



**County of Orange  
 Employer Contribution Rates For General Members  
 Effective Pay Period 15, June 26, 2026**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
#1	B	Normal	10.39%
		UAAL	<u>3.01%</u>
		<b>Total</b>	<b>13.40%</b>
#1	U – PEPR A (AFSCME)	Normal	10.47%
		UAAL	<u>3.01%</u>
		<b>Total</b>	<b>13.48%</b>
#2	I & J *	Normal	15.29%
		UAAL	<u>25.96%</u>
		<b>Total</b>	<b>41.25%</b>
#2	P *	Normal	6.68%
		UAAL	<u>25.96%</u>
		<b>Total</b>	<b>32.64%</b>
#2	T – PEPR A *	Normal	7.37%
		UAAL	<u>25.96%</u>
		<b>Total</b>	<b>33.33%</b>
#2	U – PEPR A *	Normal	9.09%
		UAAL	<u>25.96%</u>
		<b>Total</b>	<b>35.05%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the employer and employee bargaining units. The reverse pickup rate schedule is available online at:

[https://www.ocers.org/sites/main/files/file-attachments/reversepickups\\_1.pdf](https://www.ocers.org/sites/main/files/file-attachments/reversepickups_1.pdf)



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 26, 2026**

Entry Age	PEPRA						
	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
16	6.89%	10.25%	9.88%	6.39%	5.16%	7.37%	8.09%
17	7.02%	10.44%	10.06%	6.51%	5.26%	7.05%	7.73%
18	7.15%	10.63%	10.24%	6.63%	5.35%	6.71%	7.36%
19	7.28%	10.82%	10.43%	6.75%	5.45%	6.84%	7.50%
20	7.42%	11.02%	10.62%	6.88%	5.56%	6.96%	7.64%
21	7.56%	11.23%	10.82%	7.00%	5.66%	7.09%	7.79%
22	7.69%	11.44%	11.02%	7.13%	5.76%	7.23%	7.93%
23	7.84%	11.65%	11.22%	7.26%	5.87%	7.36%	8.08%
24	7.98%	11.86%	11.43%	7.40%	5.98%	7.50%	8.23%
25	8.13%	12.08%	11.64%	7.53%	6.09%	7.64%	8.38%
26	8.28%	12.31%	11.85%	7.67%	6.20%	7.78%	8.54%
27	8.43%	12.54%	12.07%	7.81%	6.32%	7.92%	8.70%
28	8.58%	12.77%	12.30%	7.96%	6.43%	8.07%	8.86%
29	8.74%	13.01%	12.53%	8.10%	6.55%	8.22%	9.02%
30	8.90%	13.26%	12.76%	8.25%	6.67%	8.37%	9.19%
31	9.07%	13.51%	13.00%	8.41%	6.80%	8.53%	9.36%
32	9.24%	13.77%	13.25%	8.56%	6.92%	8.68%	9.53%
33	9.41%	14.03%	13.51%	8.72%	7.05%	8.84%	9.71%
34	9.58%	14.31%	13.76%	8.88%	7.19%	9.01%	9.89%
35	9.76%	14.59%	14.01%	9.05%	7.32%	9.17%	10.07%
36	9.95%	14.86%	14.26%	9.22%	7.46%	9.34%	10.26%
37	10.14%	15.14%	14.52%	9.40%	7.61%	9.52%	10.45%
38	10.33%	15.42%	14.77%	9.58%	7.75%	9.70%	10.64%
39	10.53%	15.69%	15.03%	9.76%	7.90%	9.88%	10.84%
40	10.72%	15.98%	15.29%	9.94%	8.05%	10.06%	11.04%
41	10.91%	16.28%	15.56%	10.11%	8.20%	10.25%	11.25%
42	11.11%	16.57%	15.82%	10.29%	8.34%	10.45%	11.47%
43	11.30%	16.87%	16.08%	10.47%	8.49%	10.64%	11.68%
44	11.50%	17.18%	16.33%	10.66%	8.65%	10.85%	11.91%
45	11.70%	17.48%	16.55%	10.84%	8.80%	11.06%	12.14%
46	11.90%	17.79%	16.73%	11.03%	8.96%	11.27%	12.37%
47	12.10%	18.00%	16.85%	11.22%	9.11%	11.48%	12.60%
48	12.30%	18.20%	16.91%	11.40%	9.27%	11.69%	12.83%
49	12.49%	18.32%	16.86%	11.58%	9.42%	11.90%	13.06%
50	12.66%	18.35%	16.71%	11.74%	9.56%	12.11%	13.30%
51	12.80%	18.24%	16.44%	11.86%	9.68%	12.33%	13.54%
52	12.89%	17.99%	16.16%	11.95%	9.76%	12.55%	13.78%
53	12.93%	17.58%	16.69%	11.99%	9.81%	12.77%	14.02%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 26, 2026**  
**(Continued)**

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	12.90%	17.25%	17.25%	11.96%	9.81%	13.00%	14.27%
55	12.78%	17.25%	17.25%	11.85%	9.75%	13.22%	14.51%
56	12.57%	17.25%	17.25%	11.65%	9.63%	13.44%	14.75%
57	12.36%	17.25%	17.25%	11.46%	9.54%	13.63%	14.97%
58	12.77%	17.25%	17.25%	11.83%	9.85%	13.80%	15.15%
59	13.20%	17.25%	17.25%	12.23%	10.18%	13.92%	15.28%
60	13.20%	17.25%	17.25%	12.23%	10.18%	13.99%	15.36%
61	13.20%	17.25%	17.25%	12.23%	10.18%	13.99%	15.35%
62	13.20%	17.25%	17.25%	12.23%	10.18%	13.90%	15.26%
63	13.20%	17.25%	17.25%	12.23%	10.18%	13.74%	15.08%
64	13.20%	17.25%	17.25%	12.23%	10.18%	13.61%	14.94%
65	13.20%	17.25%	17.25%	12.23%	10.18%	14.05%	15.42%
66 and thereafter	13.20%	17.25%	17.25%	12.23%	10.18%	14.52%	15.94%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan B (General)	99.43%	30
#2	Plan I (General)	100.00%	30
#2	Plan J (General)	99.50%	30
#2	Plan P (General)	99.18%	30



