



**Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, June 27, 2025**

Employer Contribution Rates

Rate Group	Plan	Rate	
#1	B	Norma	10.39%
		UAAL	<u>2.93%</u>
		Total	13.32%
#1	U – PEPPRA	Norma	10.25%
		UAAL	<u>2.93%</u>
		Total	13.18%

Employee Contribution Rates

Entry Age	Plan B (1.67% @ 57.5)	PEPPRA
		Plan U (2.5% @ 67)
16	6.89%	8.05%
17	7.02%	7.70%
18	7.15%	7.33%
19	7.28%	7.47%
20	7.42%	7.61%
21	7.56%	7.75%
22	7.69%	7.89%
23	7.84%	8.04%
24	7.98%	8.19%
25	8.13%	8.34%
26	8.28%	8.50%
27	8.43%	8.66%
28	8.58%	8.82%
29	8.74%	8.98%
30	8.90%	9.14%
31	9.07%	9.31%
32	9.24%	9.49%
33	9.41%	9.66%
34	9.58%	9.84%
35	9.76%	10.02%
36	9.95%	10.21%
37	10.14%	10.40%
38	10.33%	10.59%
39	10.53%	10.79%
40	10.72%	10.99%
41	10.91%	11.20%



Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, June 27, 2025
 (continued)

Employee Contribution Rates

(continued)

Entry Age	Plan B (1.67% @ 57.5)	PEPRA
		Plan U (2.5% @ 67)
42	11.11%	11.41%
43	11.30%	11.63%
44	11.50%	11.85%
45	11.70%	12.08%
46	11.90%	12.31%
47	12.10%	12.54%
48	12.30%	12.77%
49	12.49%	13.00%
50	12.66%	13.23%
51	12.80%	13.47%
52	12.89%	13.71%
53	12.93%	13.95%
54	12.90%	14.20%
55	12.78%	14.44%
56	12.57%	14.68%
57	12.36%	14.89%
58	12.77%	15.07%
59	13.20%	15.20%
60	13.20%	15.28%
61	13.20%	15.28%
62	13.20%	15.19%
63	13.20%	15.01%
64	13.20%	14.86%
65	13.20%	15.35%
66 and thereafter	13.20%	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%	44



**Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, June 28, 2024**

Employer Contribution Rates

<u>Rate Group</u>	<u>Plan</u>	<u>Rate</u>	
#1	B	Normal	10.26%
		UAAL	<u>3.61%</u>
		Total	13.87%
#1	U – PEPRA	Normal	10.03%
		UAAL	<u>3.61%</u>
		Total	13.64%

Employee Contribution Rates

<u>Entry Age</u>	<u>Plan B</u>	<u>PEPRA</u>
	<u>(1.67% @ 57.5)</u>	<u>Plan U</u>
	<u>(2.5% @ 67)</u>	
15	7.00%	8.09%
16	7.00%	8.09%
17	7.13%	7.73%
18	7.25%	7.36%
19	7.38%	7.49%
20	7.51%	7.63%
21	7.65%	7.76%
22	7.78%	7.90%
23	7.92%	8.04%
24	8.06%	8.19%
25	8.20%	8.33%
26	8.34%	8.48%
27	8.49%	8.63%
28	8.64%	8.78%
29	8.79%	8.94%
30	8.95%	9.10%
31	9.10%	9.26%
32	9.27%	9.42%
33	9.43%	9.59%
34	9.60%	9.76%
35	9.77%	9.93%
36	9.94%	10.10%
37	10.12%	10.28%
38	10.31%	10.47%
39	10.50%	10.65%
40	10.69%	10.84%
41	10.89%	11.04%



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 28, 2024
 (continued)**

Employee Contribution Rates

(continued)

Entry Age	Plan B (1.67% @ 57.5)	PEPRA
		Plan U (2.5% @ 67)
42	11.09%	11.24%
43	11.29%	11.44%
44	11.48%	11.65%
45	11.67%	11.86%
46	11.85%	12.08%
47	12.04%	12.31%
48	12.24%	12.54%
49	12.44%	12.78%
50	12.62%	13.01%
51	12.78%	13.24%
52	12.90%	13.46%
53	12.96%	13.68%
54	12.96%	13.90%
55	12.87%	14.13%
56	12.69%	14.38%
57	12.42%	14.60%
58	12.82%	14.81%
59	13.25%	14.96%
60	13.25%	15.06%
61	13.25%	15.09%
62	13.25%	15.03%
63	13.25%	14.88%
64	13.25%	14.66%
65	13.25%	15.13%
66 and thereafter	13.25%	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%	44



