

STAFF BENEFIT RATE MATRIX FY 2014-15 Version II 8/29/14

STAFF BENEFIT RATES	MISC.	SAFETY	POF
RETIREMENT [^]	24.28%	19.34%	36.83%
EMPLOYEE LEAVE BUYOUT	0.62%	0.62%	0.62%
HEALTH/DENTAL/VISION	26.94%	26.94%	26.94%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	0.00%	0.00%
MEDICARE TAX	1.45%	1.45%	1.45%
LIFE INSURANCE	0.01%	0.00%	0.01%
SURVIVOR'S BENEFITS	0.00%	0.13%	0.13%
SUBTOTAL	59.50%	48.48%	65.98%
WORKERS' COMPENSATION	8.49%	8.93%	8.93%
TOTAL	67.99%	57.41%	74.91%

UNEMPLOYMENT INSURANCE (applied to Fire Fighter I only)	MISC.	SAFETY	POF
UNEMPLOYMENT INSURANCE	0.00%	0.00%	17.51%

ADMINISTRATIVE CHARGE (include in all contract costs)	MISC.	SAFETY	POF
STATEWIDE PRO RATA	4.99%	4.99%	4.99%
CAL FIRE INDIRECT	6.98%	6.98%	6.98%
TOTAL	11.97%	11.97%	11.97%

STAFF BENEFIT RATES	MISC.	SAFETY	POF
UNPLANNED OVERTIME	7.65% **	1.45% *	1.45% *
EDWC OVERTIME****	0.00%	0.00%	38.90% ***
UNIFORM ALLOWANCE	0.00%	0.00%	38.28% *****
PARAMEDIC RETENTION	0.00%	0.00%	38.28% *****
EMERGENCY RESPONSE BONUS	0.00%	0.00%	38.28% *****
ARDUOUS DUTY ASSIGNMENT	7.65% **	0.00%	1.45% *

[^] Ties to \$3.60 in the proposed budget bills, which is subject to change once the CalPERS Board adopts final numbers and they are included in the final budget.

* Medicare

** Social Security and Medicare

*** Retirement, Employee Leave Buyout and Medicare

**** Extended Duty Week Compensation (EDWC)

***** Retirement and Medicare

**Local Government Cooperative Agreement Staff Benefit Rate
Fiscal Year 2014-15 Benefit Rate Matrix
(August 28th 2014)**

Detailed below is information on the two benefit rates that changed from the previous Staff Benefit Rate Matrix posting on the Local Government Resources Site on March 6, 2014:

1) Retirement

- The retirement rates are based upon the rates displayed in Section 3.60 of the Budget Act of 2014 for Miscellaneous (weighted average of Tier 1 and Tier 2); State Safety; and Peace Officer/Firefighter employees.
- Final retirement rates are higher than originally projected in the Governor's Budget because of normal CalPERS changes due to differences in actual versus projected employer contributions, payroll growth, retirement dates, and benefit payments. Additionally, the final rates are based on new CalPERS assumptions about longer post-retirement life expectancy, earlier retirement ages, and higher-than-expected wage growth for POF.
- Potential future retirement rates were published as part of the CalPERS June 30, 2012, State and Schools Valuation Report:

Category	Projected Future Employer Contribution Rates *					
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
State Miscellaneous Tier1	23.3%	25.8%	28.2%	29.3%	30.5%	31.6%
State Miscellaneous Tier2	23.0%	25.7%	28.3%	29.6%	30.9%	32.2%
State Industrial	16.8%	18.2%	19.5%	20.1%	20.7%	21.3%
State Safety	17.8%	18.7%	19.6%	19.8%	20.0%	20.2%
State POFF	33.9%	37.2%	40.5%	41.8%	43.1%	44.4%
State CHP	41.4%	45.9%	50.4%	51.9%	53.4%	54.9%

* To the extent future experience is different from what is assumed, the employer rates will vary in the future. Please refer to page 62 of the State and Schools valuation report for a discussion of risk and the impact of various investment returns on rates. Additionally, some upward deviation in the above listed rates, due to the augmenting of unfunded pension liability in accordance with California Public Employees' Pension Reform Act of 2013 (PEPRA), will occur.

- The final retirement rate increased by 2.89 percent for Miscellaneous, 1.34 percent for State Safety and 5.58 percent for Peace Officer/Firefighter employees.

2) Health/Dental/Vision

- The health care rate of 26.94 percent is based upon actual expenditures in FY 2013-14. Also, the rate includes a 4.08 percent increase in overall health care premiums approved by CalPERS for calendar year 2015.
- The preliminary retirement rates were subject to change based upon the CalPERS Board adopting 2015 health plan rates, which ultimately dropped the CAL FIRE rate decreased by 0.76 percent.

**Local Government Agreement Historic Benefit Rates
FY 2002/03 - FY 2014/15**

	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Retirement	13.93	20.33	23.84	23.56	24.51	25.55	26.06	25.85	28.72	27.42	27.70	31.32	36.83
Retirement Offset	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	0.16	0	0	0	0
Health/Dental/Vision	12.91	13.78	14.84	17.01	18.09	19.44	21.03	22.63	21.47	21.47	27.09	24.50	26.94
IDL/NDI	0.91	0.92	0.69	0	0	0	0	0	0	0	0	0	0
SSI (OASDI)	0	0	0	0	0	0	0	0	0	0	0	0	0
Medicare Tax	1.56	1.65	1.81	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45
Life Insurance	0.01	0	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Survivor's Benefits	0.15	0.15	0.23	0.17	0.15	0.15	0.14	0.12	0.13	0.13	0.14	0.14	0.13
Worker's Compensation	3.74	3.49	3.14	3.19	4.38	6.12	6.78	6.02	5.78	5.78	6.40	8.07	8.93
Unemployment Insurance	1.1	1.1	1.51	1.51	1.51	1.51	0	0	0	0	0	0	0
Statewide Pro Rata	1.01	2.97	2.08	3	5.89	0	0	0	0	0	0	0	0
Employee Leave Buyout (added to Staff Benefit Rates FY 10/11)									0.00	0.00	0	0.25	0.62
Total Staff Benefit Rate	37.2	46.27	50.03	51.78	57.87	56.11	57.35	57.96	57.72	56.26	62.79	65.74	74.91
Unemployment Rate (applied to seasonal FFI only beginning in FY 08/09 and removed from Staff Benefit Rates)							20.02	17.51	17.51	17.51	17.51	17.51	17.51
Statewide Pro Rata (Statewide Pro Rate moved to Administrative Rate in FY 07/08 and removed from Staff Benefit Rates)						3.58	3.4	4.5	3.63	4.98	4.99	4.92	4.99
CAL FIRE indirect						7.07	6.28	6.5	7.43	6.98	6.52	6.57	6.98
Administrative Rate	11.13	10.18	9.50	9.10	9.92	10.65	9.68	11.00	11.06	11.96	11.51	11.49	11.97