**County of Orange  
 Employer Contribution Rates For General Members  
 Effective Pay Period 15, June 27, 2025**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
<b>#1</b>	<b>B</b>	<b>Normal</b>	10.39%
		<b>UAAL</b>	<u>2.93%</u>
		<b>Total</b>	<b>13.32%</b>
<b>#1</b>	<b>U – PEPRA (AFSCME)</b>	<b>Normal</b>	10.25%
		<b>UAAL</b>	<u>2.93%</u>
		<b>Total</b>	<b>13.18%</b>
<b>#2</b>	<b>I &amp; J *</b>	<b>Normal</b>	15.29%
		<b>UAAL</b>	<u>26.78%</u>
		<b>Total</b>	<b>42.07%</b>
<b>#2</b>	<b>T – PEPRA *</b>	<b>Normal</b>	7.34%
		<b>UAAL</b>	<u>26.78%</u>
		<b>Total</b>	<b>34.12%</b>
<b>#2</b>	<b>U – PEPRA *</b>	<b>Normal</b>	9.15%
		<b>UAAL</b>	<u>26.78%</u>
		<b>Total</b>	<b>35.93%</b>
<b>#2</b>	<b>P *</b>	<b>Normal</b>	6.54%
		<b>UAAL</b>	<u>26.78%</u>
		<b>Total</b>	<b>33.32%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the employer and employee bargaining units. The reverse pickup rate schedule is available online at:

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**County of Orange  
Employee Contribution Rates for General Members  
Effective Pay Period 15, June 27, 2025**

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
16	6.89%	10.24%	9.87%	6.37%	5.13%	7.41%	8.05%
17	7.02%	10.43%	10.05%	6.48%	5.23%	7.08%	7.70%
18	7.15%	10.62%	10.23%	6.60%	5.33%	6.74%	7.33%
19	7.28%	10.81%	10.42%	6.73%	5.42%	6.87%	7.47%
20	7.42%	11.01%	10.61%	6.85%	5.52%	7.00%	7.61%
21	7.56%	11.22%	10.81%	6.98%	5.63%	7.13%	7.75%
22	7.69%	11.42%	11.01%	7.11%	5.73%	7.26%	7.89%
23	7.84%	11.63%	11.21%	7.24%	5.84%	7.40%	8.04%
24	7.98%	11.85%	11.42%	7.37%	5.94%	7.53%	8.19%
25	8.13%	12.07%	11.63%	7.51%	6.05%	7.67%	8.34%
26	8.28%	12.29%	11.84%	7.64%	6.17%	7.82%	8.50%
27	8.43%	12.52%	12.06%	7.78%	6.28%	7.96%	8.66%
28	8.58%	12.76%	12.29%	7.93%	6.40%	8.11%	8.82%
29	8.74%	13.00%	12.52%	8.07%	6.52%	8.26%	8.98%
30	8.90%	13.24%	12.75%	8.22%	6.64%	8.41%	9.14%
31	9.07%	13.49%	12.99%	8.37%	6.76%	8.57%	9.31%
32	9.24%	13.75%	13.24%	8.53%	6.89%	8.73%	9.49%
33	9.41%	14.02%	13.49%	8.69%	7.02%	8.89%	9.66%
34	9.58%	14.29%	13.75%	8.85%	7.15%	9.05%	9.84%
35	9.76%	14.58%	14.00%	9.02%	7.28%	9.22%	10.02%
36	9.95%	14.85%	14.25%	9.19%	7.42%	9.39%	10.21%
37	10.14%	15.12%	14.50%	9.36%	7.56%	9.56%	10.40%
38	10.33%	15.40%	14.76%	9.54%	7.71%	9.74%	10.59%
39	10.53%	15.68%	15.02%	9.72%	7.86%	9.92%	10.79%
40	10.72%	15.96%	15.28%	9.90%	8.01%	10.11%	10.99%
41	10.91%	16.26%	15.54%	10.08%	8.15%	10.30%	11.20%
42	11.11%	16.56%	15.80%	10.26%	8.30%	10.50%	11.41%
43	11.30%	16.86%	16.06%	10.44%	8.45%	10.70%	11.63%
44	11.50%	17.17%	16.32%	10.62%	8.60%	10.90%	11.85%
45	11.70%	17.47%	16.53%	10.80%	8.75%	11.11%	12.08%
46	11.90%	17.77%	16.71%	10.99%	8.91%	11.33%	12.31%
47	12.10%	17.98%	16.83%	11.18%	9.06%	11.54%	12.54%
48	12.30%	18.18%	16.89%	11.36%	9.22%	11.75%	12.77%
49	12.49%	18.30%	16.85%	11.54%	9.37%	11.96%	13.00%
50	12.66%	18.33%	16.69%	11.69%	9.51%	12.17%	13.23%
51	12.80%	18.23%	16.42%	11.82%	9.62%	12.39%	13.47%
52	12.89%	17.98%	16.14%	11.91%	9.70%	12.61%	13.71%
53	12.93%	17.57%	16.67%	11.94%	9.75%	12.84%	13.95%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 27, 2025**  
(Continued)

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	12.90%	17.23%	17.23%	11.91%	9.75%	13.06%	14.20%
55	12.78%	17.23%	17.23%	11.81%	9.69%	13.29%	14.44%
56	12.57%	17.23%	17.23%	11.61%	9.58%	13.51%	14.68%
57	12.36%	17.23%	17.23%	11.42%	9.49%	13.70%	14.89%
58	12.77%	17.23%	17.23%	11.79%	9.80%	13.87%	15.07%
59	13.20%	17.23%	17.23%	12.19%	10.13%	13.99%	15.20%
60	13.20%	17.23%	17.23%	12.19%	10.13%	14.06%	15.28%
61	13.20%	17.23%	17.23%	12.19%	10.13%	14.06%	15.28%
62	13.20%	17.23%	17.23%	12.19%	10.13%	13.97%	15.19%
63	13.20%	17.23%	17.23%	12.19%	10.13%	13.80%	15.01%
64	13.20%	17.23%	17.23%	12.19%	10.13%	13.67%	14.86%
65	13.20%	17.23%	17.23%	12.19%	10.13%	14.12%	15.35%
66 and thereafter	13.20%	17.23%	17.23%	12.19%	10.13%	14.60%	15.87%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan B (General)	99.40%	30
#2	Plan I (General)	100.00%	30
#2	Plan J (General)	99.46%	30
#2	Plan P (General)	99.09%	30



**County of Orange**  
**Employer Contribution Rates For General Members**  
**Effective Pay Period 15, June 28, 2024**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
<b>#1</b>	<b>B</b>	<b>Normal</b>	10.26%
		<b>UAAL</b>	<u>3.61%</u>
		<b>Total</b>	<b>13.87%</b>
<b>#1</b>	<b>U – PEPRA (AFSCME)</b>	<b>Normal</b>	10.03%
		<b>UAAL</b>	<u>3.61%</u>
		<b>Total</b>	<b>13.64%</b>
<b>#2</b>	<b>I &amp; J *</b>	<b>Normal</b>	14.57%
		<b>UAAL</b>	<u>27.14%</u>
		<b>Total</b>	<b>41.71%</b>
<b>#2</b>	<b>T – PEPRA *</b>	<b>Normal</b>	7.29%
		<b>UAAL</b>	<u>27.14%</u>
		<b>Total</b>	<b>34.43%</b>
<b>#2</b>	<b>U – PEPRA *</b>	<b>Normal</b>	9.24%
		<b>UAAL</b>	<u>27.14%</u>
		<b>Total</b>	<b>36.38%</b>
<b>#2</b>	<b>P *</b>	<b>Normal</b>	6.17%
		<b>UAAL</b>	<u>27.14%</u>
		<b>Total</b>	<b>33.31%</b>

