

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

RESOLUTION SETTING EMPLOYER AND MEMBER CONTRIBUTION RATES FOR
THE SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
(SAMCERA) FOR ALL MEMBERS AND EMPLOYERS FOR FISCAL YEAR 2014-
2015 IN ACCORDANCE WITH GOVERNMENT CODE SECTIONS 31453 AND 31454

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, Government Code §31453 mandates the periodic actuarial valuation of the Retirement Fund and requires that the Board of Retirement...*shall...recommend to the Board of Supervisors such changes in the rates of interest, in the rates of contributions of members, and in the county and district appropriations as are necessary...*; and

WHEREAS, the Board of Retirement has received, reviewed and approved the reports of its actuary, Milliman, Inc., and its Chief Executive Officer setting forth recommendations to assure the actuarial soundness of the Retirement Fund; and

WHEREAS, the actuary has adjusted all rates to comply with the Memorandum of Understanding between the County and SamCERA regarding Retirement System Funding and with all other MOUs with all member bargaining units; and

WHEREAS, the Board of Retirement has reviewed the contribution rates recommended by the actuary and has forwarded such rates pursuant to Government Code §31453 with a recommendation that they be adopted by the County; and

WHEREAS, Government Code §31454 mandates that “*the Board of Supervisors shall not later than 90 days after the beginning of the immediately succeeding fiscal year adjust the rates of interest, the rates of contributions of members, and county and district appropriations in accordance with the recommendations of the board, but shall not fix them in such amounts as to reduce the individual benefits provided in this chapter;*” and

WHEREAS, the Board of Supervisors has reviewed the recommendations and finds them to be in the best interest of the members, retirees and beneficiaries of the Retirement System:

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED, that the rates of interest, the rates of contributions of members and employers shall be set in accordance with the following schedules of contribution rates, as a percentage of *compensation earnable* for members who commenced employment prior to January 1, 2013, as well as those members who commenced employment after January 1, 2013, but who are not PEPRA Plan members, and as a percentage of *pensionable compensation* for those members who commenced employment after January 1, 2013, and are members of the PEPRA Plan (Plan 7). These rates shall be effective as July 1, 2014.

IT IS FURTHER DETERMINED AND ORDERED, that the County shall make contributions to the Retirement Fund in accordance with these rates.

Employer Contribution Rates for All Plans FY 2014-2015

General Employers						
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	PEPRA Plan 7
County of San Mateo						
General Employer Rates						
Employer Normal Cost	11.25%	10.52%	7.83%	9.73%	9.08%	7.57%
Contribution to UAAL	22.52%	22.52%	22.52%	22.52%	22.52%	22.52%
Total General Employer Contribution	33.77%	33.04%	30.35%	32.25%	31.60%	30.09%
General - CNA and UAPD Employer Rates						
Employer Normal Cost	9.81%	9.35%	7.83%	8.91%	9.08%	7.57%
Contribution to UAAL	22.52%	22.52%	22.52%	22.52%	22.52%	22.52%
Total General - CNA and UAPD Employer Rate	32.33%	31.87%	30.35%	31.43%	31.60%	30.09%
San Mateo County Superior Courts						
General Employer Rates						
Employer Normal Cost	11.25%	10.52%	7.83%	9.73%	9.08%	7.57%
Contribution to UAAL	22.35%	22.35%	22.35%	22.35%	22.35%	22.35%
Total General Employer Contribution	33.60%	32.87%	30.18%	32.08%	31.43%	29.92%
San Mateo County Mosquito & Vector Control District						
General Employer Rates						
Employer Normal Cost	n/a	17.69%	n/a	11.05%	n/a	8.07%
Contribution to UAAL	n/a	22.35%	n/a	22.35%	n/a	22.35%
Total General Employer Contribution	n/a	40.04%	n/a	33.40%	n/a	30.42%
Safety and Probation Employers						
	Plan 1	Plan 2	Plan 4	Plan 5	Plan 6	PEPRA Plan 7
County of San Mateo						
Safety Employer Rates						
Employer Normal Cost	25.16%	19.66%	18.50%	16.07%	18.26%	14.28%
Contribution to UAAL	50.70%	50.70%	50.70%	50.70%	50.70%	50.70%
Total Safety Employer Rate	75.86%	70.36%	69.20%	66.77%	68.96%	64.98%
Probation - PDA Members Employer Rates						
Employer Normal Cost	30.20%	19.86%	17.98%	13.79%	14.72%	13.77%
Contribution to UAAL	29.58%	29.58%	29.58%	29.58%	29.58%	29.58%
Total Probation - PDA Members Employer Rate	59.78%	49.44%	47.56%	43.37%	44.30%	43.35%
Probation - Managers Employer Rates						
Employer Normal Cost	21.59%	20.52%	16.87%	11.32%	12.12%	13.77%
Contribution to UAAL	29.58%	29.58%	29.58%	29.58%	29.58%	29.58%
Total Probation - Managers Employer Rate	51.17%	50.10%	46.45%	40.90%	41.70%	43.35%

