

CALPERS RETIREMENT – EMPLOYEE AND EMPLOYER RATES FOR 7/1/16 – 6/30/17

If you have any questions on this benefit sheet or any other benefit questions, please call the Human Resources Department at (707) 746-4205

The City of Benicia participates in the California Public Employee's Retirement System (CalPERS) for both miscellaneous (non-safety) and safety employees. Information about the CalPERS system in general can be found on The California Public Retirement System website at www.calpers.ca.gov

Pursuant to Public Employee's Pension Reform Act (PEPRA) passed by the California Legislature in 2012 (AB340), which became effective January 1, 2013, the benefit formula employees will be enrolled in upon hire is dependent on their status with CalPERS at time of hire, i.e., a new enrollee to the CalPERS system (New) versus current CalPERS member (Classic). Below is a chart listing the various retirement formulas offered in the City of Benicia. If you are a City of Benicia employee, or are considering applying for a job with the City, you may want to view the CalPERS publications listed below to determine your eligibility, which benefit formula you are eligible for, and any other information that might be of interest to you regarding CalPERS Retirement. Please note: CalPERS is in the process of issuing clarification and updated regulations pursuant to PEPRA, so if any information contained in this document conflicts with CalPERS information, clarification/confirmation from CalPERS will be necessary. This document is not intended as legal advice.

Local Miscellaneous Member Benefit Publication (PERS PUB 8) – can be found at www.calpers.ca.gov (under forms and publications center link)

Local Safety Member Benefit Publication (PERS PUB 9) – can be found at www.calpers.ca.gov (under forms and publications center link)

Information on City of Benicia Formulas and member rates* offered (based upon eligibility) for miscellaneous and safety employees are listed below.

For Miscellaneous (non-safety) employees:

PEPRA: For "NEW" members: 2% at 62 formula, 3 year final comp period (6.2% member rate*) (new to CalPERS 1/1/13 or later)

For "CLASSIC" "2nd Tier" members: 2% at 60 formula, 3 year final comp period (7% member rate*) (if hired after 10/1/2012)

For "CLASSIC" "1st Tier" members: 2.7% at 55 formula, 1 year final comp period (8% member rate*) (hired prior to 10/1/2012)

Employees hired are placed in one of the above categories, depending on their CalPERS eligibility and prior CalPERS service (if applicable)

*this member rate is the rate charged by CalPERS for employees. As a benefit, the city may pick up some of this rate for the employee. Please refer to the chart below, or the various employee MOU's for information on this Employer Paid Member Contribution (EPMC) and the cost to the employee.

For Safety Employees:

PEPRA: For "NEW" members: 2.7% at 57 formula, 3 year final comp period (12.25% member rate*) (new to CalPERS 1/1/13 or later)

For "CLASSIC" "2nd Tier" members: 3% at 55 formula, 3 year final comp period (9% member rate*) (if hired after 6/1/11)

For "CLASSIC" "1st Tier" members: 3% at 50 formula, 1 year final comp period (9% member rate*) (hired prior to 6/1/11)

Employees hired are placed in one of the above categories, depending on their CalPERS eligibility and prior CalPERS service (if applicable)

*this member rate is the rate charged by CalPERS for employees. As a benefit, the city may pick up some of this rate for the employee. Please refer to the chart below, or the various employee MOU's for information on this Employer Paid Member Contribution (EPMC) and the cost to the employee.

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<p>Employer Paid Member Contributions (EPMC.) As a benefit, the city may pick up some of the employee rate and pay it on behalf of the employee. Below are the amounts the city pays towards the EPMC for each bargaining group for “classic” members. Any PEPRA members (new to CalPERS on/after January 1, 2013) are not eligible for EPMC.</p>								
	BPSEA (MISCELLANEOUS)	BPOA (Officer’s and Sergeants)	BFA (FIRE)	BDA (DISPATCHER’S)	LOCAL I (PROFESSIONAL/ CONFIDENTIAL)	POLICE MGMT	MID-MGMT	OTHER
% of the employee rate that the city pays on behalf of the employee – if a Classic member (a CalPERS member prior to 12/31/12)	N/A – EMPLOYEE PAYS FULL MEMBER RATE	N/A - EMPLOYEE PAYS FULL MEMBER RATE	N/A - EMPLOYEE PAYS FULL MEMBER RATE	N/A - EMPLOYEE PAYS FULL MEMBER RATE	4%	9%	NON-SAFETY: 3% SAFETY: 4.5%	SR.MGMT NON-SAFETY: 4% FIRE CHIEF: 4.5% POLICE CHIEF: 9% CITY MANAGER / CITY ATTORNEY: 4% UNREP: 5%
% of the employee rate that the city pays on behalf of the employee – if a PEPRA member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<p>CalPERS Employer Rate. This is the rate charged by CalPERS to the City of Benicia. This rate changes each July 1. In some cases, bargaining units have agreed to cost share some of this Employer Rate, and that information is included below.</p>								
For Miscellaneous (non-safety) employee plans:			For Safety Employee plans:					
<p>CalPERS Employer rate for <u>7/1/16 – 6/30/17</u></p> <p>2.7% at 55 plan: 22.09% (1st tier) 2% at 60 plan: 22.109% (2nd tier) 2% at 62 plan: 22.109% (PEPRA tier)</p>			<p>CalPERS Employer rate for <u>7/1/16 – 6/30/17</u>: (these amounts will be reduced by any cost sharing agreements (as listed below in cost sharing section.). Safety Plans also have a flat fee payment for the unfunded liability portion of PERS, paid by the City. For FY 16/17 this amount is \$1,276,548</p> <p>3% at 50 plan: 21.230% (1st tier) 3% at 55 plan: 18.301% (2nd tier) 2.7% at 57 plan: 12.821% (PEPRA)</p>					
			<p>Cost Sharing of Employer Rate of PERS (the amount of the above rate the city pays is reduced by the below amounts for certain bargaining groups.) the below amounts are in addition to the amount employees pay towards the member rate (see above and page 1)</p>					
			<p>BPOA: Shares 5.336% of the employer rate</p>		<p>Police Mid Mgrs: Shares 5.336% of the employer rate</p>		<p>Police Chief Shares 5.336% of the employer rate</p>	<p>BFA Shares 5.41% of the employer rate</p>