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**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 28, 2024**

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
15	7.00%	10.37%	9.96%	6.45%	5.15%	7.50%	8.09%
16	7.00%	10.37%	9.96%	6.45%	5.15%	7.50%	8.09%
17	7.13%	10.56%	10.14%	6.56%	5.24%	7.17%	7.73%
18	7.25%	10.74%	10.31%	6.68%	5.33%	6.82%	7.36%
19	7.38%	10.93%	10.50%	6.80%	5.43%	6.94%	7.49%
20	7.51%	11.12%	10.68%	6.92%	5.53%	7.07%	7.63%
21	7.65%	11.32%	10.87%	7.04%	5.62%	7.20%	7.76%
22	7.78%	11.52%	11.06%	7.16%	5.72%	7.32%	7.90%
23	7.92%	11.72%	11.25%	7.29%	5.82%	7.46%	8.04%
24	8.06%	11.93%	11.45%	7.42%	5.93%	7.59%	8.19%
25	8.20%	12.14%	11.65%	7.55%	6.03%	7.72%	8.33%
26	8.34%	12.36%	11.86%	7.68%	6.14%	7.86%	8.48%
27	8.49%	12.58%	12.07%	7.81%	6.25%	8.00%	8.63%
28	8.64%	12.80%	12.28%	7.95%	6.36%	8.14%	8.78%
29	8.79%	13.03%	12.50%	8.09%	6.47%	8.29%	8.94%
30	8.95%	13.26%	12.72%	8.23%	6.58%	8.43%	9.10%
31	9.10%	13.50%	12.95%	8.38%	6.70%	8.58%	9.26%
32	9.27%	13.75%	13.19%	8.53%	6.82%	8.73%	9.42%
33	9.43%	14.00%	13.43%	8.68%	6.94%	8.89%	9.59%
34	9.60%	14.26%	13.67%	8.83%	7.07%	9.04%	9.76%
35	9.77%	14.53%	13.93%	8.99%	7.19%	9.20%	9.93%
36	9.94%	14.80%	14.19%	9.15%	7.32%	9.37%	10.10%
37	10.12%	15.09%	14.45%	9.32%	7.46%	9.53%	10.28%
38	10.31%	15.39%	14.71%	9.49%	7.59%	9.70%	10.47%
39	10.50%	15.66%	14.96%	9.66%	7.74%	9.88%	10.65%
40	10.69%	15.95%	15.20%	9.84%	7.88%	10.05%	10.84%
41	10.89%	16.21%	15.44%	10.03%	8.03%	10.23%	11.04%
42	11.09%	16.48%	15.69%	10.21%	8.18%	10.42%	11.24%
43	11.29%	16.76%	15.94%	10.39%	8.33%	10.60%	11.44%
44	11.48%	17.05%	16.20%	10.57%	8.47%	10.80%	11.65%
45	11.67%	17.36%	16.44%	10.74%	8.62%	11.00%	11.86%
46	11.85%	17.69%	16.65%	10.91%	8.76%	11.20%	12.08%
47	12.04%	17.93%	16.80%	11.09%	8.90%	11.41%	12.31%
48	12.24%	18.17%	16.89%	11.26%	9.05%	11.63%	12.54%
49	12.44%	18.32%	16.88%	11.45%	9.21%	11.85%	12.78%
50	12.62%	18.39%	16.77%	11.62%	9.35%	12.06%	13.01%
51	12.78%	18.34%	16.53%	11.77%	9.48%	12.27%	13.24%
52	12.90%	18.16%	16.17%	11.87%	9.58%	12.48%	13.46%
53	12.96%	17.83%	16.70%	11.93%	9.64%	12.68%	13.68%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 28, 2024**  
(Continued)

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	12.96%	17.25%	17.25%	11.93%	9.66%	12.89%	13.90%
55	12.87%	17.25%	17.25%	11.85%	9.62%	13.10%	14.13%
56	12.69%	17.25%	17.25%	11.68%	9.53%	13.33%	14.38%
57	12.42%	17.25%	17.25%	11.43%	9.38%	13.54%	14.60%
58	12.82%	17.25%	17.25%	11.80%	9.69%	13.73%	14.81%
59	13.25%	17.25%	17.25%	12.19%	10.01%	13.87%	14.96%
60	13.25%	17.25%	17.25%	12.19%	10.01%	13.96%	15.06%
61	13.25%	17.25%	17.25%	12.19%	10.01%	13.99%	15.09%
62	13.25%	17.25%	17.25%	12.19%	10.01%	13.93%	15.03%
63	13.25%	17.25%	17.25%	12.19%	10.01%	13.80%	14.88%
64	13.25%	17.25%	17.25%	12.19%	10.01%	13.59%	14.66%
65	13.25%	17.25%	17.25%	12.19%	10.01%	14.03%	15.13%
66 and thereafter	13.25%	17.25%	17.25%	12.19%	10.01%	14.49%	15.64%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan B (General)	98.94%	30
#2	Plan I (General)	100.00%	30
#2	Plan J (General)	99.06%	30
#2	Plan P (General)	98.52%	30



**\*\* Revised 2/21/23 \*\***  
**County of Orange**  
**Employer Contribution Rates For General Members**  
**Effective Pay Period 15, June 30, 2023**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
<b>#1</b>	<b>B</b>	<b>Normal</b>	10.42%
		<b>UAAL</b>	<u>3.33%</u>
		<b>Total</b>	<b>13.75%</b>
<b>#1</b>	<b>U – PEPRA (AFSCME)</b>	<b>Normal</b>	10.08%
		<b>UAAL</b>	<u>3.33%</u>
		<b>Total</b>	<b>13.41%</b>
<b>#2</b>	<b>I &amp; J *</b>	<b>Normal</b>	14.67%
		<b>UAAL</b>	<u>26.14%</u>
		<b>Total</b>	<b>40.81%</b>
<b>#2</b>	<b>T – PEPRA *</b>	<b>Normal</b>	7.09%
		<b>UAAL</b>	<u>26.14%</u>
		<b>Total</b>	<b>33.23%</b>
<b>#2</b>	<b>U – PEPRA *</b>	<b>Normal</b>	9.17%
		<b>UAAL</b>	<u>26.14%</u>
		<b>Total</b>	<b>35.31%</b>
<b>#2</b>	<b>P *</b>	<b>Normal</b>	6.22%
		<b>UAAL</b>	<u>26.14%</u>
		<b>Total</b>	<b>32.36%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the employer and employee bargaining units. The reverse pickup rate schedule is available online at:

[https://www.ocers.org/sites/main/files/file-attachments/reversepickups\\_1.pdf](https://www.ocers.org/sites/main/files/file-attachments/reversepickups_1.pdf)



