

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS)
 EMPLOYER CONTRIBUTION RATES TO BE IMPLEMENTED
 EFFECTIVE JULY 1, 2004
 (8.00% INTEREST; 3.00% INFLATION; 5.75% SALARY INCREASE)

Sacramento County
AND
SCERS Member Districts and Elected Officials

The following contribution rates should be applied to employees' salaries in computing contributions.

<u>Category</u>	<u>Basic</u>		<u>C.O.L.</u>		<u>Total</u>	
	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>
Tier 1 Miscellaneous Members						
<u>County Employers</u>						
Employees paying half-rate	6.61%	14.45%	3.29%		3.44%	17.89%
Employees paying full-rate	9.43%	12.83%	2.92%		2.85%	15.68%
<u>District Employers and Elected Officials</u>						
Employees paying half-rate	20.46%	N/A	7.7%	N/A	27.63%	N/A
Employees paying full-rate	17.48%	14.59%	6.9%		4.41%	19.00%
<u>District Employers and Elected Officials - Future Service Only Improvement</u>						
Employees paying half-rate	N/A	N/A	N/A	N/A	N/A	N/A
Employees paying full-rate	N/A	9.18%	N/A		3.87%	13.05%
Tier 2 Miscellaneous Members						
<u>County Employers</u>						
Employees paying half-rate	4.68%	13.26%	0.95%		-0.21%	13.05%
Employees paying full-rate	12.33%	11.74%	0.9%		-0.21%	11.53%
<u>District Employers and Elected Officials</u>						
Employees paying half-rate	9.04%	N/A	3.08%	N/A	22.12%	N/A
Employees paying full-rate	16.38%	N/A	3.08%	N/A	19.46%	N/A
Tier 3 Miscellaneous Members						
<u>County Employers</u>						
Employees paying half-rate	5.87%	13.94%	1.08%		1.56%	15.50%
Employees paying full-rate	3.21%	12.41%	0.56%		1.22%	13.63%
<u>District Employers and Elected Officials</u>						
Employees paying half-rate	19.92%	N/A	5.08%	N/A	24.98%	N/A
Employees paying full-rate	17.25%	14.00%	4.18%		2.78%	16.78%
<u>District Employers and Elected Officials - Future Service Only Improvement</u>						
Employees paying half-rate	N/A	N/A	N/A	N/A	N/A	N/A
Employees paying full-rate	14.42%	10.44%	6.78%		2.66%	13.10%
Tier 1 Safety Members						
<u>County Employers</u>						
Employees paying half-rate	24.45%	23.98%	3.16%		7.49%	31.47%
Employees paying full-rate	20.39%	19.90%	7.33%		6.66%	26.56%
<u>District Employers and Elected Officials</u>						
Employees paying half-rate	28.16%	N/A	13.13%	N/A	42.32%	N/A
Employees paying full-rate	26.10%	25.20%	12.41%		12.04%	37.24%
<u>District Employers and Elected Officials - Future Service Only Improvement</u>						
Employees paying half-rate	N/A	N/A	N/A	N/A	N/A	N/A
Employees paying full-rate	21.07%	17.70%	9.82%		9.27%	26.97%
Tier 2 Safety Members						
<u>County Employers</u>						
Employees paying half-rate	23.62%	23.47%	3.07%		3.33%	26.80%
Employees paying full-rate	19.85%	19.55%	2.52%		2.74%	22.29%
<u>District Employers and Elected Officials</u>						
Employees paying half-rate	28.36%	N/A	8.09%	N/A	36.42%	N/A
Employees paying full-rate	24.56%	N/A	7.53%	N/A	32.09%	N/A

NOTE: The "old" rates are those which were applicable for the period July 2003 to June 2004.

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Human Resource Consulting

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) MISCELLANEOUS (TIER 1) MEMBERS EMPLOYEE CONTRIBUTION RATES ("HALF" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation : 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: 0.3648

