SAN JOAQUIN COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION

Contribution Rates

Retirement 101

September 17th, 2026

House Rules

- Click on Q&A at the bottom of your screen.
- We will be answering questions at the end of the presentation.
    - Unanswered Questions: Releasing FAQ
- Please keep questions general.

Agenda

- What are Contribution Rates?
- How are they determined?
  - 2026 rates
- Compensation Limits

What are Contribution Rates?

Funding

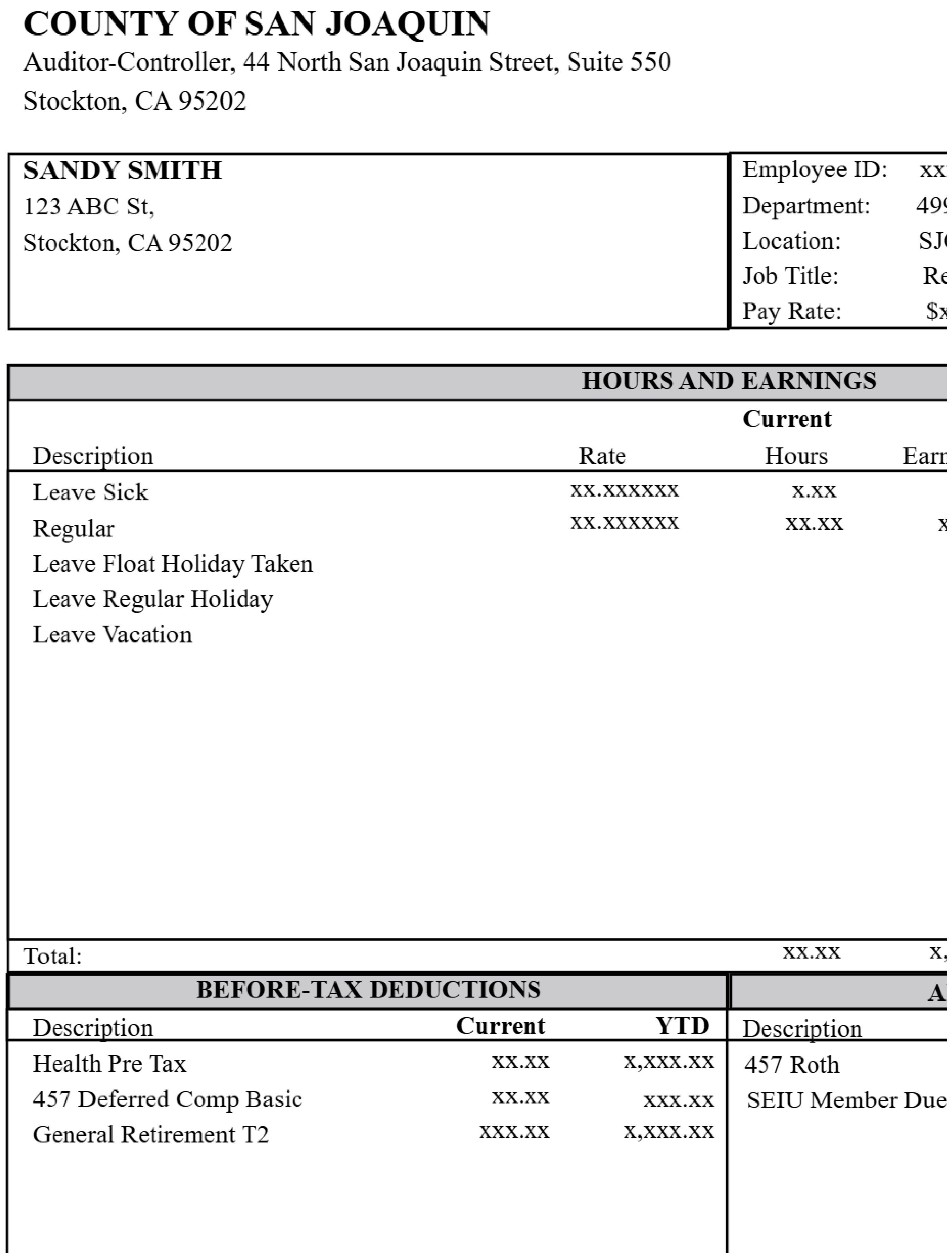
The three sources of funding:

- Member Contributions
  - % of your biweekly paycheck
- Employer Contributions
  - % your employer pays into the fund on your behalf
    - Different from a match
- Investment earnings
  - Returns on investments made

Contributions

Your contributions are one part of a larger system working together to fund your lifetime retirement benefit.