FY 2014-2015 Member Contribution Rates
General Member Basic and Cola Share Contribution Rates (Cost Sharing not included)

Entry Age	General - All County, Courts, MVCD Basic Member Rate				General 50% Cola Share (hired on and after 8/7/2011)				CNA, UAPD 25% Cola Share (Hired before 8/7/2011)		
	G1, G2	G4	G5	PEPRA G7	50% Cola	50% Cola	50% Cola	50% Cola	25% Cola	25% Cola	25% Cola
					G1	G2	G4	G5	G1	G2	G4
16	5.25%	5.04%	4.34%	7.58%	2.19%	1.72%	1.13%	0.92%	1.10%	0.86%	0.56%
17	5.35%	5.14%	4.42%	7.58%	2.23%	1.75%	1.15%	0.94%	1.12%	0.88%	0.57%
18	5.45%	5.23%	4.50%	7.58%	2.28%	1.79%	1.17%	0.96%	1.14%	0.89%	0.58%
19	5.55%	5.33%	4.59%	7.58%	2.32%	1.82%	1.19%	0.98%	1.16%	0.91%	0.60%
20	5.66%	5.43%	4.67%	7.58%	2.36%	1.86%	1.21%	0.99%	1.18%	0.93%	0.61%
21	5.76%	5.53%	4.76%	7.58%	2.40%	1.89%	1.24%	1.01%	1.20%	0.94%	0.62%
22	5.87%	5.63%	4.85%	7.58%	2.45%	1.92%	1.26%	1.03%	1.23%	0.96%	0.63%
23	5.97%	5.73%	4.94%	7.58%	2.49%	1.96%	1.28%	1.05%	1.25%	0.98%	0.64%
24	6.08%	5.84%	5.03%	7.58%	2.54%	1.99%	1.31%	1.07%	1.27%	1.00%	0.65%
25	6.19%	5.94%	5.12%	7.58%	2.58%	2.03%	1.33%	1.09%	1.29%	1.01%	0.66%
26	6.31%	6.05%	5.22%	7.58%	2.63%	2.07%	1.35%	1.11%	1.32%	1.03%	0.68%
27	6.42%	6.16%	5.31%	7.58%	2.68%	2.11%	1.38%	1.13%	1.34%	1.05%	0.69%
28	6.54%	6.28%	5.41%	7.58%	2.73%	2.14%	1.40%	1.15%	1.37%	1.07%	0.70%
29	6.66%	6.39%	5.51%	7.58%	2.78%	2.18%	1.43%	1.17%	1.39%	1.09%	0.71%
30	6.78%	6.51%	5.61%	7.58%	2.83%	2.22%	1.46%	1.19%	1.42%	1.11%	0.73%
31	6.90%	6.62%	5.71%	7.58%	2.88%	2.26%	1.48%	1.22%	1.44%	1.13%	0.74%
32	7.03%	6.75%	5.82%	7.58%	2.94%	2.31%	1.51%	1.24%	1.47%	1.15%	0.75%
33	7.16%	6.87%	5.93%	7.58%	2.99%	2.35%	1.54%	1.26%	1.49%	1.17%	0.77%
34	7.29%	6.99%	6.03%	7.58%	3.04%	2.39%	1.56%	1.28%	1.52%	1.20%	0.78%
35	7.42%	7.12%	6.14%	7.58%	3.10%	2.43%	1.59%	1.31%	1.55%	1.22%	0.80%
36	7.56%	7.25%	6.25%	7.58%	3.16%	2.48%	1.62%	1.33%	1.58%	1.24%	0.81%
37	7.70%	7.39%	6.37%	7.58%	3.21%	2.52%	1.65%	1.36%	1.61%	1.26%	0.83%
38	7.84%	7.52%	6.48%	7.58%	3.27%	2.57%	1.68%	1.38%	1.64%	1.29%	0.84%
39	7.99%	7.66%	6.60%	7.58%	3.34%	2.62%	1.71%	1.41%	1.67%	1.31%	0.86%
40	8.14%	7.81%	6.72%	7.58%	3.40%	2.67%	1.75%	1.43%	1.70%	1.33%	0.87%
41	8.29%	7.95%	6.85%	7.58%	3.46%	2.72%	1.78%	1.46%	1.73%	1.36%	0.89%
42	8.45%	8.10%	6.97%	7.58%	3.53%	2.77%	1.81%	1.48%	1.76%	1.39%	0.91%