**\*\* Revised 2/21/23 \*\***

**County of Orange**

**Employee Contribution Rates for General Members  
Effective Pay Period 15, June 30, 2023**

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
15	7.02%	10.39%	9.98%	6.45%	5.04%	7.49%	8.15%
16	7.02%	10.39%	9.98%	6.45%	5.04%	7.49%	8.15%
17	7.14%	10.57%	10.15%	6.57%	5.13%	7.16%	7.79%
18	7.27%	10.76%	10.33%	6.68%	5.22%	6.81%	7.41%
19	7.40%	10.95%	10.51%	6.80%	5.32%	6.93%	7.54%
20	7.53%	11.14%	10.70%	6.92%	5.41%	7.06%	7.68%
21	7.66%	11.34%	10.89%	7.04%	5.51%	7.18%	7.82%
22	7.79%	11.54%	11.08%	7.17%	5.60%	7.31%	7.96%
23	7.93%	11.74%	11.27%	7.29%	5.70%	7.44%	8.10%
24	8.07%	11.95%	11.47%	7.42%	5.80%	7.58%	8.24%
25	8.21%	12.16%	11.67%	7.55%	5.91%	7.71%	8.39%
26	8.36%	12.38%	11.88%	7.69%	6.01%	7.85%	8.54%
27	8.51%	12.60%	12.09%	7.82%	6.12%	7.99%	8.69%
28	8.65%	12.82%	12.30%	7.96%	6.22%	8.13%	8.85%
29	8.81%	13.05%	12.52%	8.10%	6.33%	8.27%	9.00%
30	8.96%	13.29%	12.75%	8.24%	6.45%	8.42%	9.16%
31	9.12%	13.53%	12.98%	8.39%	6.56%	8.57%	9.32%
32	9.28%	13.77%	13.21%	8.53%	6.68%	8.72%	9.49%
33	9.45%	14.02%	13.45%	8.69%	6.80%	8.87%	9.66%
34	9.61%	14.28%	13.70%	8.84%	6.92%	9.03%	9.83%
35	9.79%	14.55%	13.95%	9.00%	7.04%	9.19%	10.00%
36	9.96%	14.83%	14.21%	9.16%	7.17%	9.35%	10.18%
37	10.14%	15.12%	14.48%	9.33%	7.30%	9.52%	10.36%
38	10.33%	15.41%	14.73%	9.49%	7.44%	9.69%	10.54%
39	10.51%	15.69%	14.98%	9.67%	7.57%	9.86%	10.73%
40	10.71%	15.97%	15.23%	9.85%	7.72%	10.04%	10.92%
41	10.91%	16.24%	15.47%	10.03%	7.86%	10.22%	11.11%
42	11.11%	16.51%	15.72%	10.22%	8.01%	10.40%	11.32%
43	11.31%	16.79%	15.97%	10.40%	8.16%	10.59%	11.52%
44	11.50%	17.08%	16.23%	10.58%	8.30%	10.78%	11.73%
45	11.69%	17.39%	16.47%	10.75%	8.44%	10.98%	11.95%
46	11.87%	17.72%	16.68%	10.92%	8.57%	11.18%	12.17%
47	12.06%	17.96%	16.83%	11.09%	8.72%	11.39%	12.40%
48	12.26%	18.20%	16.92%	11.27%	8.86%	11.61%	12.63%
49	12.46%	18.35%	16.91%	11.46%	9.01%	11.83%	12.87%
50	12.64%	18.42%	16.80%	11.63%	9.15%	12.04%	13.10%
51	12.80%	18.37%	16.56%	11.77%	9.28%	12.25%	13.33%
52	12.92%	18.19%	16.20%	11.88%	9.38%	12.46%	13.55%
53	12.99%	17.86%	16.73%	11.94%	9.44%	12.66%	13.77%



**\*\* Revised 2/21/23 \*\***  
**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, June 30, 2023**  
 (Continued)

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	12.98%	17.28%	17.28%	11.94%	9.46%	12.87%	14.00%
55	12.89%	17.28%	17.28%	11.86%	9.42%	13.08%	14.24%
56	12.71%	17.28%	17.28%	11.69%	9.33%	13.31%	14.48%
57	12.44%	17.28%	17.28%	11.44%	9.19%	13.52%	14.71%
58	12.84%	17.28%	17.28%	11.81%	9.49%	13.70%	14.91%
59	13.27%	17.28%	17.28%	12.20%	9.80%	13.85%	15.06%
60	13.27%	17.28%	17.28%	12.20%	9.80%	13.94%	15.17%
61	13.27%	17.28%	17.28%	12.20%	9.80%	13.96%	15.19%
62	13.27%	17.28%	17.28%	12.20%	9.80%	13.91%	15.14%
63	13.27%	17.28%	17.28%	12.20%	9.80%	13.77%	14.99%
64	13.27%	17.28%	17.28%	12.20%	9.80%	13.57%	14.76%
65	13.27%	17.28%	17.28%	12.20%	9.80%	14.01%	15.24%
66 and thereafter	13.27%	17.28%	17.28%	12.20%	9.80%	14.47%	15.75%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan B (General)	98.90%	31
#2	Plan I (General)	99.43%	31
#2	Plan J (General)	99.01%	31
#2	Plan P (General)	98.41%	31



**County of Orange  
Employer Contribution Rates For General Members  
Effective Pay Period 15, July 1, 2022**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
<b>#1</b>	<b>B</b>	<b>Normal</b>	10.38%
		<b>UAAL</b>	<u>5.03%</u>
		<b>Total</b>	<b>15.41%</b>
<b>#1</b>	<b>U – PEPRA (AFSCME)</b>	<b>Normal</b>	9.89%
		<b>UAAL</b>	<u>5.03%</u>
		<b>Total</b>	<b>14.92%</b>
<b>#2</b>	<b>I &amp; J *</b>	<b>Normal</b>	14.69%
		<b>UAAL</b>	<u>28.97%</u>
		<b>Total</b>	<b>43.66%</b>
<b>#2</b>	<b>T – PEPRA *</b>	<b>Normal</b>	7.06%
		<b>UAAL</b>	<u>28.97%</u>
		<b>Total</b>	<b>36.03%</b>
<b>#2</b>	<b>U – PEPRA *</b>	<b>Normal</b>	8.37%
		<b>UAAL</b>	<u>28.97%</u>
		<b>Total</b>	<b>37.34%</b>
<b>#2</b>	<b>P *</b>	<b>Normal</b>	6.26%
		<b>UAAL</b>	<u>28.97%</u>
		<b>Total</b>	<b>35.23%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the employer and employee bargaining units. The reverse pickup rate schedule is available online at:

[https://www.ocers.org/sites/main/files/file-attachments/reversepickups\\_1.pdf](https://www.ocers.org/sites/main/files/file-attachments/reversepickups_1.pdf)



