

TULARE COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2020

SECTION V - CONTRIBUTIONS

The employer contribution rates for FYE 2022 are shown in the table below, split by tier (1-4), membership class (General or Safety), and for the General class, employer (County or Non-County). Separate rates are shown above and below the first \$161.54 of biweekly compensation (Social Security Integration).

Table V-2(b) Development of the Employer Contribution Rate as of June 30, 2020 for FYE 2022 with Social Security Integration				
	Tier 1	Tier 2 & 3	Tier 4	Total
<b>General (County)</b>				
1. Employer Normal Cost Rate:	15.23%	8.43%	7.43%	8.01%
a. Rate on first \$161.54 of biweekly compensation	10.37%	5.75%		
b. Rate on biweekly compensation in excess of \$161.54	15.55%	8.63%		
2. UAL Rate:	4.58%	4.58%	4.58%	4.58%
a. Rate on first \$161.54 of biweekly compensation	3.12%	3.13%		
b. Rate on biweekly compensation in excess of \$161.54	4.68%	4.69%		
3. Total Rate (1 + 2):	19.81%	13.01%	12.01%	12.59%
a. Rate on first \$161.54 of biweekly compensation	13.49%	8.88%		
b. Rate on biweekly compensation in excess of \$161.54	20.23%	13.32%		
<b>General (Non-County)</b>				
1. Employer Normal Cost Rate:	15.23%	8.43%	7.43%	8.01%
a. Rate on first \$161.54 of biweekly compensation	10.37%	5.75%		
b. Rate on biweekly compensation in excess of \$161.54	15.55%	8.63%		
2. UAL Rate:	11.77%	11.77%	11.77%	11.77%
a. Rate on first \$161.54 of biweekly compensation	8.01%	8.03%		
b. Rate on biweekly compensation in excess of \$161.54	12.02%	12.05%		
3. Total Rate (1 + 2):	27.00%	20.20%	19.20%	19.78%
a. Rate on first \$161.54 of biweekly compensation	18.38%	13.78%		
b. Rate on biweekly compensation in excess of \$161.54	27.57%	20.68%		
<b>Safety (County)</b>				
1. Employer Normal Cost Rate:	N/A	12.15%	12.45%	12.26%
a. Rate on first \$161.54 of biweekly compensation	N/A	8.25%		
b. Rate on biweekly compensation in excess of \$161.54	N/A	12.37%		
2. UAL Rate:	N/A	7.79%	7.79%	7.79%
a. Rate on first \$161.54 of biweekly compensation	N/A	5.29%		
b. Rate on biweekly compensation in excess of \$161.54	N/A	7.93%		
3. Total Rate (1 + 2):	N/A	19.93%	20.23%	20.04%
a. Rate on first \$161.54 of biweekly compensation	N/A	13.54%		
b. Rate on biweekly compensation in excess of \$161.54	N/A	20.30%		

*Reflects first year of three year phase-in of assumption changes for employer contribution rate*