FY 2014-2015 Member Contribution Rates
General Member Basic and Cola Share Contribution Rates (Cost Sharing not included)

Entry Age	General - All County, Courts, MVCD Basic Member Rate				General 50% Cola Share (hired on and after 8/7/2011)				CNA, UAPD 25% Cola Share (Hired before 8/7/2011)		
	G1, G2	G4	G5	PEPRA G7	50% Cola G1	50% Cola G2	50% Cola G4	50% Cola G5	25% Cola G1	25% Cola G2	25% Cola G4
43	8.61%	8.24%	7.10%	7.58%	3.59%	2.82%	1.84%	1.51%	1.80%	1.41%	0.92%
44	8.76%	8.38%	7.24%	7.58%	3.66%	2.87%	1.87%	1.54%	1.83%	1.44%	0.94%
45	8.91%	8.51%	7.37%	7.58%	3.72%	2.92%	1.90%	1.57%	1.86%	1.46%	0.95%
46	9.06%	8.64%	7.51%	7.58%	3.78%	2.97%	1.93%	1.60%	1.89%	1.49%	0.97%
47	9.21%	8.76%	7.64%	7.58%	3.85%	3.02%	1.96%	1.63%	1.92%	1.51%	0.98%
48	9.34%	8.86%	7.78%	7.58%	3.90%	3.06%	1.98%	1.66%	1.95%	1.53%	0.99%
49	9.47%	8.96%	7.91%	7.58%	3.95%	3.11%	2.00%	1.68%	1.98%	1.55%	1.00%
50	9.58%	9.03%	8.04%	7.58%	4.00%	3.14%	2.02%	1.71%	2.00%	1.57%	1.01%
51	9.68%	9.07%	8.16%	7.58%	4.04%	3.17%	2.03%	1.74%	2.02%	1.59%	1.01%
52	9.75%	9.07%	8.27%	7.58%	4.07%	3.20%	2.03%	1.76%	2.04%	1.60%	1.01%
53	9.78%	9.38%	8.37%	7.58%	4.08%	3.21%	2.10%	1.78%	2.04%	1.60%	1.05%
54	9.78%	9.72%	8.46%	7.58%	4.08%	3.21%	2.17%	1.80%	2.04%	1.60%	1.09%
55	9.78%	9.72%	8.52%	7.58%	4.08%	3.21%	2.17%	1.81%	2.04%	1.60%	1.09%
56	9.78%	9.72%	8.56%	7.58%	4.08%	3.21%	2.17%	1.82%	2.04%	1.60%	1.09%
57	9.78%	9.72%	8.56%	7.58%	4.08%	3.21%	2.17%	1.82%	2.04%	1.60%	1.09%
58	9.78%	9.72%	8.85%	7.58%	4.08%	3.21%	2.17%	1.89%	2.04%	1.60%	1.09%
59	9.78%	9.72%	9.17%	7.58%	4.08%	3.21%	2.17%	1.95%	2.04%	1.60%	1.09%
60	9.78%	9.72%	9.17%	7.58%	4.08%	3.21%	2.17%	1.95%	2.04%	1.60%	1.09%

County and Courts Member Cost Share for G1, G2 and G4 3% not included above
Rates Effective PPB 7/6/2014

FY 2014-2015 Member Contribution Rates
Safety Member Basic and COLA Share Contribution Rates (Cost Sharing not included)

