

SJCERA - RETIREMENT CONTRIBUTION RATES - 2021 (Revised 9/29/2020)

As determined by annual actuarial valuation as of January 1, 2020
Expressed as a Percentage of Active Member Payroll

	TIER 1			TIER 1 w/COLA Cost Sharing			TIER 1 w/COLA Cost Sharing Plus			TIER 2		
	GENERAL	SAFETY	COMPOSITE TOTAL	GENERAL	SAFETY	COMPOSITE TOTAL	GENERAL	SAFETY	COMPOSITE TOTAL	GENERAL	SAFETY	COMPOSITE TOTAL
EMPLOYER CONTRIBUTIONS:												
Normal Cost												
Basic	13.85%	22.31%	15.47%	13.85%	22.31%	15.47%	13.29%	20.69%	14.71%	7.52%	11.05%	7.92%
Post-retirement COLA	6.00%	10.56%	6.87%	3.09%	5.48%	3.55%	3.09%	5.48%	3.55%	2.45%	4.41%	2.67%
Total	19.85%	32.87%	22.34%	16.94%	27.79%	19.02%	16.38%	26.17%	18.26%	9.97%	15.46%	10.59%
UAL Amortization Cost												
Basic	22.26%	44.44%	25.30%	22.26%	44.44%	25.30%	22.26%	44.44%	25.30%	22.26%	47.37%	25.00%
Post-retirement COLA	7.39%	16.84%	10.32%	7.39%	16.84%	10.32%	7.39%	16.84%	10.32%	7.39%	13.91%	8.10%
Total	29.65%	61.28%	35.62%	29.65%	61.28%	35.62%	29.65%	61.28%	35.62%	29.65%	61.28%	33.10%
Total Plan Cost												
Basic	36.11%	66.75%	40.77%	36.11%	66.75%	40.77%	35.55%	65.13%	40.01%	29.78%	58.42%	32.92%
Post-Retirement COLA	13.39%	27.40%	17.19%	10.48%	22.32%	13.87%	10.48%	22.32%	13.87%	9.84%	18.32%	10.77%
Total	49.50%	94.15%	57.96%	46.59%	89.07%	54.64%	46.03%	87.45%	53.88%	39.62%	76.74%	43.69%
Total Plan Normal Cost	23.82%	37.80%	26.50%	23.82%	37.80%	26.50%	23.82%	37.80%	26.50%	19.94%	30.92%	21.18%