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 30, 2023**

Employer Contribution Rates

<u>Rate Group</u>	<u>Plan</u>	<u>Rate</u>	
#1	B	Normal	10.42%
		UAAL	<u>3.33%</u>
		Total	13.75%
#1	U – PEPRA	Normal	10.08%
		UAAL	<u>3.33%</u>
		Total	13.41%

Employee Contribution Rates

<u>Entry Age</u>	<u>Plan B</u>	<u>PEPRA</u>
	<u>(1.67% @ 57.5)</u>	<u>Plan U</u>
		<u>(2.5% @ 67)</u>
15	7.02%	8.15%
16	7.02%	8.15%
17	7.14%	7.79%
18	7.27%	7.41%
19	7.40%	7.54%
20	7.53%	7.68%
21	7.66%	7.82%
22	7.79%	7.96%
23	7.93%	8.10%
24	8.07%	8.24%
25	8.21%	8.39%
26	8.36%	8.54%
27	8.51%	8.69%
28	8.65%	8.85%
29	8.81%	9.00%
30	8.96%	9.16%
31	9.12%	9.32%
32	9.28%	9.49%
33	9.45%	9.66%
34	9.61%	9.83%
35	9.79%	10.00%
36	9.96%	10.18%
37	10.14%	10.36%
38	10.33%	10.54%
39	10.51%	10.73%
40	10.71%	10.92%
41	10.91%	11.11%



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 30, 2023
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan B (1.67% @ 57.5)	PEPRA
		Plan U (2.5% @ 67)
42	11.11%	11.32%
43	11.31%	11.52%
44	11.50%	11.73%
45	11.69%	11.95%
46	11.87%	12.17%
47	12.06%	12.40%
48	12.26%	12.63%
49	12.46%	12.87%
50	12.64%	13.10%
51	12.80%	13.33%
52	12.92%	13.55%
53	12.99%	13.77%
54	12.98%	14.00%
55	12.89%	14.24%
56	12.71%	14.48%
57	12.44%	14.71%
58	12.84%	14.91%
59	13.27%	15.06%
60	13.27%	15.17%
61	13.27%	15.19%
62	13.27%	15.14%
63	13.27%	14.99%
64	13.27%	14.76%
65	13.27%	15.24%
66 and thereafter	13.27%	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%	44



**Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, July 1, 2022**

Employer Contribution Rates

Rate Group	Plan	Rate	
#1	B	Norma	10.38%
		UAAL	<u>5.03%</u>
		Total	15.41%
#1	U – PEPPRA	Norma	9.89%
		UAAL	<u>5.03%</u>
		Total	14.92%

Employee Contribution Rates

Entry Age	Plan B (1.67% @ 57.5)	PEPPRA
		Plan U (2.5% @ 67)
15	7.01%	8.12%
16	7.01%	8.12%
17	7.13%	7.76%
18	7.26%	7.38%
19	7.39%	7.52%
20	7.52%	7.65%
21	7.65%	7.79%
22	7.78%	7.93%
23	7.92%	8.07%
24	8.06%	8.21%
25	8.20%	8.36%
26	8.35%	8.51%
27	8.49%	8.66%
28	8.64%	8.81%
29	8.79%	8.97%
30	8.95%	9.13%
31	9.11%	9.29%
32	9.27%	9.45%
33	9.43%	9.62%
34	9.60%	9.79%
35	9.77%	9.96%
36	9.95%	10.14%
37	10.13%	10.32%
38	10.31%	10.50%
39	10.50%	10.69%
40	10.69%	10.88%
41	10.90%	11.07%



Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, July 1, 2022
 (continued)

Employee Contribution Rates

(continued)

Entry Age	Plan B (1.67% @ 57.5)	PEPRA
		Plan U (2.5% @ 67)
42	11.10%	11.27%
43	11.30%	11.48%
44	11.48%	11.68%
45	11.67%	11.90%
46	11.86%	12.12%
47	12.05%	12.35%
48	12.24%	12.59%
49	12.44%	12.82%
50	12.62%	13.05%
51	12.79%	13.28%
52	12.90%	13.50%
53	12.97%	13.72%
54	12.96%	13.95%
55	12.88%	14.18%
56	12.70%	14.42%
57	12.42%	14.65%
58	12.82%	14.85%
59	13.25%	15.01%
60	13.25%	15.11%
61	13.25%	15.14%
62	13.25%	15.08%
63	13.25%	14.93%
64	13.25%	14.70%
65	13.25%	15.18%
66 and thereafter	13.25%	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%	45