Entry Age	Safety Basic Member Rate			Safety 50% Cola Share (hired on and after 1/8/2012)				
	S1, S2	S4, S5, S6	PEPRA S7	50% Cola S1	50% Cola S2	50% Cola S4	50% Cola S5	50% Cola S6
16	7.14%	6.86%	14.28%	4.47%	3.57%	2.25%	2.06%	1.84%
17	7.28%	6.98%	14.28%	4.55%	3.64%	2.29%	2.10%	1.88%
18	7.41%	7.11%	14.28%	4.63%	3.71%	2.33%	2.14%	1.91%
19	7.55%	7.24%	14.28%	4.72%	3.78%	2.38%	2.18%	1.95%
20	7.68%	7.37%	14.28%	4.80%	3.84%	2.42%	2.22%	1.98%
21	7.82%	7.51%	14.28%	4.89%	3.91%	2.46%	2.26%	2.02%
22	7.97%	7.65%	14.28%	4.98%	3.99%	2.51%	2.30%	2.06%
23	8.11%	7.79%	14.28%	5.07%	4.06%	2.56%	2.34%	2.09%
24	8.26%	7.93%	14.28%	5.17%	4.13%	2.60%	2.38%	2.13%
25	8.41%	8.07%	14.28%	5.26%	4.21%	2.65%	2.43%	2.17%
26	8.56%	8.22%	14.28%	5.35%	4.28%	2.70%	2.47%	2.21%
27	8.72%	8.37%	14.28%	5.45%	4.36%	2.75%	2.52%	2.25%
28	8.88%	8.52%	14.28%	5.55%	4.44%	2.80%	2.56%	2.29%
29	9.04%	8.68%	14.28%	5.65%	4.52%	2.85%	2.61%	2.33%
30	9.21%	8.83%	14.28%	5.76%	4.61%	2.90%	2.66%	2.37%
31	9.37%	9.00%	14.28%	5.86%	4.69%	2.95%	2.71%	2.42%
32	9.55%	9.16%	14.28%	5.97%	4.78%	3.01%	2.75%	2.46%
33	9.72%	9.33%	14.28%	6.08%	4.86%	3.06%	2.81%	2.51%
34	9.91%	9.51%	14.28%	6.20%	4.96%	3.12%	2.86%	2.56%
35	10.09%	9.68%	14.28%	6.31%	5.05%	3.18%	2.91%	2.60%
36	10.29%	9.86%	14.28%	6.44%	5.15%	3.24%	2.96%	2.65%
37	10.48%	10.04%	14.28%	6.55%	5.24%	3.29%	3.02%	2.70%
38	10.68%	10.22%	14.28%	6.68%	5.34%	3.35%	3.07%	2.75%
39	10.87%	10.39%	14.28%	6.80%	5.44%	3.41%	3.12%	2.79%
40	11.06%	10.56%	14.28%	6.92%	5.53%	3.46%	3.18%	2.84%
41	11.24%	10.72%	14.28%	7.03%	5.62%	3.52%	3.22%	2.88%
42	11.42%	10.86%	14.28%	7.14%	5.71%	3.56%	3.27%	2.92%
43	11.59%	11.00%	14.28%	7.25%	5.80%	3.61%	3.31%	2.96%
44	11.74%	11.11%	14.28%	7.34%	5.87%	3.65%	3.34%	2.99%
45	11.89%	11.20%	14.28%	7.44%	5.95%	3.67%	3.37%	3.01%
46	12.00%	11.25%	14.28%	7.50%	6.00%	3.69%	3.38%	3.02%

FY 2014-2015 Member Contribution Rates
Safety Member Basic and COLA Share Contribution Rates (Cost Sharing not included)

Entry Age	Safety Basic Member Rate			Safety 50% Cola Share (hired on and after 1/8/2012)				
	S1, S2	S4, S5, S6	PEPRA S7	50% Cola S1	50% Cola S2	50% Cola S4	50% Cola S5	50% Cola S6
47	12.09%	11.25%	14.28%	7.56%	6.05%	3.69%	3.38%	3.02%
48	12.13%	11.63%	14.28%	7.59%	6.07%	3.82%	3.50%	3.13%
49	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
50	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
51	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
52	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
53	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
54	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
55	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
56	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
57	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
58	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
59	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%
60	12.13%	12.05%	14.28%	7.59%	6.07%	3.95%	3.62%	3.24%

Member Cost Share for S1, S2, S4 and S5 3% to 5% not included above

Members with 0-5 yrs of service - 3%, 5 to 10 years - 3.5%, over 15 yrs or age over 45 - 4.5%

Rates Effective PPB 7/6/2014

FY 2014-2015 Member Contribution Rates
Probation Member Basic Contribution Rates (Cost Sharing not included)