- Deducted through payroll.
  - Made on a pre-tax basis
  - Taxed later
- Pay statement



COUNTY OF SAN JOAQUIN
Auditor-Controller, 44 North San Joaquin Street, Suite 550
Stockton, CA 95202

SANDY SMITH	Employee ID: xx
123 ABC St,	Department: 49
Stockton, CA 95202	Location: SJ
	Job Title: Re
	Pay Rate: $x

HOURS AND EARNINGS

		Current	
Description	Rate	Hours	Earn
Leave Sick	xx.xxxxxx	x.xx	
Regular	xx.xxxxxx	xx.xx	x
Leave Float Holiday Taken			
Leave Regular Holiday			
Leave Vacation			
Total:		xx.xx	x,

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Health Pre Tax	xx.xx	x,xxx.xx
457 Deferred Comp Basic	xx.xx	xxx.xx
General Retirement T2	xxx.xx	x,xxx.xx

A

Description
457 Roth
SEIU Member Due

How are they Determined?

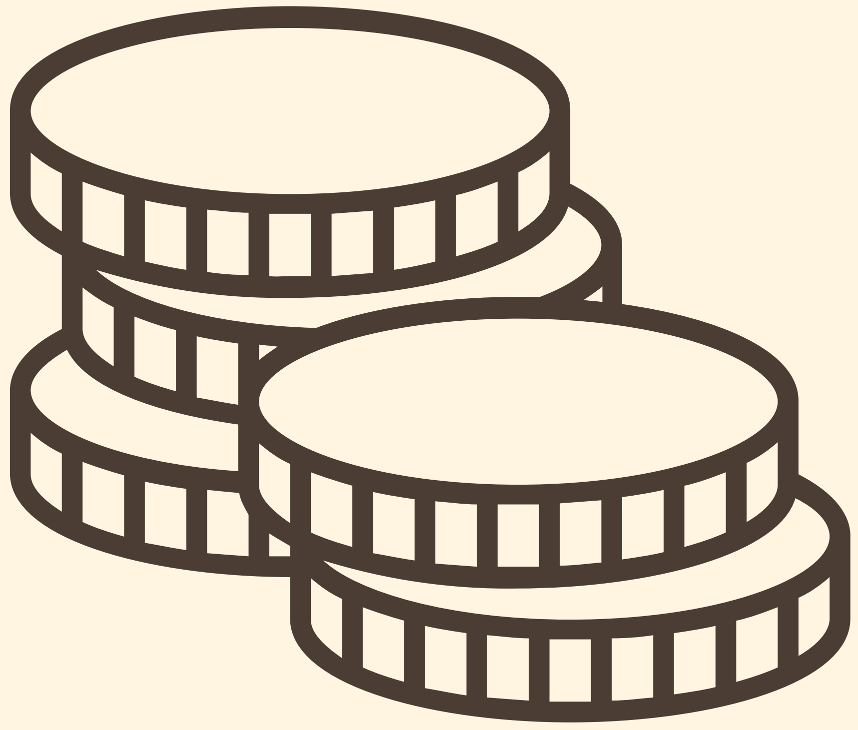
Contribution Factors

There are two factors that determine your contribution rate:

- Your Tier level
    - Tier 1: Membership before January 1, 2013.
    - Tier 2: Membership on or after January 1, 2013.*

- Your Membership Type
    - General
    - Safety

* Reciprocity can affect Tier placement.