EFFECTIVE JULY 1, 2004

Rates indicated are for employees for whom County or District pays one-half of the employee's share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***		Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
	OLD	NEW	OLD	NEW		OLD	NEW	OLD	NEW
16	1.51%	1.54%	2.27%	2.32%	38	1.65%	1.69%	2.48%	2.53%
17	1.51%	1.54%	2.27%	2.32%	39	1.65%	1.70%	2.50%	2.55%
18	1.51%	1.54%	2.27%	2.32%	40	1.65%	1.72%	2.52%	2.58%
19	1.51%	1.54%	2.27%	2.32%	41	1.65%	1.74%	2.55%	2.60%
20	1.51%	1.54%	2.27%	2.32%	42	1.65%	1.75%	2.57%	2.62%
21	1.51%	1.54%	2.26%	2.31%	43	1.65%	1.77%	2.59%	2.65%
22	1.51%	1.54%	2.26%	2.31%	44	1.65%	1.78%	2.62%	2.68%
23	1.51%	1.54%	2.26%	2.31%	45	1.65%	1.80%	2.65%	2.70%
24	1.51%	1.54%	2.27%	2.32%	46	1.65%	1.82%	2.67%	2.73%
25	1.51%	1.55%	2.27%	2.32%	47	1.65%	1.84%	2.70%	2.76%
26	1.52%	1.55%	2.28%	2.33%	48	1.65%	1.86%	2.73%	2.79%
27	1.53%	1.56%	2.29%	2.34%	49	1.65%	1.88%	2.75%	2.82%
28	1.53%	1.57%	2.30%	2.35%	50	1.65%	1.90%	2.79%	2.85%
29	1.54%	1.58%	2.31%	2.36%	51	1.65%	1.92%	2.82%	2.88%
30	1.55%	1.59%	2.32%	2.38%	52	1.65%	1.95%	2.85%	2.92%
31	1.56%	1.60%	2.33%	2.40%	53	1.65%	1.97%	2.89%	2.95%
32	1.57%	1.61%	2.33%	2.41%	54	1.65%	1.99%	2.92%	2.98%
33	1.59%	1.62%	2.33%	2.43%	55	1.65%	1.99%	2.92%	2.98%
34	1.60%	1.63%	2.40%	2.45%	56	1.65%	1.99%	2.92%	2.98%
35	1.61%	1.65%	2.41%	2.47%	57	1.65%	1.99%	2.92%	2.98%
36	1.62%	1.66%	2.43%	2.49%	58	1.65%	1.99%	2.92%	2.98%
37	1.64%	1.67%	2.45%	2.51%	59 & over	1.65%	1.99%	2.92%	2.98%

NOTE: First-tier miscellaneous members of the System who entered SCERS membership prior to January 1, 1975, contribute on the "variable" rates as indicated above. However, those members who entered SCERS membership on or after January 1, 1975, will make a total contribution of 1.66% on the first \$161.00*** of biweekly salary and 2.49% on the excess salary over \$161.00.***

* For those employees who are contributing on the full rate basis, the above rates will be multiplied by a factor of two. (See "Full" Rate Table.)

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

3/30/2004

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Human Resource Consulting

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) MISCELLANEOUS (TIER 1) MEMBERS EMPLOYEE CONTRIBUTION RATES ("FULL" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation : 6/30/2003

(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)

C.O.L. Factor: 0.3648

EFFECTIVE JULY 1, 2004

Rates indicated are for employees paying their "full" share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***		Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
	OLD	NEW	OLD	NEW		OLD	NEW	OLD	NEW
16		3.06%		4.63%	38		3.37%		5.06%
17		3.06%		4.63%	39		3.40%		5.10%
18		3.06%		4.63%	40		3.43%		5.15%
19		3.06%		4.63%	41		3.47%		5.20%
20		3.06%		4.63%	42		3.49%		5.24%
21		3.07%		4.61%	43		3.53%		5.30%
22		3.07%		4.61%	44		3.56%		5.35%
23		3.07%		4.61%	45		3.60%		5.40%
24		3.08%		4.63%	46		3.64%		5.46%
25		3.10%		4.64%	47		3.67%		5.51%
26		3.10%		4.65%	48		3.71%		5.57%
27		3.11%		4.67%	49		3.75%		5.64%
28		3.13%		4.69%	50		3.79%		5.69%
29		3.15%		4.72%	51		3.84%		5.76%
30		3.17%		4.75%	52		3.89%		5.83%
31		3.19%		4.79%	53		3.93%		5.90%
32		3.21%		4.82%	54		3.97%		5.96%
33		3.23%		4.86%	55		3.97%		5.96%
34		3.25%		4.90%	56		3.97%		5.96%
35		3.25%		4.93%	57		3.97%		5.96%
36		3.32%		4.97%	58		3.97%		5.96%
37		3.34%		5.01%	59 & over		3.97%		5.96%

NOTE: First-tier miscellaneous members of the System who entered SCERS membership prior to January 1, 1975, contribute on the "variable" rates as indicated above. However, those members who entered SCERS membership on or after January 1, 1975, will make a total contribution of 3.32% on the first \$161.00*** of biweekly salary and 4.97% on the excess salary over \$161.00.***

* For those employees for whom the County or District pays one-half of the employee's share, the above rates will be divided by a factor of two. (See "Half" Rate Table).