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 2, 2021**

Employer Contribution Rates

Rate Group	Plan	Rate	
#1	A & B	Normal	10.68%
		UAAL	<u>5.16%</u>
		Total	15.84%
#1	U – PEPRA	Normal	10.05%
		UAAL	<u>5.16%</u>
		Total	15.21%

Employee Contribution Rates

Entry Age	Plan A	Plan B	PEPRA
	(2.0% @ 57)	(1.67% @ 57.5)	Plan U (2.5% @ 67)
15	5.37%	7.23%	8.54%
16	5.37%	7.23%	8.54%
17	5.46%	7.35%	8.15%
18	5.55%	7.47%	7.74%
19	5.64%	7.59%	7.87%
20	5.73%	7.71%	8.00%
21	5.82%	7.83%	8.13%
22	5.91%	7.96%	8.26%
23	6.01%	8.09%	8.39%
24	6.10%	8.22%	8.53%
25	6.20%	8.35%	8.66%
26	6.30%	8.48%	8.80%
27	6.40%	8.62%	8.94%
28	6.50%	8.75%	9.09%
29	6.61%	8.89%	9.23%
30	6.72%	9.04%	9.38%
31	6.82%	9.18%	9.53%
32	6.93%	9.33%	9.69%
33	7.05%	9.48%	9.84%
34	7.16%	9.64%	10.00%
35	7.28%	9.79%	10.16%
36	7.40%	9.96%	10.33%
37	7.52%	10.12%	10.49%
38	7.65%	10.29%	10.66%
39	7.78%	10.46%	10.84%
40	7.92%	10.64%	11.01%
41	8.06%	10.83%	11.19%



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 2, 2021
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan A (2.0% @ 57)	Plan B (1.67% @ 57.5)	PEPRA
			Plan U (2.5% @ 67)
42	8.20%	11.00%	11.38%
43	8.35%	11.17%	11.57%
44	8.47%	11.32%	11.76%
45	8.59%	11.48%	11.96%
46	8.71%	11.64%	12.17%
47	8.85%	11.82%	12.38%
48	8.99%	12.00%	12.60%
49	9.14%	12.19%	12.80%
50	9.30%	12.36%	13.00%
51	9.46%	12.51%	13.18%
52	9.59%	12.62%	13.37%
53	9.72%	12.68%	13.57%
54	9.78%	12.68%	13.78%
55	9.83%	12.60%	14.00%
56	9.81%	12.43%	14.23%
57	9.72%	12.13%	14.44%
58	9.55%	12.52%	14.63%
59	9.19%	12.93%	14.78%
60	9.19%	12.93%	14.88%
61	9.19%	12.93%	14.90%
62	9.19%	12.93%	14.85%
63	9.19%	12.93%	14.71%
64	9.19%	12.93%	14.45%
65	9.19%	12.93%	14.91%
66 and thereafter	9.19%	12.93%	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%	42
#1	Plan B (General)	98.37%	42



**Orange County In-Home Supportive Services
Employer / Employee Contribution Rates
Effective Pay Period 15, July 3, 2020**

Employer Contribution Rates

Rate Group	Plan	Rate	
#1	A & B	Normal	10.73%
		UAAL	<u>5.06%</u>
		Total	15.79%
#1	U – PEPRA	Normal	9.93%
		UAAL	<u>5.06%</u>
		Total	14.99%

