

**County of Orange
Employer/Employee Rates
Effective July 1, 2011
Employer Rates**

Plan	Rate	
A & B (AFSCME)	Normal	8.69%
	UAAL	<u>10.43%</u>
	Total	19.12%
I & J (General)	Normal	11.61%
	UAAL	<u>15.50%</u>
	Total	27.11%
O & P (General)	Normal	3.69%
	UAAL	<u>15.50%</u>
	Total	19.19%

Employee Rates for General Members

Entry Age	PLAN A (AFSCME)	PLAN B (AFSCME)	PLAN I (2.7% @ 55)	PLAN J (2.7% @ 55)	PLAN P (1.62% @ 65)
15	3.98%	5.43%	8.06%	7.72%	5.04%
16	3.98%	5.43%	8.06%	7.72%	5.04%
17	4.06%	5.54%	8.22%	7.87%	5.14%
18	4.14%	5.64%	8.37%	8.02%	5.24%
19	4.21%	5.75%	8.53%	8.17%	5.34%
20	4.29%	5.86%	8.69%	8.32%	5.44%
21	4.38%	5.97%	8.86%	8.48%	5.55%
22	4.46%	6.09%	9.02%	8.64%	5.65%
23	4.54%	6.20%	9.19%	8.80%	5.76%
24	4.63%	6.32%	9.37%	8.97%	5.87%
25	4.72%	6.44%	9.54%	9.14%	5.98%
26	4.81%	6.56%	9.72%	9.31%	6.09%
27	4.90%	6.69%	9.90%	9.48%	6.21%
28	4.99%	6.81%	10.09%	9.66%	6.32%
29	5.08%	6.94%	10.28%	9.84%	6.44%
30	5.18%	7.07%	10.47%	10.03%	6.56%
31	5.28%	7.20%	10.67%	10.22%	6.69%
32	5.38%	7.34%	10.88%	10.41%	6.81%
33	5.48%	7.48%	11.08%	10.61%	6.94%
34	5.58%	7.62%	11.30%	10.82%	7.07%
35	5.69%	7.76%	11.51%	11.03%	7.20%
36	5.79%	7.91%	11.74%	11.24%	7.34%
37	5.90%	8.06%	11.97%	11.46%	7.48%
38	6.02%	8.21%	12.21%	11.67%	7.62%
39	6.13%	8.37%	12.43%	11.88%	7.77%
40	6.25%	8.53%	12.66%	12.09%	7.92%
41	6.37%	8.70%	12.89%	12.32%	8.08%
42	6.50%	8.86%	13.14%	12.55%	8.23%
43	6.63%	9.03%	13.40%	12.80%	8.38%
44	6.75%	9.19%	13.67%	13.05%	8.53%
45	6.87%	9.36%	13.97%	13.31%	8.69%
46	7.00%	9.53%	14.26%	13.55%	8.85%
47	7.13%	9.71%	14.55%	13.76%	9.02%
48	7.27%	9.91%	14.84%	13.91%	9.20%
49	7.42%	10.10%	15.04%	13.98%	9.38%
50	7.58%	10.30%	15.15%	13.96%	9.56%
51	7.74%	10.49%	15.17%	13.85%	9.73%
52	7.90%	10.65%	15.09%	13.67%	9.89%
53	8.06%	10.76%	14.93%	14.16%	9.99%
54	8.17%	10.81%	14.68%	14.68%	10.04%
55	8.22%	10.80%	14.68%	14.68%	10.02%
56	8.23%	10.72%	14.68%	14.68%	9.95%
57	8.19%	10.58%	14.68%	14.68%	9.82%
58	8.10%	10.96%	14.68%	14.68%	10.17%
59	7.97%	11.36%	14.68%	14.68%	10.54%
60	7.97%	11.36%	14.68%	14.68%	10.54%

Average entry age and discount percentages applicable to employee contributions paid under Section 31581.1 are:

Plan	Discount Percentage	Average Entry Age
Plan A (General)	100%	33
Plan B (General)	97.03%	33
Plan I (General)	99.70%	33
Plan J (General)	97.32%	33
Plan O (General)	N/A	N/A
Plan P (General)	94.18%	33

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<u>Plan</u>	<u>Rate</u>	
A & B (AFSCME)	Normal	8.99%
	UAAL	<u>7.06%</u>
	Total	16.05%
I & J (General)	Normal	11.79%
	UAAL	<u>13.00%</u>
	Total	24.79%
P (General)	Normal	3.69%
	UAAL	<u>13.00%</u>
	Total	16.69%

Employee Rates for General Members

<u>Entry Age</u>	<u>PLAN A (AFSCME)</u>	<u>PLAN B (AFSCME)</u>	<u>PLAN I (2.7% @ 55)</u>	<u>PLAN J (2.7% @ 55)</u>	<u>PLAN P (1.62% @ 65)</u>
15	4.00%	5.45%	8.08%	7.73%	5.04%
16	4.00%	5.45%	8.08%	7.73%	5.04%
17	4.07%	5.55%	8.23%	7.88%	5.14%
18	4.15%	5.66%	8.39%	8.03%	5.24%
19	4.23%	5.77%	8.55%	8.18%	5.34%
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23	4.56%	6.22%	9.21%	8.82%	5.76%
24	4.65%	6.34%	9.38%	8.98%	5.87%
25	4.74%	6.46%	9.56%	9.15%	5.98%
26	4.83%	6.58%	9.74%	9.33%	6.09%
27	4.92%	6.70%	9.92%	9.50%	6.21%
28	5.01%	6.83%	10.11%	9.68%	6.32%
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<u>Plan</u>	<u>Discount Percentage</u>	<u>Average Entry Age</u>
Plan A (General)	100%	33
Plan B (General)	96.27%	33
Plan I (General)	99.57%	33
Plan J (General)	96.96%	33
Plan P (General)	94.18%	28