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 1, 2022**

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
15	7.01%	10.34%	9.93%	6.39%	5.02%	7.03%	8.12%
16	7.01%	10.34%	9.93%	6.39%	5.02%	7.03%	8.12%
17	7.13%	10.53%	10.11%	6.50%	5.11%	6.72%	7.76%
18	7.26%	10.71%	10.28%	6.62%	5.20%	6.39%	7.38%
19	7.39%	10.90%	10.47%	6.74%	5.29%	6.51%	7.52%
20	7.52%	11.09%	10.65%	6.86%	5.39%	6.62%	7.65%
21	7.65%	11.29%	10.84%	6.98%	5.48%	6.74%	7.79%
22	7.78%	11.49%	11.03%	7.10%	5.58%	6.86%	7.93%
23	7.92%	11.69%	11.22%	7.23%	5.68%	6.99%	8.07%
24	8.06%	11.90%	11.42%	7.35%	5.78%	7.11%	8.21%
25	8.20%	12.11%	11.62%	7.48%	5.88%	7.24%	8.36%
26	8.35%	12.32%	11.82%	7.61%	5.98%	7.36%	8.51%
27	8.49%	12.54%	12.03%	7.75%	6.09%	7.50%	8.66%
28	8.64%	12.76%	12.25%	7.88%	6.20%	7.63%	8.81%
29	8.79%	12.99%	12.46%	8.02%	6.31%	7.76%	8.97%
30	8.95%	13.22%	12.69%	8.16%	6.42%	7.90%	9.13%
31	9.11%	13.46%	12.91%	8.31%	6.53%	8.04%	9.29%
32	9.27%	13.71%	13.15%	8.45%	6.65%	8.18%	9.45%
33	9.43%	13.96%	13.39%	8.60%	6.77%	8.33%	9.62%
34	9.60%	14.22%	13.63%	8.76%	6.89%	8.47%	9.79%
35	9.77%	14.48%	13.89%	8.91%	7.01%	8.62%	9.96%
36	9.95%	14.76%	14.15%	9.07%	7.14%	8.78%	10.14%
37	10.13%	15.04%	14.41%	9.24%	7.27%	8.93%	10.32%
38	10.31%	15.34%	14.67%	9.41%	7.40%	9.09%	10.50%
39	10.50%	15.61%	14.91%	9.58%	7.54%	9.25%	10.69%
40	10.69%	15.90%	15.16%	9.76%	7.68%	9.42%	10.88%
41	10.90%	16.16%	15.40%	9.94%	7.83%	9.59%	11.07%
42	11.10%	16.44%	15.64%	10.12%	7.98%	9.76%	11.27%
43	11.30%	16.71%	15.89%	10.30%	8.12%	9.93%	11.48%
44	11.48%	17.01%	16.15%	10.48%	8.26%	10.12%	11.68%
45	11.67%	17.31%	16.39%	10.65%	8.40%	10.30%	11.90%
46	11.86%	17.64%	16.60%	10.82%	8.54%	10.49%	12.12%
47	12.05%	17.88%	16.75%	10.99%	8.68%	10.69%	12.35%
48	12.24%	18.11%	16.84%	11.17%	8.82%	10.90%	12.59%
49	12.44%	18.27%	16.83%	11.35%	8.97%	11.10%	12.82%
50	12.62%	18.34%	16.72%	11.52%	9.11%	11.30%	13.05%
51	12.79%	18.29%	16.49%	11.66%	9.24%	11.50%	13.28%
52	12.90%	18.11%	16.13%	11.77%	9.34%	11.69%	13.50%
53	12.97%	17.77%	16.65%	11.83%	9.40%	11.88%	13.72%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 1, 2022**  
(Continued)

Entry Age	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
					Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	12.96%	17.20%	17.20%	11.82%	9.42%	12.08%	13.95%
55	12.88%	17.20%	17.20%	11.75%	9.38%	12.28%	14.18%
56	12.70%	17.20%	17.20%	11.58%	9.29%	12.49%	14.42%
57	12.42%	17.20%	17.20%	11.33%	9.15%	12.68%	14.65%
58	12.82%	17.20%	17.20%	11.70%	9.45%	12.86%	14.85%
59	13.25%	17.20%	17.20%	12.09%	9.76%	12.99%	15.01%
60	13.25%	17.20%	17.20%	12.09%	9.76%	13.08%	15.11%
61	13.25%	17.20%	17.20%	12.09%	9.76%	13.10%	15.14%
62	13.25%	17.20%	17.20%	12.09%	9.76%	13.05%	15.08%
63	13.25%	17.20%	17.20%	12.09%	9.76%	12.93%	14.93%
64	13.25%	17.20%	17.20%	12.09%	9.76%	12.73%	14.70%
65	13.25%	17.20%	17.20%	12.09%	9.76%	13.14%	15.18%
66 and thereafter	13.25%	17.20%	17.20%	12.09%	9.76%	13.58%	15.69%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan B (General)	98.80%	31
#2	Plan I (General)	99.38%	31
#2	Plan J (General)	98.95%	31
#2	Plan P (General)	98.28%	31



**County of Orange**  
**Employer Contribution Rates For General Members**  
**Effective Pay Period 15, July 2, 2021**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
#1	A & B (AFSCME)	Normal	10.68%
		UAAL	<u>5.16%</u>
		<b>Total</b>	<b>15.84%</b>
#1	U – PEPRA (AFSCME)	Normal	10.05%
		UAAL	<u>5.16%</u>
		<b>Total</b>	<b>15.21%</b>
#2	I & J *	Normal	14.34%
		UAAL	<u>27.38%</u>
		<b>Total</b>	<b>41.72%</b>
#2	T – PEPRA *	Normal	7.14%
		UAAL	<u>27.38%</u>
		<b>Total</b>	<b>34.52%</b>
#2	U – PEPRA *	Normal	8.81%
		UAAL	<u>27.38%</u>
		<b>Total</b>	<b>36.19%</b>
#2	P *	Normal	6.10%
		UAAL	<u>27.38%</u>
		<b>Total</b>	<b>33.48%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the employer and employee bargaining units. The reverse pickup rate schedule is available online at:

[https://www.ocers.org/sites/main/files/file-attachments/reversepickups\\_1.pdf](https://www.ocers.org/sites/main/files/file-attachments/reversepickups_1.pdf)