Employee Contribution Rates

Entry Age	Plan A	Plan B	PEPRA
	(2.0% @ 57)	(1.6667% @ 57.5)	Plan U (2.5% @ 67)
15	5.37%	7.23%	8.51%
16	5.37%	7.23%	8.51%
17	5.46%	7.35%	8.12%
18	5.55%	7.47%	7.71%
19	5.64%	7.59%	7.84%
20	5.73%	7.71%	7.97%
21	5.82%	7.83%	8.10%
22	5.91%	7.96%	8.23%
23	6.01%	8.09%	8.36%
24	6.10%	8.22%	8.50%
25	6.20%	8.35%	8.63%
26	6.30%	8.48%	8.77%
27	6.40%	8.62%	8.91%
28	6.50%	8.75%	9.06%
29	6.61%	8.89%	9.20%
30	6.72%	9.04%	9.35%
31	6.82%	9.18%	9.50%
32	6.93%	9.33%	9.65%
33	7.05%	9.48%	9.81%
34	7.16%	9.64%	9.97%
35	7.28%	9.79%	10.13%
36	7.40%	9.96%	10.29%
37	7.52%	10.12%	10.46%
38	7.65%	10.29%	10.63%
39	7.78%	10.46%	10.80%
40	7.92%	10.64%	10.98%
41	8.06%	10.83%	11.16%



**Orange County In-Home Supportive Services
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 3, 2020
 (continued)**

Employee Contribution Rates
(continued)

Entry Age	Plan A (2.0% @ 57)	Plan B (1.6667% @ 57.5)	PEPRA
			Plan U (2.5% @ 67)
42	8.20%	11.00%	11.34%
43	8.35%	11.17%	11.53%
44	8.47%	11.32%	11.72%
45	8.59%	11.48%	11.92%
46	8.71%	11.64%	12.12%
47	8.85%	11.82%	12.33%
48	8.99%	12.00%	12.55%
49	9.14%	12.19%	12.76%
50	9.30%	12.36%	12.95%
51	9.46%	12.51%	13.14%
52	9.59%	12.62%	13.33%
53	9.72%	12.68%	13.52%
54	9.78%	12.68%	13.73%
55	9.83%	12.60%	13.95%
56	9.81%	12.43%	14.18%
57	9.72%	12.13%	14.39%
58	9.55%	12.52%	14.58%
59	9.19%	12.93%	14.73%
60	9.19%	12.93%	14.83%
61	9.19%	12.93%	14.85%
62	9.19%	12.93%	14.80%
63	9.19%	12.93%	14.66%
64	9.19%	12.93%	14.40%
65	9.19%	12.93%	14.86%
66 and thereafter	9.19%	12.93%	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%	39
#1	Plan B (General)	98.28%	39



**Orange County In-Home Supportive Services Public Authority
Employer / Employee Contribution Rates
Effective Pay Period 15, July 5, 2019
** REVISED 09/27/19 ****

Employer Contribution Rates

Rate Group	Plan	Rate	
#1	A & B	Normal	10.73%
		UAAL	<u>4.61%</u>
		Total	15.34%
#1	U - PEPRA	Normal	9.93%
		UAAL	<u>4.61%</u>
		Total	14.54%

Employee Contribution Rates

<u>Entry Age</u>	<u>PLAN A (Non-OCTA)</u>	<u>PLAN B (Non-OCTA)</u>	<u>PLAN U - PEPRA</u>
15	5.37%	7.24%	8.50%
16	5.37%	7.24%	8.50%
17	5.46%	7.35%	8.11%
18	5.55%	7.47%	7.70%
19	5.64%	7.59%	7.83%
20	5.73%	7.71%	7.95%
21	5.82%	7.84%	8.08%
22	5.91%	7.96%	8.21%
23	6.01%	8.09%	8.35%
24	6.10%	8.22%	8.48%
25	6.20%	8.35%	8.62%
26	6.30%	8.48%	8.76%
27	6.40%	8.62%	8.90%
28	6.51%	8.76%	9.04%
29	6.61%	8.90%	9.19%
30	6.72%	9.04%	9.34%
31	6.83%	9.19%	9.49%
32	6.94%	9.33%	9.64%
33	7.05%	9.48%	9.79%
34	7.17%	9.64%	9.95%
35	7.28%	9.80%	10.11%
36	7.40%	9.96%	10.27%
37	7.53%	10.12%	10.44%
38	7.65%	10.29%	10.61%
39	7.78%	10.47%	10.78%
40	7.92%	10.65%	10.96%
41	8.06%	10.83%	11.14%
42	8.20%	11.01%	11.32%
43	8.35%	11.17%	11.51%
44	8.47%	11.32%	11.70%
45	8.59%	11.48%	11.90%