Tier 2 Rates

Tier 2 (PEPRA) rates for 2026

- General members: 9.54%
- Safety members: 15.16%

Tier 2 Employer Contributions

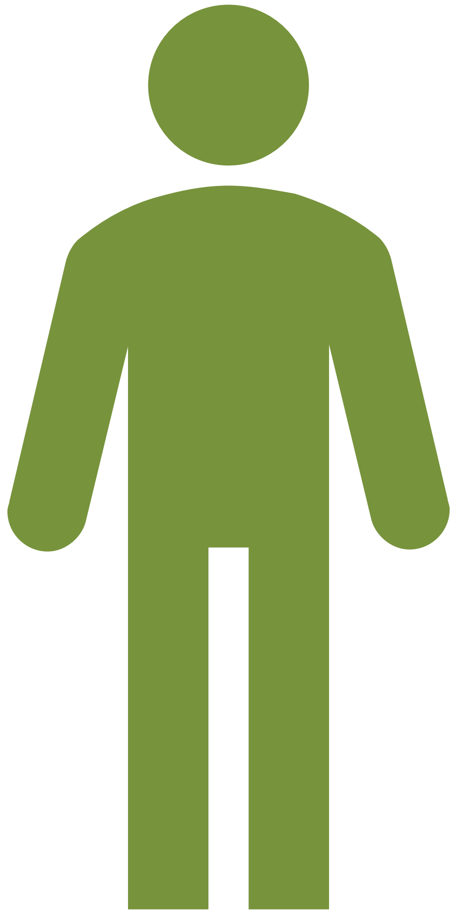
- General members: 37.81%
- Safety members: 82.02%

Tier 1 Rates

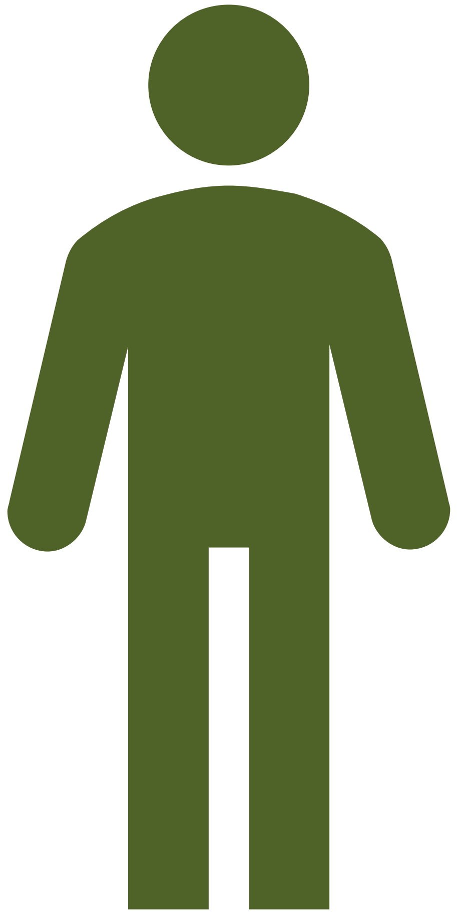
Tier 1 rates can be different person to person.

- Based on:
  - Age of entry
  - Employer
    - Social Security
  - General vs Safety