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

3/30/2004

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SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) MISCELLANEOUS (TIER 2) MEMBERS EMPLOYEE CONTRIBUTION RATES ("HALF" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation : 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: None

EFFECTIVE JULY 1, 2004

Rates indicated are for employees for whom County or District pays one-half of the employee's share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
	1.16%		1.73%

* For those employees who are contributing on the full rate basis, the above rates will be multiplied by a factor of two. (See "Full" Rate Table.)

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

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SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) MISCELLANEOUS (TIER 2) MEMBERS EMPLOYEE CONTRIBUTION RATES ("FULL" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: None

EFFECTIVE JULY 1, 2004

Rates indicated are for employees paying their "full" share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
2.31%	2.31%	3.46%	3.46%

* For those employees for whom the County or District pays one-half of the employee's share, the above rates will be divided by a factor of two. (See "Half" Rate Table).

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

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SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS)
MISCELLANEOUS (TIER 3) MEMBERS EMPLOYEE CONTRIBUTION RATES ("HALF" RATES)
COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: 0.2221

EFFECTIVE JULY 1, 2004

Rates indicated are for employees for whom County or District pays one-half of the employee's share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
1.41%	1.41%	2.12%	2.12%

* For those employees who are contributing on the full rate basis, the above rates will be multiplied by a factor of two. (See "Full" Rate Table.)

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

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SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) MISCELLANEOUS (TIER 3) MEMBERS EMPLOYEE CONTRIBUTION RATES ("FULL" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: 0.2221

EFFECTIVE JULY 1, 2004

Rates indicated are for employees paying their "full" share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
2.82%	2.82%	4.23%	4.23%

* For those employees for whom the County or District pays one-half of the employee's share, the above rates will be divided by a factor of two. (See "Half" Rate Table).

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

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SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) SAFETY (TIER 1) MEMBERS EMPLOYEE CONTRIBUTION RATES ("HALF" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003

(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)

C.O.L. Factor: 0.2033

EFFECTIVE JULY 1, 2004

Rates indicated are for employees for whom County or District pays one-half of the employee's share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***		Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
	OLD	NEW	OLD	NEW		OLD	NEW	OLD	NEW
18	3.28%	3.31%	4.92%	4.97%	34	3.58%			5.36%
19	3.28%	3.31%	4.92%	4.97%	35	3.61%			5.42%
20	3.28%	3.31%	4.92%	4.97%	36	3.65%			5.48%
21	3.28%	3.31%	4.92%	4.97%	37	3.70%			5.54%
22	3.29%	3.32%	4.93%	4.97%	38	3.74%			5.62%
23	3.29%	3.32%	4.93%	4.98%	39	3.79%			5.68%
24	3.30%	3.33%	4.95%	5.00%	40	3.83%			5.75%
25	3.31%	3.34%	4.96%	5.01%	41	3.88%			5.83%
26	3.32%	3.35%	4.99%	5.03%	42	3.93%			5.90%
27	3.34%	3.37%	5.01%	5.06%	43	3.98%			5.97%
28	3.36%	3.39%	5.04%	5.09%	44	4.03%			6.05%
29	3.38%	3.41%	5.07%	5.12%	45	4.09%			6.13%
30	3.41%	3.44%	5.12%	5.16%	46	4.14%			6.21%
31	3.44%	3.47%	5.16%	5.21%	47	4.20%			6.29%
32	3.47%	3.50%	5.21%	5.25%	48	4.25%			6.37%
33	3.51%	3.53%	5.25%	5.30%	49 & Over	4.30%			6.45%

NOTE: Safety members of the System who entered SCERS membership prior to January 1, 1975, contribute on the "variable" rates as indicated above. However, those members who entered SCERS membership on or after January 1, 1975, will make a total contribution of 3.41% on the first \$161.00*** of biweekly salary and 5.12% on the excess salary over \$161.00.***

* For those employees who are contributing on the full rate basis, the above rates will be multiplied by a factor of two. (See "Full" Rate Table.)