<u>Entry Age</u>	<u>PLAN A (Non-OCTA)</u>	<u>PLAN B (Non-OCTA)</u>	<u>PLAN U - PEPRA</u>
46	8.72%	11.65%	12.10%
47	8.85%	11.82%	12.31%
48	8.99%	12.00%	12.53%
49	9.14%	12.19%	12.74%
50	9.30%	12.36%	12.93%
51	9.46%	12.51%	13.11%
52	9.59%	12.62%	13.30%
53	9.72%	12.69%	13.50%
54	9.79%	12.68%	13.71%
55	9.83%	12.60%	13.93%
56	9.81%	12.43%	14.15%
57	9.73%	12.13%	14.37%
58	9.55%	12.52%	14.56%
59	9.20%	12.94%	14.70%
60	9.20%	12.94%	14.80%
61	9.20%	12.94%	14.83%
62	9.20%	12.94%	14.78%
63	9.20%	12.94%	14.63%
64	9.20%	12.94%	14.37%
65	9.20%	12.94%	14.84%
66 and thereafter	9.20%	12.94%	15.33%

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

<u>Rate Group</u>	<u>Plan</u>	<u>Discount %</u>	<u>Average Entry Age</u>
#1	Plan A (General)	100.00%	39
#1	Plan B (General)	98.16%	39



**Orange County In-Home Supportive Services Public Authority
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 6, 2018**

Employer Contribution Rates

<u>Rate Group</u>	<u>Plan</u>	<u>Rate</u>	
#1	A & B	Normal	9.51%
		UAAL	<u>7.25%</u>
		Total	16.76%
#1	U - PEPR	Normal	8.63%
		UAAL	<u>7.25%</u>
		Total	15.88%

Employee Contribution Rates

<u>Entry Age</u>	<u>PLAN A (Non-OCTA)</u>	<u>PLAN B (Non-OCTA)</u>	<u>PLAN U - PEPR</u>
15	4.80%	6.48%	7.29%
16	4.80%	6.48%	7.29%
17	4.89%	6.60%	6.96%
18	4.97%	6.71%	6.60%
19	5.06%	6.83%	6.72%
20	5.15%	6.95%	6.84%
21	5.24%	7.08%	6.96%
22	5.33%	7.20%	7.09%
23	5.43%	7.33%	7.22%
24	5.52%	7.46%	7.34%
25	5.62%	7.59%	7.47%
26	5.72%	7.72%	7.61%
27	5.82%	7.85%	7.74%
28	5.92%	7.99%	7.88%
29	6.03%	8.13%	8.02%
30	6.13%	8.28%	8.16%
31	6.24%	8.42%	8.30%
32	6.35%	8.57%	8.45%
33	6.47%	8.72%	8.60%
34	6.58%	8.88%	8.75%
35	6.70%	9.03%	8.90%
36	6.82%	9.20%	9.06%
37	6.94%	9.36%	9.22%
38	7.07%	9.53%	9.38%
39	7.20%	9.71%	9.55%
40	7.34%	9.89%	9.72%
41	7.47%	10.07%	9.90%
42	7.62%	10.25%	10.07%
43	7.77%	10.42%	10.26%
44	7.89%	10.58%	10.44%
45	8.01%	10.74%	10.63%
46	8.14%	10.91%	10.83%

<u>Entry Age</u>	<u>PLAN A (Non-OCTA)</u>	<u>PLAN B (Non-OCTA)</u>	<u>PLAN U - PEPRA</u>
47	8.28%	11.09%	11.04%
48	8.42%	11.28%	11.25%
49	8.57%	11.47%	11.45%
50	8.74%	11.65%	11.64%
51	8.90%	11.81%	11.82%
52	9.04%	11.93%	12.01%
53	9.18%	12.00%	12.20%
54	9.25%	12.01%	12.41%
55	9.29%	11.95%	12.62%
56	9.29%	11.79%	12.85%
57	9.22%	11.49%	13.06%
58	9.06%	11.87%	13.26%
59	8.66%	12.28%	13.41%
60	8.66%	12.28%	13.51%
61	8.66%	12.28%	13.55%
62	8.66%	12.28%	13.52%
63	8.66%	12.28%	13.40%
64	8.66%	12.28%	13.13%
65	8.66%	12.28%	13.57%
66 and thereafter	8.66%	12.28%	14.03%

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

<u>Rate Group</u>	<u>Plan</u>	<u>Discount %</u>	<u>Average Entry Age</u>
#1	Plan A (General)	100.00%	37
#1	Plan B (General)	97.14%	37
#1	Plan U (General) - PEPRA	92.96%	37