Tier 1 – Age of Entry Example

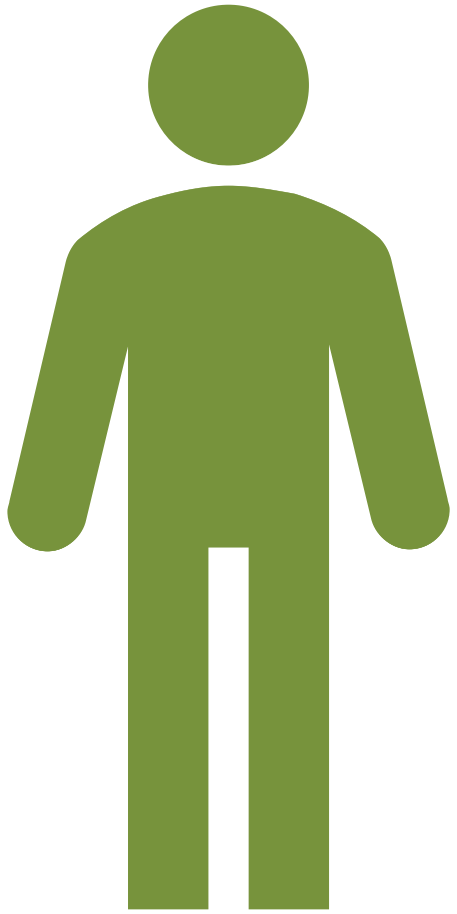


SAM
San Joaquin County
General
Age of entry: 45
Contribution Rate: 9.24%

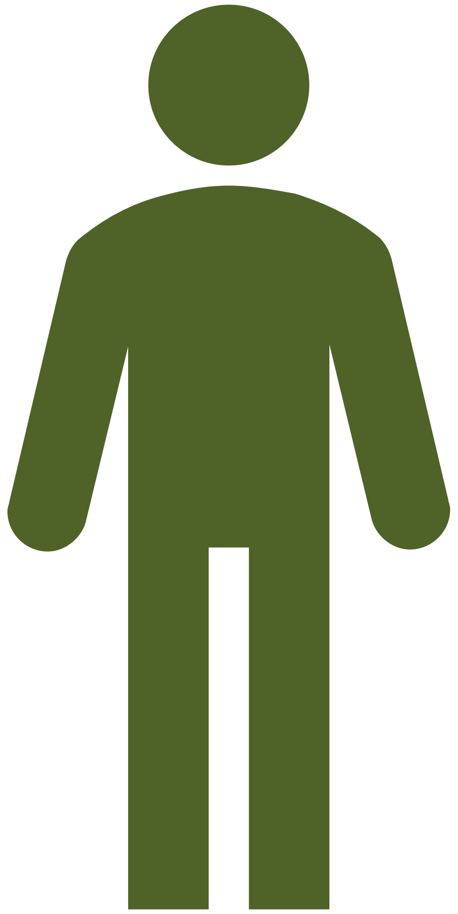


JERRY
San Joaquin County
General
Age of entry: 21
Contribution Rate: 5.60%

Tier 1 – Membership Type Example

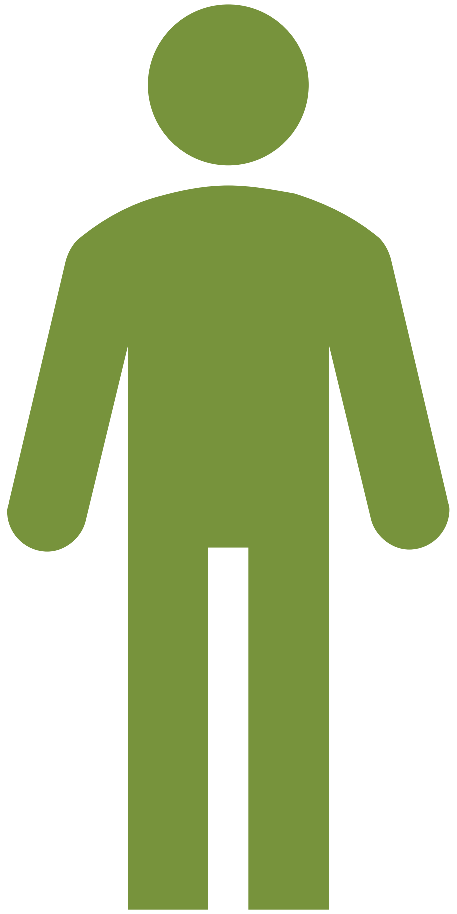


SAM
San Joaquin County
General
Age of entry: 45
Contribution Rate: 9.24%

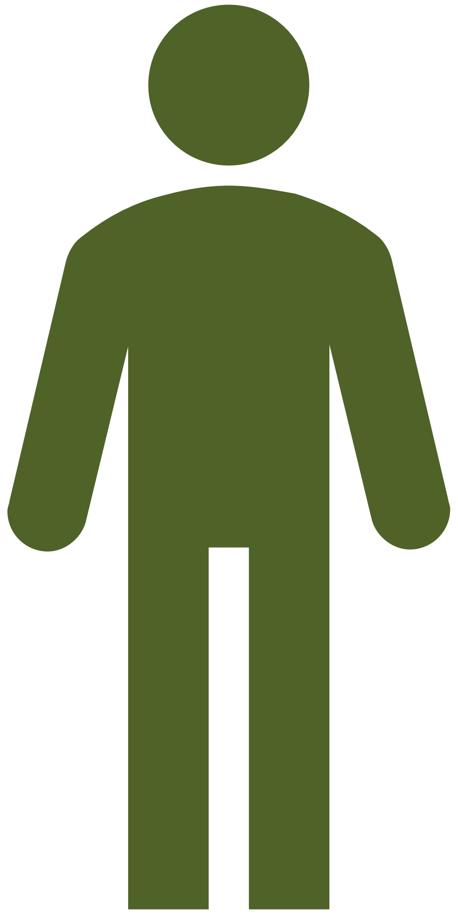


JERRY
San Joaquin County
Safety
Age of entry: 45
Contribution Rate: 15.33%

Tier 1 – Employment Example



SAM
San Joaquin County
General
Age of entry: 45
Contribution Rate: 9.24%



JERRY
Mosquito Vector Control District
General
Age of entry: 45
Contribution Rate: 8.52%

