



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 26, 2026**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	14.39%
		UAAL	<u>0.00%</u>
		Total	14.39%
#12	U – PEPRA *	Normal	10.52%
		UAAL	<u>0.00%</u>
		Total	10.52%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
16	9.52%	7.77%
17	9.69%	7.43%
18	9.87%	7.07%
19	10.05%	7.21%
20	10.24%	7.34%
21	10.43%	7.48%
22	10.62%	7.62%
23	10.81%	7.76%
24	11.01%	7.91%
25	11.21%	8.05%
26	11.42%	8.20%
27	11.63%	8.35%
28	11.85%	8.51%
29	12.07%	8.67%
30	12.30%	8.83%
31	12.53%	8.99%
32	12.77%	9.16%
33	13.02%	9.32%
34	13.26%	9.50%
35	13.50%	9.67%
36	13.75%	9.85%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 26, 2026
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	13.99%	10.03%
38	14.23%	10.22%
39	14.48%	10.41%
40	14.74%	10.61%
41	14.99%	10.81%
42	15.24%	11.01%
43	15.49%	11.22%
44	15.74%	11.44%
45	15.95%	11.66%
46	16.12%	11.88%
47	16.24%	12.11%
48	16.29%	12.33%
49	16.25%	12.55%
50	16.10%	12.77%
51	15.84%	13.00%
52	15.57%	13.23%
53	16.08%	13.47%
54	16.62%	13.71%
55	16.62%	13.94%
56	16.62%	14.17%
57	16.62%	14.38%
58	16.62%	14.55%
59	16.62%	14.68%
60	16.62%	14.75%
61	16.62%	14.75%
62	16.62%	14.66%
63	16.62%	14.48%
64	16.62%	14.35%
65	16.62%	14.82%
66 and thereafter	16.62%	15.31%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	99.65%	39



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 27, 2025**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	14.54%
		UAAL	<u>0.00%</u>
		Total	14.54%
#12	U – PEPRA *	Normal	10.67%
		UAAL	<u>0.00%</u>
		Total	10.67%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
16	9.58%	7.74%
17	9.75%	7.40%
18	9.93%	7.05%
19	10.11%	7.18%
20	10.30%	7.31%
21	10.49%	7.45%
22	10.68%	7.59%
23	10.88%	7.73%
24	11.08%	7.88%
25	11.28%	8.02%
26	11.49%	8.17%
27	11.71%	8.32%
28	11.92%	8.48%
29	12.15%	8.63%
30	12.38%	8.79%
31	12.61%	8.95%
32	12.85%	9.12%
33	13.10%	9.29%
34	13.34%	9.46%
35	13.59%	9.64%
36	13.83%	9.81%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 27, 2025
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	14.08%	10.00%
38	14.32%	10.18%
39	14.57%	10.37%
40	14.83%	10.57%
41	15.08%	10.77%
42	15.34%	10.97%
43	15.59%	11.18%
44	15.84%	11.40%
45	16.05%	11.62%
46	16.22%	11.84%
47	16.34%	12.06%
48	16.39%	12.28%
49	16.35%	12.50%
50	16.20%	12.72%
51	15.94%	12.95%
52	15.67%	13.18%
53	16.18%	13.42%
54	16.72%	13.65%
55	16.72%	13.89%
56	16.72%	14.12%
57	16.72%	14.32%
58	16.72%	14.49%
59	16.72%	14.62%
60	16.72%	14.69%
61	16.72%	14.69%
62	16.72%	14.60%
63	16.72%	14.43%
64	16.72%	14.29%
65	16.72%	14.76%
66 and thereafter	16.72%	15.26%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	99.69%	40



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 28, 2024**

Employer Contribution Rates

<u>Rate Group</u>	<u>Plan</u>	<u>Rate</u>	
#12	H *	Normal	13.49%
		UAAL	<u>0.00%</u>
		Total	13.49%
#12	U – PEPRA *	Normal	10.48%
		UAAL	<u>0.00%</u>
		Total	10.48%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