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 2, 2021**

Entry Age	Plan A (AFSCME)	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
						Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
15	5.37%	7.23%	10.52%	10.07%	6.64%	5.24%	7.55%	8.54%
16	5.37%	7.23%	10.52%	10.07%	6.64%	5.24%	7.55%	8.54%
17	5.46%	7.35%	10.69%	10.23%	6.75%	5.33%	7.20%	8.15%
18	5.55%	7.47%	10.86%	10.40%	6.85%	5.41%	6.84%	7.74%
19	5.64%	7.59%	11.04%	10.56%	6.96%	5.50%	6.95%	7.87%
20	5.73%	7.71%	11.22%	10.73%	7.08%	5.59%	7.06%	8.00%
21	5.82%	7.83%	11.40%	10.90%	7.19%	5.68%	7.18%	8.13%
22	5.91%	7.96%	11.58%	11.08%	7.30%	5.77%	7.30%	8.26%
23	6.01%	8.09%	11.77%	11.26%	7.42%	5.86%	7.41%	8.39%
24	6.10%	8.22%	11.95%	11.44%	7.54%	5.96%	7.53%	8.53%
25	6.20%	8.35%	12.15%	11.62%	7.66%	6.05%	7.65%	8.66%
26	6.30%	8.48%	12.34%	11.81%	7.78%	6.15%	7.78%	8.80%
27	6.40%	8.62%	12.54%	12.00%	7.91%	6.25%	7.90%	8.94%
28	6.50%	8.75%	12.75%	12.19%	8.03%	6.35%	8.03%	9.09%
29	6.61%	8.89%	12.96%	12.39%	8.16%	6.45%	8.16%	9.23%
30	6.72%	9.04%	13.17%	12.59%	8.29%	6.56%	8.29%	9.38%
31	6.82%	9.18%	13.39%	12.80%	8.43%	6.66%	8.42%	9.53%
32	6.93%	9.33%	13.61%	13.01%	8.56%	6.77%	8.56%	9.69%
33	7.05%	9.48%	13.84%	13.23%	8.70%	6.88%	8.70%	9.84%
34	7.16%	9.64%	14.08%	13.46%	8.84%	6.99%	8.84%	10.00%
35	7.28%	9.79%	14.32%	13.69%	8.99%	7.11%	8.98%	10.16%
36	7.40%	9.96%	14.57%	13.92%	9.14%	7.23%	9.12%	10.33%
37	7.52%	10.12%	14.83%	14.15%	9.29%	7.35%	9.27%	10.49%
38	7.65%	10.29%	15.10%	14.36%	9.44%	7.47%	9.42%	10.66%
39	7.78%	10.46%	15.31%	14.56%	9.60%	7.60%	9.57%	10.84%
40	7.92%	10.64%	15.53%	14.76%	9.77%	7.73%	9.73%	11.01%
41	8.06%	10.83%	15.76%	14.97%	9.94%	7.87%	9.89%	11.19%
42	8.20%	11.00%	16.00%	15.20%	10.10%	8.00%	10.05%	11.38%
43	8.35%	11.17%	16.25%	15.43%	10.25%	8.12%	10.22%	11.57%
44	8.47%	11.32%	16.53%	15.67%	10.39%	8.24%	10.39%	11.76%
45	8.59%	11.48%	16.82%	15.89%	10.54%	8.35%	10.57%	11.96%
46	8.71%	11.64%	17.11%	16.09%	10.69%	8.48%	10.75%	12.17%
47	8.85%	11.82%	17.35%	16.23%	10.85%	8.61%	10.94%	12.38%
48	8.99%	12.00%	17.58%	16.31%	11.01%	8.75%	11.13%	12.60%
49	9.14%	12.19%	17.70%	16.30%	11.18%	8.89%	11.31%	12.80%
50	9.30%	12.36%	17.78%	16.20%	11.34%	9.02%	11.48%	13.00%
51	9.46%	12.51%	17.74%	15.98%	11.48%	9.14%	11.65%	13.18%
52	9.59%	12.62%	17.59%	15.59%	11.58%	9.23%	11.81%	13.37%
53	9.72%	12.68%	17.27%	16.10%	11.64%	9.30%	11.99%	13.57%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 2, 2021**  
**(Continued)**

Entry Age	Plan A (AFSCME)	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
						Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	9.78%	12.68%	16.63%	16.63%	11.63%	9.31%	12.17%	13.78%
55	9.83%	12.60%	16.63%	16.63%	11.56%	9.28%	12.37%	14.00%
56	9.81%	12.43%	16.63%	16.63%	11.41%	9.19%	12.57%	14.23%
57	9.72%	12.13%	16.63%	16.63%	11.13%	9.03%	12.76%	14.44%
58	9.55%	12.52%	16.63%	16.63%	11.49%	9.32%	12.93%	14.63%
59	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.06%	14.78%
60	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.14%	14.88%
61	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.17%	14.90%
62	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.12%	14.85%
63	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	12.99%	14.71%
64	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	12.76%	14.45%
65	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.18%	14.91%
66 and thereafter	9.19%	12.93%	16.63%	16.63%	11.87%	9.63%	13.61%	15.41%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan A (General)	100.00%	31
#1	Plan B (General)	98.37%	31
#2	Plan I (General)	99.40%	31
#2	Plan J (General)	98.52%	31
#2	Plan P (General)	97.76%	31



**County of Orange  
 Employer Contribution Rates For General Members  
 Effective Pay Period 15, July 3, 2020**

<b>Rate Group</b>	<b>Plan</b>	<b>Rate</b>	
<b>#1</b>	<b>A &amp; B (AFSCME)</b>	<b>Normal</b>	10.73%
		<b>UAAL</b>	<u>5.06%</u>
		<b>Total</b>	<b>15.79%</b>
<b>#1</b>	<b>U – PEPRA (AFSCME)</b>	<b>Normal</b>	9.93%
		<b>UAAL</b>	<u>5.06%</u>
		<b>Total</b>	<b>14.99%</b>
<b>#2</b>	<b>I &amp; J *</b>	<b>Normal</b>	14.36%
		<b>UAAL</b>	<u>25.05%</u>
		<b>Total</b>	<b>39.41%</b>
<b>#2</b>	<b>T – PEPRA *</b>	<b>Normal</b>	7.12%
		<b>UAAL</b>	<u>25.05%</u>
		<b>Total</b>	<b>32.17%</b>
<b>#2</b>	<b>U – PEPRA *</b>	<b>Normal</b>	8.78%
		<b>UAAL</b>	<u>25.05%</u>
		<b>Total</b>	<b>33.83%</b>
<b>#2</b>	<b>P *</b>	<b>Normal</b>	6.23%
		<b>UAAL</b>	<u>25.05%</u>
		<b>Total</b>	<b>31.28%</b>

**\*Reverse Pickups:**

Certain County bargaining units under the 2.7% at 55, 2.5% at 67, and 1.62% at 65 plans are subject to an employee-paid reverse pickup which has not been accounted for in the employer rate above. Any reverse pickup arrangements are between the plan sponsors and employee bargaining units. The reverse pickup rate schedule is available online at: <https://www.ocers.org/sites/main/files/file-attachments/reversepickups.pdf>