Compensation Limits

Compensation Limits

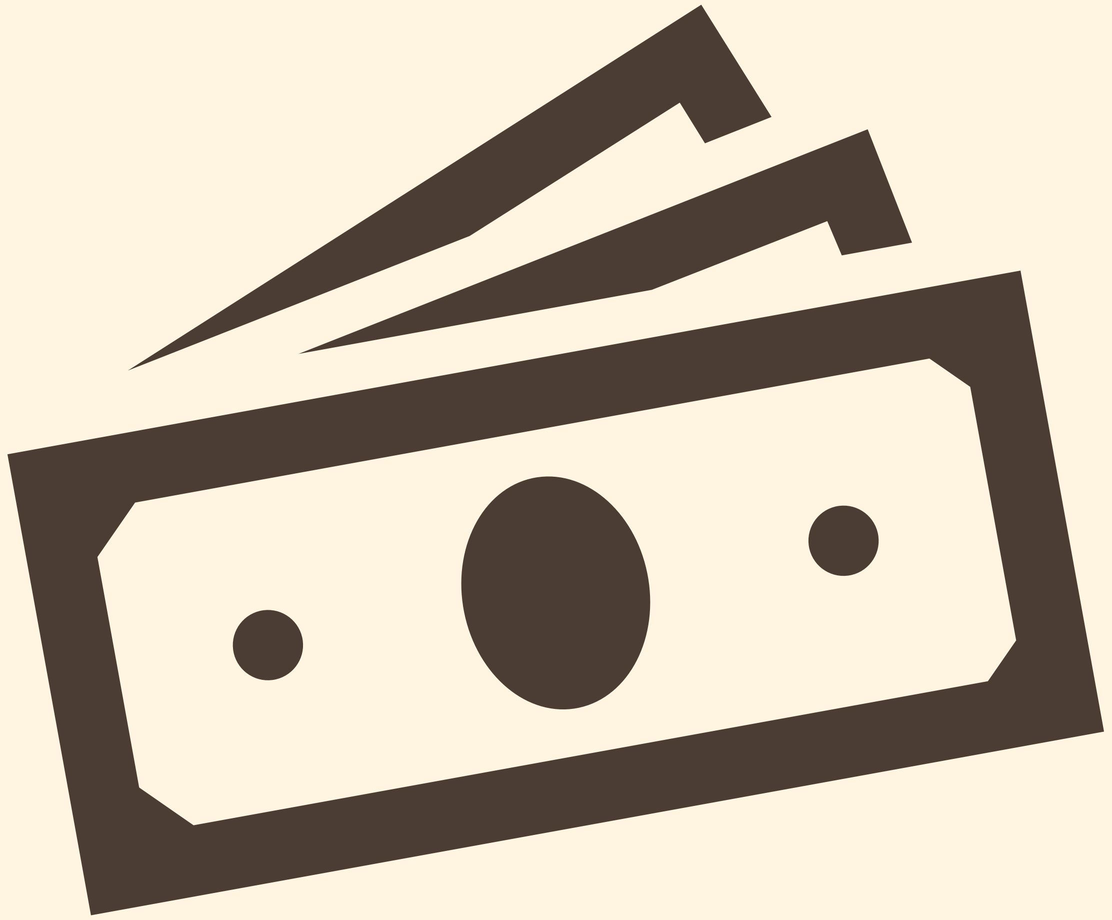
State and Federal laws limit the amount of retirement-eligible compensation that can be used when calculating retirement benefits. You will stop making member contributions for the rest of the calendar year once you exceed the retirement-eligible compensation cap; however, you will continue to earn service credit for the hours worked the rest of the calendar year.