<u>Entry Age</u>	<u>Plan H (2.5% @ 55)</u>	<u>PEPRA</u>
		<u>Plan U (2.5% @ 67)</u>
15	9.67%	7.64%
16	9.67%	7.64%
17	9.84%	7.30%
18	10.01%	6.94%
19	10.19%	7.07%
20	10.37%	7.19%
21	10.55%	7.32%
22	10.73%	7.45%
23	10.92%	7.59%
24	11.11%	7.72%
25	11.31%	7.86%
26	11.51%	8.00%
27	11.71%	8.14%
28	11.92%	8.29%
29	12.13%	8.43%
30	12.35%	8.58%
31	12.57%	8.73%
32	12.80%	8.89%
33	13.03%	9.04%
34	13.27%	9.20%
35	13.52%	9.37%
36	13.77%	9.53%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 28, 2024
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	14.02%	9.70%
38	14.27%	9.87%
39	14.51%	10.05%
40	14.75%	10.23%
41	14.98%	10.41%
42	15.22%	10.60%
43	15.47%	10.79%
44	15.72%	10.99%
45	15.95%	11.19%
46	16.16%	11.40%
47	16.30%	11.61%
48	16.39%	11.83%
49	16.38%	12.05%
50	16.27%	12.28%
51	16.05%	12.49%
52	15.70%	12.70%
53	16.21%	12.90%
54	16.74%	13.12%
55	16.74%	13.33%
56	16.74%	13.56%
57	16.74%	13.78%
58	16.74%	13.97%
59	16.74%	14.11%
60	16.74%	14.21%
61	16.74%	14.23%
62	16.74%	14.18%
63	16.74%	14.04%
64	16.74%	13.83%
65	16.74%	14.28%
66 and thereafter	16.74%	14.75%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	99.41%	40



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 30, 2023**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	13.79%
		UAAL	<u>0.00%</u>
		Total	13.79%
#12	U – PEPRA *	Normal	10.48%
		UAAL	<u>0.00%</u>
		Total	10.48%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
15	9.71%	7.83%
16	9.71%	7.83%
17	9.88%	7.48%
18	10.05%	7.12%
19	10.23%	7.25%
20	10.41%	7.38%
21	10.59%	7.51%
22	10.78%	7.64%
23	10.97%	7.78%
24	11.16%	7.92%
25	11.36%	8.06%
26	11.56%	8.20%
27	11.76%	8.35%
28	11.97%	8.50%
29	12.18%	8.65%
30	12.40%	8.80%
31	12.62%	8.96%
32	12.85%	9.11%
33	13.08%	9.28%
34	13.32%	9.44%
35	13.57%	9.61%
36	13.83%	9.78%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, June 30, 2023
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	14.08%	9.95%
38	14.33%	10.13%
39	14.57%	10.31%
40	14.81%	10.49%
41	15.05%	10.68%
42	15.29%	10.87%
43	15.53%	11.07%
44	15.79%	11.27%
45	16.02%	11.48%
46	16.23%	11.69%
47	16.37%	11.91%
48	16.46%	12.14%
49	16.45%	12.36%
50	16.34%	12.59%
51	16.11%	12.81%
52	15.76%	13.02%
53	16.27%	13.23%
54	16.81%	13.45%
55	16.81%	13.68%
56	16.81%	13.91%
57	16.81%	14.13%
58	16.81%	14.33%
59	16.81%	14.47%
60	16.81%	14.57%
61	16.81%	14.60%
62	16.81%	14.54%
63	16.81%	14.40%
64	16.81%	14.18%
65	16.81%	14.64%
66 and thereafter	16.81%	15.13%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	99.14%	40



**Orange County Public Law Library
Employer / Employee Contribution Rates
Effective Pay Period 15, July 1, 2022**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	13.88%
		UAAL	<u>0.00%</u>
		Total	13.88%
#12	U – PEPRA *	Normal	10.51%
		UAAL	<u>0.00%</u>
		Total	10.51%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
15	9.64%	7.34%
16	9.64%	7.34%
17	9.81%	7.01%
18	9.99%	6.67%
19	10.16%	6.79%
20	10.34%	6.91%
21	10.52%	7.04%
22	10.71%	7.16%
23	10.90%	7.29%
24	11.09%	7.42%
25	11.28%	7.55%
26	11.48%	7.69%
27	11.69%	7.82%
28	11.89%	7.96%
29	12.10%	8.10%
30	12.32%	8.25%
31	12.54%	8.39%
32	12.77%	8.54%
33	13.00%	8.69%
34	13.24%	8.85%
35	13.49%	9.00%
36	13.74%	9.16%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 1, 2022
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	13.99%	9.32%
38	14.24%	9.49%
39	14.48%	9.66%
40	14.72%	9.83%
41	14.95%	10.01%
42	15.19%	10.19%
43	15.43%	10.37%
44	15.69%	10.56%
45	15.92%	10.75%
46	16.12%	10.95%
47	16.27%	11.16%
48	16.35%	11.37%
49	16.34%	11.59%
50	16.24%	11.80%
51	16.01%	12.00%
52	15.66%	12.20%
53	16.17%	12.40%
54	16.71%	12.60%
55	16.71%	12.81%
56	16.71%	13.04%
57	16.71%	13.24%
58	16.71%	13.42%
59	16.71%	13.56%
60	16.71%	13.65%
61	16.71%	13.68%
62	16.71%	13.63%
63	16.71%	13.49%
64	16.71%	13.29%
65	16.71%	13.72%
66 and thereafter	16.71%	14.18%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	99.23%	41