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 3, 2020**

Entry Age	Plan A (AFSCME)	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
						Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
15	5.37%	7.23%	10.52%	10.07%	6.63%	5.22%	7.59%	8.51%
16	5.37%	7.23%	10.52%	10.07%	6.63%	5.22%	7.59%	8.51%
17	5.46%	7.35%	10.69%	10.23%	6.74%	5.30%	7.24%	8.12%
18	5.55%	7.47%	10.86%	10.39%	6.85%	5.39%	6.88%	7.71%
19	5.64%	7.59%	11.03%	10.56%	6.96%	5.47%	6.99%	7.84%
20	5.73%	7.71%	11.21%	10.73%	7.07%	5.56%	7.10%	7.97%
21	5.82%	7.83%	11.39%	10.90%	7.18%	5.65%	7.22%	8.10%
22	5.91%	7.96%	11.57%	11.07%	7.30%	5.74%	7.34%	8.23%
23	6.01%	8.09%	11.76%	11.25%	7.41%	5.84%	7.46%	8.36%
24	6.10%	8.22%	11.95%	11.43%	7.53%	5.93%	7.58%	8.50%
25	6.20%	8.35%	12.14%	11.62%	7.65%	6.02%	7.70%	8.63%
26	6.30%	8.48%	12.34%	11.80%	7.78%	6.12%	7.82%	8.77%
27	6.40%	8.62%	12.54%	11.99%	7.90%	6.22%	7.95%	8.91%
28	6.50%	8.75%	12.74%	12.19%	8.03%	6.32%	8.08%	9.06%
29	6.61%	8.89%	12.95%	12.39%	8.16%	6.42%	8.21%	9.20%
30	6.72%	9.04%	13.16%	12.59%	8.29%	6.53%	8.34%	9.35%
31	6.82%	9.18%	13.38%	12.79%	8.42%	6.63%	8.47%	9.50%
32	6.93%	9.33%	13.60%	13.01%	8.56%	6.74%	8.61%	9.65%
33	7.05%	9.48%	13.83%	13.22%	8.69%	6.85%	8.75%	9.81%
34	7.16%	9.64%	14.07%	13.45%	8.84%	6.96%	8.89%	9.97%
35	7.28%	9.79%	14.31%	13.68%	8.98%	7.08%	9.03%	10.13%
36	7.40%	9.96%	14.56%	13.92%	9.13%	7.19%	9.18%	10.29%
37	7.52%	10.12%	14.83%	14.14%	9.28%	7.31%	9.32%	10.46%
38	7.65%	10.29%	15.10%	14.35%	9.43%	7.44%	9.47%	10.63%
39	7.78%	10.46%	15.31%	14.55%	9.59%	7.57%	9.63%	10.80%
40	7.92%	10.64%	15.53%	14.75%	9.76%	7.70%	9.79%	10.98%
41	8.06%	10.83%	15.75%	14.97%	9.93%	7.83%	9.95%	11.16%
42	8.20%	11.00%	15.99%	15.19%	10.09%	7.96%	10.11%	11.34%
43	8.35%	11.17%	16.25%	15.42%	10.24%	8.08%	10.28%	11.53%
44	8.47%	11.32%	16.52%	15.66%	10.38%	8.20%	10.45%	11.72%
45	8.59%	11.48%	16.81%	15.88%	10.53%	8.31%	10.63%	11.92%
46	8.71%	11.64%	17.10%	16.08%	10.68%	8.44%	10.81%	12.12%
47	8.85%	11.82%	17.34%	16.22%	10.84%	8.57%	11.00%	12.33%
48	8.99%	12.00%	17.57%	16.30%	11.00%	8.71%	11.19%	12.55%
49	9.14%	12.19%	17.69%	16.29%	11.17%	8.85%	11.38%	12.76%
50	9.30%	12.36%	17.77%	16.19%	11.33%	8.98%	11.55%	12.95%
51	9.46%	12.51%	17.73%	15.97%	11.47%	9.10%	11.71%	13.14%
52	9.59%	12.62%	17.58%	15.59%	11.57%	9.19%	11.88%	13.33%
53	9.72%	12.68%	17.27%	16.09%	11.63%	9.25%	12.06%	13.52%



**County of Orange**  
**Employee Contribution Rates for General Members**  
**Effective Pay Period 15, July 3, 2020**  
**(Continued)**

Entry Age	Plan A (AFSCME)	Plan B (AFSCME)	Plan I (2.7% @ 55)	Plan J (2.7% @ 55)	Plan P (1.62% @ 65)	PEPRA		
						Plan T (1.62% @ 65)	Plan U (2.5% @ 67)	Plan U (AFSCME 2.5% @ 67)
54	9.78%	12.68%	16.62%	16.62%	11.62%	9.27%	12.24%	13.73%
55	9.83%	12.60%	16.62%	16.62%	11.55%	9.24%	12.44%	13.95%
56	9.81%	12.43%	16.62%	16.62%	11.39%	9.15%	12.64%	14.18%
57	9.72%	12.13%	16.62%	16.62%	11.12%	8.98%	12.83%	14.39%
58	9.55%	12.52%	16.62%	16.62%	11.48%	9.27%	13.00%	14.58%
59	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.13%	14.73%
60	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.22%	14.83%
61	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.24%	14.85%
62	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.20%	14.80%
63	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.07%	14.66%
64	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	12.84%	14.40%
65	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.25%	14.86%
66 and thereafter	9.19%	12.93%	16.62%	16.62%	11.86%	9.58%	13.69%	15.35%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#1	Plan A (General)	100.00%	32
#1	Plan B (General)	98.28%	32
#2	Plan I (General)	99.38%	32
#2	Plan J (General)	98.45%	32
#2	Plan P (General)	97.56%	32



**County of Orange**  
**Employer/Employee Contribution Rates For General Members**  
**Effective Pay Period 15, July 5, 2019**  
**\*\* REVISED 09/27/19 \*\***

**Employer Contribution Rates For General Members**

Rate Group	Plan	Rate
#1	A & B (AFSCME)	<b>Normal</b> 10.73%
		<b>UAAL</b> 4.61%
		<b>Total</b> 15.34%
#1	U – PEPRA (AFSCME)	<b>Normal</b> 9.93%
		<b>UAAL</b> 4.61%
		<b>Total</b> 14.54%
#2	I & J *	<b>Normal</b> 14.39%
		<b>UAAL</b> 22.67%
		<b>Total</b> 37.06%
#2	T – PEPRA *	<b>Normal</b> 7.11%
		<b>UAAL</b> 22.67%
		<b>Total</b> 29.78%
#2	U – PEPRA *	<b>Normal</b> 8.78%
		<b>UAAL</b> 22.67%
		<b>Total</b> 31.45%
#2	O & P *	<b>Normal</b> 6.21%
		<b>UAAL</b> 22.67%
		<b>Total</b> 28.88%

**\*Reverse Pickups:**

Certain County Bargaining Units under the 2.7% at 55, 2.5% at 67 and 1.62% at 65 plans are subject to an Employee-paid Reverse Pickup, which has not been accounted for in the Employer rate above. Any Reverse Pickup arrangements are between the Plan Sponsors and Employee Bargaining Units. The reverse pickup rates schedule is available online at: <https://www.ocers.org/sites/main/files/file-attachments/reversepickups.pdf>.