Tier 1 members:

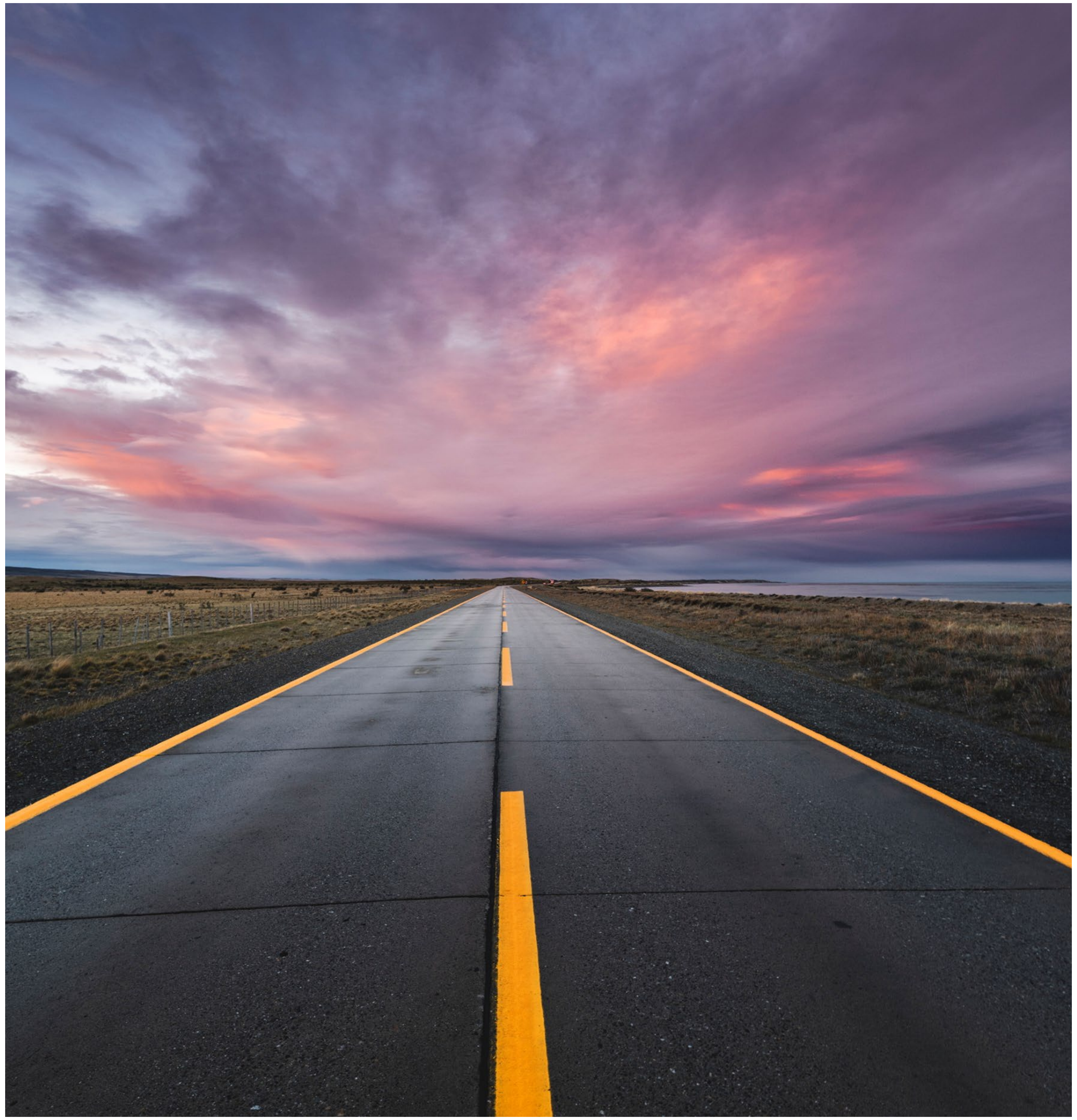
- $360,000

Tier 2 members:

- General and Lathrop-Manteca Fire: $159,733*
- Safety (except Lathrop-Manteca Fire): $191,679



*The law sets a lower compensation limit for those Tier 2 positions that contribute to both SJCERA and Social Security.



Coming Soon...

- September 30th: Kaiser Medicare 101
- October 2nd: Understanding Your Retirement
- October 22nd: Three Legged-Stool
- December 3rd: About to Retire

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SAN JOAQUIN COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION

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THANK YOU