**Orange County Public Law Library
Employer / Employee Contribution Rates
Effective Pay Period 15, July 2, 2021**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	14.20%
		UAAL	<u>0.19%</u>
		Total	14.39%
#12	U – PEPRA *	Normal	10.37%
		UAAL	<u>0.19%</u>
		Total	10.56%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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.pdf>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
15	9.90%	7.76%
16	9.90%	7.76%
17	10.06%	7.40%
18	10.22%	7.03%
19	10.39%	7.15%
20	10.55%	7.26%
21	10.72%	7.38%
22	10.89%	7.50%
23	11.07%	7.62%
24	11.24%	7.74%
25	11.43%	7.87%
26	11.61%	8.00%
27	11.80%	8.13%
28	11.99%	8.26%
29	12.18%	8.39%
30	12.38%	8.52%
31	12.59%	8.66%
32	12.79%	8.80%
33	13.01%	8.94%
34	13.23%	9.08%
35	13.46%	9.23%
36	13.69%	9.38%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 2, 2021
 (continued)**

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	13.91%	9.53%
38	14.12%	9.69%
39	14.31%	9.84%
40	14.51%	10.00%
41	14.72%	10.17%
42	14.94%	10.34%
43	15.17%	10.51%
44	15.41%	10.68%
45	15.62%	10.86%
46	15.82%	11.05%
47	15.95%	11.24%
48	16.03%	11.44%
49	16.03%	11.63%
50	15.93%	11.81%
51	15.71%	11.97%
52	15.33%	12.15%
53	15.83%	12.33%
54	16.35%	12.52%
55	16.35%	12.72%
56	16.35%	12.92%
57	16.35%	13.12%
58	16.35%	13.29%
59	16.35%	13.43%
60	16.35%	13.51%
61	16.35%	13.54%
62	16.35%	13.49%
63	16.35%	13.36%
64	16.35%	13.12%
65	16.35%	13.55%
66 and thereafter	16.35%	13.99%

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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	98.82%	41



**Orange County Public Law Library
Employer / Employee Contribution Rates
Effective Pay Period 15, July 3, 2020**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	H *	Normal	14.28%
		UAAL	<u>1.77%</u>
		Total	16.05%
#12	U – PEPRA *	Normal	10.32%
		UAAL	<u>1.77%</u>
		Total	12.09%

***Reverse Pickups:**

OCPLL bargaining units under the 2.5% at 55 and 2.5% at 67 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>

Employee Contribution Rates

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
15	9.90%	7.57%
16	9.90%	7.57%
17	10.05%	7.22%
18	10.22%	6.86%
19	10.38%	6.97%
20	10.54%	7.08%
21	10.71%	7.20%
22	10.88%	7.32%
23	11.06%	7.43%
24	11.24%	7.55%
25	11.42%	7.68%
26	11.60%	7.80%
27	11.79%	7.93%
28	11.98%	8.05%
29	12.17%	8.18%
30	12.37%	8.31%
31	12.58%	8.45%
32	12.79%	8.58%
33	13.00%	8.72%
34	13.22%	8.86%
35	13.45%	9.00%
36	13.68%	9.15%



**Orange County Public Law Library
 Employer / Employee Contribution Rates
 Effective Pay Period 15, July 3, 2020
 (continued)**

