.07%	10.69%
19	7.62%	3.07%	10.69%
20	7.62%	3.07%	10.69%
21	7.62%	3.07%	10.69%
22	7.73%	3.11%	10.84%
23	7.85%	3.16%	11.01%
24	7.97%	3.21%	11.18%
25	8.09%	3.26%	11.35%
26	8.21%	3.31%	11.52%
27	8.34%	3.36%	11.70%
28	8.46%	3.41%	11.87%
29	8.59%	3.46%	12.05%
30	8.72%	3.51%	12.23%
31	8.85%	3.56%	12.41%
32	8.99%	3.62%	12.61%
33	9.13%	3.68%	12.81%
34	9.27%	3.73%	13.00%
35	9.42%	3.79%	13.21%
36	9.57%	3.85%	13.42%
37	9.73%	3.92%	13.65%
38	9.89%	3.98%	13.87%
39	10.05%	4.05%	14.10%
40	10.24%	4.12%	14.36%
41	10.44%	4.20%	14.64%
42	10.64%	4.28%	14.92%
43	10.82%	4.36%	15.18%
44	10.96%	4.41%	15.37%
45	10.98%	4.42%	15.40%
46	10.93%	4.40%	15.33%
47	10.69%	4.30%	14.99%
48	11.07%	4.46%	15.53%
49	11.65%	4.69%	16.34%
50	11.65%	4.69%	16.34%
51	11.65%	4.69%	16.34%
52	11.65%	4.69%	16.34%
53	11.65%	4.69%	16.34%
54	11.65%	4.69%	16.34%
55	11.65%	4.69%	16.34%
56	11.65%	4.69%	16.34%
57	11.65%	4.69%	16.34%
58	11.65%	4.69%	16.34%
59	11.65%	4.69%	16.34%
60	11.65%	4.69%	16.34%

COLA Loading Factor: 40.27%