Entry Age	Probation Basic Member Rate ⁽¹⁾			Probation Managers Basic Member Rates ⁽²⁾		
	PDA P1, P2	PDA P4, P5, P6	PDA PEPRA P7	PMgr P1, P2	PMgr P4,P5,P6	PMgr PEPRA P7
16	5.72%	5.49%	13.78%	7.14%	6.86%	13.78%
17	5.82%	5.59%	13.78%	7.28%	6.98%	13.78%
18	5.93%	5.69%	13.78%	7.41%	7.11%	13.78%
19	6.04%	5.79%	13.78%	7.55%	7.24%	13.78%
20	6.15%	5.90%	13.78%	7.68%	7.37%	13.78%
21	6.26%	6.01%	13.78%	7.82%	7.51%	13.78%
22	6.37%	6.12%	13.78%	7.97%	7.65%	13.78%
23	6.49%	6.23%	13.78%	8.11%	7.79%	13.78%
24	6.61%	6.34%	13.78%	8.26%	7.93%	13.78%
25	6.73%	6.46%	13.78%	8.41%	8.07%	13.78%
26	6.85%	6.57%	13.78%	8.56%	8.22%	13.78%
27	6.98%	6.69%	13.78%	8.72%	8.37%	13.78%
28	7.10%	6.82%	13.78%	8.88%	8.52%	13.78%
29	7.23%	6.94%	13.78%	9.04%	8.68%	13.78%
30	7.36%	7.07%	13.78%	9.21%	8.83%	13.78%
31	7.50%	7.20%	13.78%	9.37%	9.00%	13.78%
32	7.64%	7.33%	13.78%	9.55%	9.16%	13.78%
33	7.78%	7.47%	13.78%	9.72%	9.33%	13.78%
34	7.93%	7.61%	13.78%	9.91%	9.51%	13.78%
35	8.08%	7.75%	13.78%	10.09%	9.68%	13.78%
36	8.23%	7.89%	13.78%	10.29%	9.86%	13.78%
37	8.39%	8.03%	13.78%	10.48%	10.04%	13.78%
38	8.54%	8.17%	13.78%	10.68%	10.22%	13.78%
39	8.69%	8.31%	13.78%	10.87%	10.39%	13.78%
40	8.85%	8.45%	13.78%	11.06%	10.56%	13.78%
41	9.00%	8.57%	13.78%	11.24%	10.72%	13.78%
42	9.14%	8.69%	13.78%	11.42%	10.86%	13.78%
43	9.27%	8.80%	13.78%	11.59%	11.00%	13.78%
44	9.40%	8.89%	13.78%	11.74%	11.11%	13.78%
45	9.51%	8.96%	13.78%	11.89%	11.20%	13.78%
46	9.60%	9.00%	13.78%	12.00%	11.25%	13.78%
47	9.67%	9.00%	13.78%	12.09%	11.25%	13.78%
48	9.70%	9.31%	13.78%	12.13%	11.63%	13.78%

FY 2014-2015 Member Contribution Rates
Probation Member Basic Contribution Rates (Cost Sharing not included)

Entry Age	Probation Basic Member Rate ⁽¹⁾			Probation Managers Basic Member Rates(2)		
	PDA P1, P2	PDA P4, P5, P6	PDA PEPRA P7	PMgr P1, P2	PMgr P4,P5,P6	PMgr PEPRA P7
49	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
50	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
51	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
52	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
53	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
54	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
55	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
56	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
57	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
58	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
59	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%
60	9.70%	9.64%	13.78%	12.13%	12.05%	13.78%

Probation PDA and Managers Cost Share for P1, P2, P4 and P5 3.5% not included above
Rates Effective PPB 7/6/2014

⁽¹⁾PDA basic member rates reflect 20% pickup.

⁽²⁾Probation manager basic contribution rates except Plan 7 are the same as corresponding Safety Plan.