**Employee Contribution Rates
 (continued)**

Entry Age	Plan H (2.5% @ 55)	PEPRA
		Plan U (2.5% @ 67)
37	13.90%	9.30%
38	14.11%	9.45%
39	14.30%	9.60%
40	14.50%	9.76%
41	14.71%	9.92%
42	14.93%	10.08%
43	15.16%	10.25%
44	15.39%	10.42%
45	15.61%	10.60%
46	15.81%	10.78%
47	15.94%	10.97%
48	16.02%	11.16%
49	16.02%	11.34%
50	15.92%	11.52%
51	15.70%	11.68%
52	15.32%	11.85%
53	15.82%	12.02%
54	16.34%	12.21%
55	16.34%	12.40%
56	16.34%	12.61%
57	16.34%	12.80%
58	16.34%	12.97%
59	16.34%	13.10%
60	16.34%	13.18%
61	16.34%	13.20%
62	16.34%	13.16%
63	16.34%	13.03%
64	16.34%	12.80%
65	16.34%	13.21%
66 and thereafter	16.34%	13.65%



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

Rate Group	Plan	Discounted Percentage	Average Entry Age
#12	Plan H (General)	98.86%	41



**Orange County Public Law Library
Employer / Employee Contribution Rates
Effective Pay Period 15, July 5, 2019**

Employer Contribution Rates

Rate Group	Plan	Rate	
#12	G & H (Future Service) *	Normal	14.11%
		UAAL	<u>0.00%</u>
		Total	14.11%
#12	U – PEPRA (Future Service) *	Normal	9.36%
		UAAL	<u>0.00%</u>
		Total	9.36%

***Reverse Pickups:**

OCPLL Bargaining Units under the 2.5% at 55 and 2.5% at 67 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: www.ocers.org/sites/main/files/file-attachments/reversepickups.pdf

Employee Contribution Rates

Entry Age	<u>PLAN G (2.5% @ 55)</u>	<u>PLAN H (2.5% @ 55)</u>	<u>PLAN U (2.5% @ 67)</u> <u>PEPRA</u>
15	10.31%	9.87%	7.99%
16	10.31%	9.87%	7.99%
17	10.47%	10.03%	7.62%
18	10.64%	10.19%	7.24%
19	10.81%	10.35%	7.36%
20	10.99%	10.52%	7.48%
21	11.16%	10.69%	7.60%
22	11.34%	10.86%	7.72%
23	11.53%	11.03%	7.85%
24	11.71%	11.21%	7.97%
25	11.90%	11.39%	8.10%
26	12.09%	11.57%	8.23%
27	12.29%	11.76%	8.36%
28	12.49%	11.95%	8.50%
29	12.69%	12.14%	8.64%
30	12.90%	12.34%	8.77%
31	13.11%	12.55%	8.92%
32	13.33%	12.75%	9.06%
33	13.56%	12.97%	9.20%
34	13.79%	13.19%	9.35%
35	14.03%	13.41%	9.50%
36	14.27%	13.65%	9.66%
37	14.53%	13.87%	9.81%
38	14.80%	14.07%	9.97%
39	15.00%	14.27%	10.13%
40	15.22%	14.47%	10.30%

<u>Entry Age</u>	<u>PLAN G (2.5% @ 55)</u>	<u>PLAN H (2.5% @ 55)</u>	<u>PLAN U (2.5% @ 67)</u>
41	15.44%	14.68%	10.47%
42	15.67%	14.89%	10.64%
43	15.92%	15.12%	10.82%
44	16.19%	15.36%	11.00%
45	16.48%	15.57%	11.19%
46	16.76%	15.77%	11.38%
47	16.99%	15.90%	11.57%
48	17.22%	15.98%	11.78%
49	17.34%	15.98%	11.97%
50	17.42%	15.88%	12.15%
51	17.38%	15.66%	12.33%
52	17.23%	15.28%	12.50%
53	16.92%	15.78%	12.69%
54	16.29%	16.30%	12.88%
55	16.29%	16.30%	13.09%
56	16.29%	16.30%	13.30%
57	16.29%	16.30%	13.50%
58	16.29%	16.30%	13.69%
59	16.29%	16.30%	13.82%
60	16.29%	16.30%	13.91%
61	16.29%	16.30%	13.94%
62	16.29%	16.30%	13.89%
63	16.29%	16.30%	13.75%
64	16.29%	16.30%	13.51%
65	16.29%	16.30%	13.95%
66 and thereafter	16.29%	16.30%	14.41%

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>
#12	Plan G (General)	N/A	40
#12	Plan H (General)	98.82%	40