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

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Human Resource Consulting

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) SAFETY (TIER 1) MEMBERS EMPLOYEE CONTRIBUTION RATES ("FULL" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003

(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)

C.O.L. Factor: 0.2033

EFFECTIVE JULY 1, 2004

Rates indicated are for employees paying their "full" share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***		Entry Age	First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
	OLD	NEW	OLD	NEW		OLD	NEW	OLD	NEW
18	6.56%	6.62%	9.88%	9.93%	34	7.08%	7.15%	10.62%	10.72%
19	6.56%	6.62%	9.88%	9.93%	35	7.16%	7.22%	10.73%	10.83%
20	6.56%	6.62%	9.88%	9.93%	36	7.24%	7.30%	10.86%	10.96%
21	6.56%	6.62%	9.88%	9.93%	37	7.32%	7.39%	10.98%	11.08%
22	6.57%	6.63%	9.88%	9.94%	38	7.41%	7.48%	11.12%	11.23%
23	6.58%	6.63%	9.88%	9.95%	39	7.50%	7.57%	11.25%	11.36%
24	6.59%	6.65%	9.89%	9.99%	40	7.59%	7.66%	11.40%	11.50%
25	6.62%	6.68%	9.92%	10.01%	41	7.69%	7.76%	11.54%	11.65%
26	6.64%	6.70%	9.97%	10.06%	42	7.78%	7.86%	11.68%	11.79%
27	6.68%	6.74%	10.01%	10.11%	43	7.89%	7.95%	11.82%	11.94%
28	6.71%	6.77%	10.07%	10.17%	44	7.99%	8.06%	11.98%	12.09%
29	6.76%	6.82%	10.14%	10.24%	45	8.09%	8.17%	12.13%	12.25%
30	6.82%	6.88%	10.23%	10.32%	46	8.20%	8.28%	12.29%	12.41%
31	6.88%	6.94%	10.31%	10.41%	47	8.31%	8.39%	12.46%	12.57%
32	6.94%	7.00%	10.41%	10.50%	48	8.42%	8.50%	12.62%	12.74%
33	7.01%	7.06%	10.50%	10.60%	49 & Over	8.52%	8.60%	12.78%	12.90%

NOTE: Safety members of the System who entered SCERS membership prior to January 1, 1975, contribute on the "variable" rates as indicated above. However, those members who entered SCERS membership on or after January 1, 1975, will make a total contribution of 6.82% on the first \$161.00*** of biweekly salary and 10.24% on the excess salary over \$161.00.***

* For those employees for whom the County or District pays one-half of the employee's share, the above rates will be divided by a factor of two. (See "Half" Rate Table).

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

MERCER

Human Resource Consulting

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) SAFETY (TIER 2) MEMBERS EMPLOYEE CONTRIBUTION RATES ("HALF" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: 0.1512

EFFECTIVE JULY 1, 2004

Rates indicated are for employees for whom County or District pays one-half of the employee's share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
3.10%	3.10%	4.65%	4.66%

* For those employees who are contributing on the full rate basis, the above rates will be multiplied by a factor of two. (See "Full" Rate Table.)

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).

MERCER

Human Resource Consulting

SACRAMENTO COUNTY EMPLOYEES' RETIREMENT SYSTEM (SCERS) SAFETY (TIER 2) MEMBERS EMPLOYEE CONTRIBUTION RATES ("FULL" RATES) COUNTY & DISTRICT RATES - ALL SERVICE IMPROVEMENT

Actuarial Valuation: 6/30/2003
(based on Interest Assumption Rate of 8.00% per annum and 5.75% salary scale assumptions.)
C.O.L. Factor: 0.1512

EFFECTIVE JULY 1, 2004

Rates indicated are for employees paying their "full" share. *

Rates indicated are for those employees contributing both to SCERS and to Social Security. **

First \$161.00*** of Biweekly Compensation		Excess Biweekly Compensation over \$161.00***	
<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>
6.20%	6.20%	9.31%	9.31%

* For those employees for whom the County or District pays one-half of the employee's share, the above rates will be divided by a factor of two. (See "Half" Rate Table).

** For those employees who are not contributing to Social Security, use only the rate indicated in the "excess" column, applied to the total retirement deductible compensation.

*** Employees paid on a semi-monthly basis use breakage factor of \$175.00 (first \$175.00 of salary on low rate; excess of \$175.00 of salary on high rate); monthly basis use breakage factor of \$350.00 (first \$350.00 of salary on low rate; excess of \$350.00 of salary on high rate).