FY 2014-2015 Member Contribution Rates
Probation Member COLA Share Contribution Rates

Entry Age	Probation PDA 25% Cola Share (hired before 7/10/2011)			Probation PDA 50% Cola Share (hired on and after 7/10/2011)			Probation Managers 50% Cola Share (hired on or after 7/10/2011) ⁽³⁾	
	25% Cola P1, P2	25% Cola P4	50% Cola P1,P2	50% Cola P4	50% Cola P5	50% Cola P6	50% Cola P5	50% Cola P6
16	1.79%	1.12%	3.58%	2.24%	2.03%	1.83%	2.06%	1.84%
17	1.82%	1.14%	3.64%	2.28%	2.07%	1.86%	2.10%	1.88%
18	1.86%	1.16%	3.71%	2.32%	2.11%	1.90%	2.14%	1.91%
19	1.89%	1.18%	3.78%	2.36%	2.14%	1.93%	2.18%	1.95%
20	1.92%	1.20%	3.85%	2.41%	2.18%	1.97%	2.22%	1.98%
21	1.96%	1.23%	3.92%	2.45%	2.22%	2.00%	2.26%	2.02%
22	1.99%	1.25%	3.99%	2.50%	2.27%	2.04%	2.30%	2.06%
23	2.03%	1.27%	4.06%	2.54%	2.31%	2.08%	2.34%	2.09%
24	2.07%	1.29%	4.14%	2.59%	2.35%	2.12%	2.38%	2.13%
25	2.11%	1.32%	4.21%	2.63%	2.39%	2.16%	2.43%	2.17%
26	2.14%	1.34%	4.29%	2.68%	2.43%	2.19%	2.47%	2.21%
27	2.18%	1.36%	4.37%	2.73%	2.48%	2.23%	2.52%	2.25%
28	2.22%	1.39%	4.44%	2.78%	2.52%	2.28%	2.56%	2.29%
29	2.26%	1.42%	4.52%	2.83%	2.57%	2.32%	2.61%	2.33%
30	2.30%	1.44%	4.61%	2.88%	2.62%	2.36%	2.66%	2.37%
31	2.35%	1.47%	4.69%	2.94%	2.67%	2.40%	2.71%	2.42%
32	2.39%	1.49%	4.78%	2.99%	2.71%	2.45%	2.75%	2.46%
33	2.43%	1.52%	4.87%	3.05%	2.77%	2.49%	2.81%	2.51%
34	2.48%	1.55%	4.96%	3.10%	2.82%	2.54%	2.86%	2.56%
35	2.53%	1.58%	5.06%	3.16%	2.87%	2.59%	2.91%	2.60%
36	2.57%	1.61%	5.15%	3.22%	2.92%	2.63%	2.96%	2.65%
37	2.62%	1.64%	5.25%	3.27%	2.97%	2.68%	3.02%	2.70%
38	2.67%	1.67%	5.34%	3.33%	3.02%	2.73%	3.07%	2.75%
39	2.72%	1.69%	5.44%	3.39%	3.08%	2.77%	3.12%	2.79%
40	2.77%	1.72%	5.54%	3.45%	3.13%	2.82%	3.18%	2.84%
41	2.82%	1.75%	5.63%	3.49%	3.17%	2.86%	3.22%	2.88%
42	2.86%	1.77%	5.72%	3.54%	3.22%	2.90%	3.27%	2.92%
43	2.90%	1.79%	5.80%	3.59%	3.26%	2.94%	3.31%	2.96%
44	2.94%	1.81%	5.88%	3.63%	3.29%	2.97%	3.34%	2.99%
45	2.98%	1.83%	5.95%	3.65%	3.32%	2.99%	3.37%	3.01%
46	3.00%	1.84%	6.01%	3.67%	3.33%	3.00%	3.38%	3.02%
47	3.03%	1.84%	6.05%	3.67%	3.33%	3.00%	3.38%	3.02%

FY 2014-2015 Member Contribution Rates

Probation Member COLA Share Contribution Rates

Entry Age	Probation PDA 25% Cola Share (hired before 7/10/2011) Probation PDA 50% Cola Share (hired on and after 7/10/2011)						Probation Managers 50% Cola Share (hired on or after 7/10/2011) ⁽³⁾	
	25% Cola P1, P2	25% Cola P4	50% Cola P1,P2	50% Cola P4	50% Cola P5	50% Cola P6	50% Cola P5	50% Cola P6
48	3.03%	1.90%	6.07%	3.80%	3.45%	3.11%	3.50%	3.13%
49	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
50	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
51	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
52	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
53	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
54	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
55	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
56	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
57	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
58	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
59	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%
60	3.03%	1.97%	6.07%	3.93%	3.57%	3.22%	3.62%	3.24%

Rates Effective PPB 7/6/2014

⁽³⁾ Probation manager COLA contribution rates based on rates in corresponding Safety Plan.