TULARE COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
ACTUARIAL VALUATION REPORT AS OF JUNE 30, 2020

APPENDIX E – MEMBER CONTRIBUTION RATES

**2020 Member Contribution Rates (for fiscal year ending 2022)**

Entry Age	General Tier 1		General Tiers 2 and 3		Safety Tier 1		Safety Tiers 2 and 3		Tier 4 Members	
	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54	First \$161.54	Over \$161.54	General	Safety
16	2.75%	4.13%	4.34%	6.51%	4.65%	6.97%	6.95%	10.43%	4.43%	9.60%
17	2.81%	4.22%	4.43%	6.64%	4.65%	6.97%	6.95%	10.43%	4.43%	9.60%
18	2.87%	4.31%	4.52%	6.78%	4.65%	6.97%	6.95%	10.43%	4.43%	9.60%
19	2.93%	4.40%	4.62%	6.93%	4.65%	6.97%	6.95%	10.43%	4.43%	9.60%
20	2.99%	4.49%	4.71%	7.07%	4.65%	6.97%	6.95%	10.43%	4.43%	9.60%
21	3.05%	4.58%	4.81%	7.22%	4.73%	7.09%	7.07%	10.60%	4.67%	9.98%
22	3.12%	4.68%	4.91%	7.37%	4.81%	7.21%	7.19%	10.78%	4.92%	10.36%
23	3.18%	4.77%	5.01%	7.52%	4.89%	7.33%	7.31%	10.96%	5.18%	10.75%
24	3.25%	4.87%	5.12%	7.68%	4.97%	7.45%	7.43%	11.14%	5.43%	11.14%
25	3.31%	4.97%	5.23%	7.84%	5.05%	7.57%	7.55%	11.33%	5.69%	11.53%
26	3.39%	5.08%	5.33%	8.00%	5.13%	7.70%	7.68%	11.52%	5.91%	11.90%
27	3.45%	5.18%	5.44%	8.16%	5.22%	7.83%	7.81%	11.72%	6.14%	12.26%
28	3.53%	5.29%	5.55%	8.33%	5.31%	7.96%	7.94%	11.91%	6.36%	12.63%
29	3.60%	5.40%	5.67%	8.50%	5.40%	8.10%	8.07%	12.11%	6.58%	12.98%
30	3.67%	5.51%	5.79%	8.68%	5.49%	8.24%	8.21%	12.32%	6.81%	13.33%
31	3.75%	5.62%	5.91%	8.86%	5.59%	8.38%	8.35%	12.53%	7.02%	13.71%
32	3.83%	5.74%	6.03%	9.04%	5.68%	8.52%	8.50%	12.75%	7.23%	14.09%
33	3.91%	5.86%	6.15%	9.23%	5.78%	8.67%	8.65%	12.97%	7.45%	14.46%
34	3.99%	5.98%	6.28%	9.42%	5.88%	8.82%	8.79%	13.19%	7.67%	14.83%
35	4.07%	6.10%	6.41%	9.61%	5.99%	8.98%	8.95%	13.43%	7.89%	15.22%
36	4.15%	6.23%	6.54%	9.81%	6.09%	9.14%	9.11%	13.67%	8.13%	15.58%
37	4.24%	6.36%	6.68%	10.02%	6.21%	9.31%	9.29%	13.93%	8.37%	15.93%
38	4.33%	6.49%	6.81%	10.22%	6.33%	9.49%	9.46%	14.19%	8.63%	16.28%
39	4.42%	6.63%	6.96%	10.44%	6.45%	9.67%	9.65%	14.47%	8.89%	16.66%
40	4.51%	6.77%	7.11%	10.66%	6.58%	9.87%	9.81%	14.72%	9.14%	17.06%
41	4.61%	6.91%	7.26%	10.89%	6.73%	10.09%	9.97%	14.95%	9.41%	17.44%
42	4.71%	7.06%	7.41%	11.12%	6.82%	10.23%	10.11%	15.16%	9.67%	17.85%
43	4.81%	7.22%	7.57%	11.35%	6.92%	10.38%	10.22%	15.33%	10.00%	18.31%
44	4.92%	7.38%	7.71%	11.57%	7.04%	10.56%	10.33%	15.49%	10.34%	18.79%
45	5.01%	7.51%	7.85%	11.77%	7.11%	10.66%	10.37%	15.56%	10.68%	19.26%
46	5.09%	7.64%	7.99%	11.99%	7.20%	10.80%	10.35%	15.52%	11.10%	19.66%
47	5.19%	7.79%	8.14%	12.21%	7.19%	10.79%	10.19%	15.28%	11.52%	20.07%
48	5.29%	7.93%	8.29%	12.44%	7.15%	10.73%	10.52%	15.78%	11.86%	20.48%
49	5.39%	8.09%	8.45%	12.68%	6.99%	10.48%	10.87%	16.31%	12.20%	20.91%
50	5.51%	8.26%	8.62%	12.93%	6.99%	10.48%	10.87%	16.31%	12.53%	20.91%
51	5.63%	8.44%	8.77%	13.16%	6.99%	10.48%	10.87%	16.31%	12.87%	20.91%
52	5.73%	8.59%	8.91%	13.37%	6.99%	10.48%	10.87%	16.31%	13.20%	20.91%
53	5.83%	8.75%	9.03%	13.55%	6.99%	10.48%	10.87%	16.31%	13.52%	20.91%
54	5.94%	8.91%	9.11%	13.66%	6.99%	10.48%	10.87%	16.31%	13.81%	20.91%
55	6.01%	9.01%	9.12%	13.68%	6.99%	10.48%	10.87%	16.31%	14.05%	20.91%
56	6.05%	9.07%	9.06%	13.59%	6.99%	10.48%	10.87%	16.31%	14.30%	20.91%
57	6.02%	9.03%	8.93%	13.40%	6.99%	10.48%	10.87%	16.31%	14.50%	20.91%
58	5.96%	8.94%	9.23%	13.84%	6.99%	10.48%	10.87%	16.31%	14.66%	20.91%
59	5.85%	8.77%	9.53%	14.30%	6.99%	10.48%	10.87%	16.31%	14.73%	20.91%
<b>Assumptions:</b>										
Interest:	7.00%		7.00%		7.00%		7.00%		7.00%	
Salary:	3.00%		3.00%		3.00%		3.00%		3.00%	
COLA:	2.60%		2.00%		2.60%		2.00%		2.00%	
Mortality:	For General: Retired Pensioner (RP) 2014 Combined Healthy Table, with 20-year Generational improvement using Projection Scale MP-2019, in 8.0% for females to reflect Plan experience, and blended 30% male and 70% female For Safety: Retired Pensioner (RP) 2014 Combined Healthy Table with blue-collar adjustment, with 20-year Generational improvement using Pro increased by 4.5% for males to reflect Plan experience, and blended 75% male and 25% female									