**Employee Contribution Rates for General Members**

<b><u>Entry Age</u></b>	<b><u>PLAN A (AFSCME)</u></b>	<b><u>PLAN B (AFSCME)</u></b>	<b><u>PLAN I (2.7% @ 55)</u></b>	<b><u>PLAN J (2.7% @ 55)</u></b>	<b><u>Plan P (1.62% @ 65)</u></b>
15	5.37%	7.24%	10.51%	10.06%	6.63%
16	5.37%	7.24%	10.51%	10.06%	6.63%
17	5.46%	7.35%	10.68%	10.22%	6.74%
18	5.55%	7.47%	10.85%	10.39%	6.85%
19	5.64%	7.59%	11.03%	10.55%	6.96%
20	5.73%	7.71%	11.21%	10.72%	7.07%
21	5.82%	7.84%	11.39%	10.89%	7.18%
22	5.91%	7.96%	11.57%	11.07%	7.30%
23	6.01%	8.09%	11.75%	11.25%	7.41%
24	6.10%	8.22%	11.94%	11.43%	7.53%
25	6.20%	8.35%	12.14%	11.61%	7.65%
26	6.30%	8.48%	12.33%	11.80%	7.77%
27	6.40%	8.62%	12.53%	11.99%	7.90%
28	6.51%	8.76%	12.74%	12.18%	8.03%
29	6.61%	8.90%	12.94%	12.38%	8.15%
30	6.72%	9.04%	13.16%	12.58%	8.29%
31	6.83%	9.19%	13.38%	12.79%	8.42%
32	6.94%	9.33%	13.60%	13.00%	8.55%
33	7.05%	9.48%	13.83%	13.22%	8.69%
34	7.17%	9.64%	14.06%	13.44%	8.83%
35	7.28%	9.80%	14.31%	13.67%	8.98%
36	7.40%	9.96%	14.56%	13.91%	9.13%
37	7.53%	10.12%	14.82%	14.14%	9.28%
38	7.65%	10.29%	15.09%	14.35%	9.43%
39	7.78%	10.47%	15.30%	14.54%	9.59%
40	7.92%	10.65%	15.52%	14.75%	9.76%
41	8.06%	10.83%	15.75%	14.96%	9.93%
42	8.20%	11.01%	15.99%	15.18%	10.09%
43	8.35%	11.17%	16.24%	15.42%	10.24%
44	8.47%	11.32%	16.51%	15.65%	10.38%
45	8.59%	11.48%	16.81%	15.88%	10.52%
46	8.72%	11.65%	17.09%	16.07%	10.68%
47	8.85%	11.82%	17.33%	16.21%	10.83%
48	8.99%	12.00%	17.57%	16.29%	11.00%
49	9.14%	12.19%	17.68%	16.29%	11.17%
50	9.30%	12.36%	17.76%	16.19%	11.33%
51	9.46%	12.51%	17.73%	15.96%	11.47%
52	9.59%	12.62%	17.57%	15.58%	11.57%
53	9.72%	12.69%	17.26%	16.08%	11.63%
54	9.79%	12.68%	16.61%	16.61%	11.62%
55	9.83%	12.60%	16.61%	16.61%	11.55%
56	9.81%	12.43%	16.61%	16.61%	11.39%
57	9.73%	12.13%	16.61%	16.61%	11.12%
58	9.55%	12.52%	16.61%	16.61%	11.48%
59	9.20%	12.94%	16.61%	16.61%	11.86%
60	9.20%	12.94%	16.61%	16.61%	11.86%
61	9.20%	12.94%	16.61%	16.61%	11.86%
62	9.20%	12.94%	16.61%	16.61%	11.86%
63	9.20%	12.94%	16.61%	16.61%	11.86%
64	9.20%	12.94%	16.61%	16.61%	11.86%
65	9.20%	12.94%	16.61%	16.61%	11.86%
66 and thereafter	9.20%	12.94%	16.61%	16.61%	11.86%

<u>Entry Age</u>	<u>PLAN T – PEPRA (1.62% @ 65)</u>	<u>PLAN U – PEPRA (2.5% @ 67)</u>	<u>PLAN U – PEPRA (AFSCME 2.5% @ 67)</u>
15	5.20%	7.59%	8.50%
16	5.20%	7.59%	8.50%
17	5.28%	7.24%	8.11%
18	5.37%	6.88%	7.70%
19	5.46%	6.99%	7.83%
20	5.54%	7.10%	7.95%
21	5.63%	7.22%	8.08%
22	5.72%	7.34%	8.21%
23	5.81%	7.45%	8.35%
24	5.91%	7.57%	8.48%
25	6.00%	7.70%	8.62%
26	6.10%	7.82%	8.76%
27	6.20%	7.95%	8.90%
28	6.30%	8.07%	9.04%
29	6.40%	8.20%	9.19%
30	6.50%	8.34%	9.34%
31	6.61%	8.47%	9.49%
32	6.72%	8.61%	9.64%
33	6.82%	8.74%	9.79%
34	6.94%	8.89%	9.95%
35	7.05%	9.03%	10.11%
36	7.17%	9.17%	10.27%
37	7.29%	9.32%	10.44%
38	7.41%	9.47%	10.61%
39	7.54%	9.63%	10.78%
40	7.67%	9.78%	10.96%
41	7.81%	9.95%	11.14%
42	7.93%	10.11%	11.32%
43	8.05%	10.28%	11.51%
44	8.17%	10.45%	11.70%
45	8.29%	10.63%	11.90%
46	8.41%	10.81%	12.10%
47	8.54%	11.00%	12.31%
48	8.68%	11.19%	12.53%
49	8.82%	11.37%	12.74%
50	8.95%	11.55%	12.93%
51	9.07%	11.71%	13.11%
52	9.16%	11.88%	13.30%
53	9.22%	12.06%	13.50%
54	9.23%	12.24%	13.71%
55	9.20%	12.44%	13.93%
56	9.11%	12.64%	14.15%
57	8.95%	12.83%	14.37%
58	9.24%	13.00%	14.56%
59	9.55%	13.13%	14.70%
60	9.55%	13.22%	14.80%
61	9.55%	13.24%	14.83%
62	9.55%	13.20%	14.78%
63	9.55%	13.07%	14.63%
64	9.55%	12.83%	14.37%
65	9.55%	13.25%	14.84%
66 and thereafter	9.55%	13.69%	15.33%

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

<b>Rate Group</b>	<b>Plan</b>	<b>Discount Percentage</b>	<b>Average Entry Age</b>
#1	Plan A (General)	100.00%	32
#1	Plan B (General)	98.16%	32
#2	Plan I (General)	99.37%	32
#2	Plan J (General)	98.38%	32
#2	Plan O (General)	N/A	N/A
#2	Plan P (General)	97.33%	32