

NORMAL COST CHART (State Only)

The table below displays the Total Normal Cost broken out by benefit group for Fiscal Year 2018-19. The Total Normal Cost is the annual cost of service accrual for the fiscal year for active employees and can be viewed as the long-term contribution rate for the benefits. Generally, the normal cost for a benefit group subject to more generous benefit provisions will exceed the normal cost for a group with less generous benefits. However, based on the characteristics of the members (particularly when the number of actives is small), this may not be the case. Future measurements of the Total Normal Cost for each group may differ significantly from the current values due to such factors as: changes in demographics of the group, changes in economic and demographic assumptions, changes in plan benefits or applicable law.

FAC means Final Average Compensation.

As of the June 30, 2017 valuation

	State Plans	Total Normal Cost	Employee Contribution ²	Range of Breakpoints ³	Average Effect Member Rate ^{4,5}	Employer Normal Cost
	State Miscellaneous (Including CSU) - 2% @ 62	14.6%	6% - 11%	\$317 - \$513	6.9%	7.7%
P	State Miscellaneous - 2nd Tier 2% @ 62 ⁵	10.7%	3.75%	\$0	3.4%	7.3%
E	State Industrial - 2% @ 62	15.0%	6% - 11%	\$317 - \$513	7.8%	7.2%
P	State Safety - 2% @ 57	18.8%	11%	\$317	10.4%	8.4%
R	POFF - 2.5% @ 57	23.1%	11% - 13%	\$238 - \$863	10.8%	12.3%
A	POFF - 2.7% @ 57	22.6%	13%	\$863	9.9%	12.7%
	CHP - 2.7% @ 57	22.7%	11.5%	\$863	10.1%	12.6%
	State Miscellaneous - 2% @ 60 & 3 Year FAC	15.8%	5% - 11%	\$317 - \$513	6.7%	9.1%
	State Miscellaneous - 2% @ 55 ¹	16.7%	5% - 11%	\$317 - \$513	6.8%	9.9%
	State Miscellaneous - 2nd Tier 2% @ 55 ⁵	12.3%	3.75%	\$0	3.4%	8.9%
	State Industrial - 2% @ 60 & 3 Year FAC	17.0%	5% - 11%	\$317 - \$513	8.2%	8.8%
C	State Industrial - 2% @ 55 ¹	18.7%	5% - 11%	\$317 - \$513	8.1%	10.6%
L	State Industrial - 2nd Tier 2% @ 55 ⁵	14.7%	3.75%	\$0	3.3%	11.4%
A	State Safety - 2% @ 55 & 3 Year FAC	20.0%	11%	\$317	10.4%	9.6%
S	State Safety - 2.5% @ 60 & 3 Year FAC	21.6%	11%	\$317	10.6%	11.0%
I	State Safety - 2.5% @ 55 ¹	24.2%	11%	\$317	10.5%	13.7%
C	State POFF - 2.5% @ 55 & 3 Year FAC	27.4%	8% - 13%	\$238 - \$863	10.9%	16.5%
	State POFF - 3% @ 55 & 3 Year FAC	29.9%	8% - 13%	\$238 - \$863	11.0%	18.9%
	State POFF - 3% @ 50 ¹	29.7%	8% - 13%	\$238 - \$863	11.5%	18.2%
	CHP - 3% @ 55 & 3 Year FAC	27.9%	11.5%	\$863	10.4%	17.5%
	CHP - 3% @ 50 ¹	28.9%	11.5%	\$863	10.5%	18.4%
B	State Miscellaneous	16.137%	3.75% - 11%	\$0 - \$513	6.8%	9.4%
L	State Industrial	17.684%	3.75% - 11%	\$0 - \$513	7.9%	9.8%
E	State Safety	22.443%	11%	\$317	10.4%	12.0%
N	POFF	28.544%	8% - 13%	\$238 - \$863	11.4%	17.1%
D	CHP	28.206%	11.5%	\$863	10.5%	17.7%

(1) Most Classic employees have benefits based on a final one year compensation period while new hires' benefits are based on a final three compensation period.

(2) Employee contribution rates are based on rates in effect at the valuation date.

(3) Employees only make contributions to the pension plan based on salaries earned above the breakpoint.

(4) The average effective member rate was calculated based on data as of June 30, 2017 and is reflective of the breakpoint and the different contribution rates paid by members within the same plans. For example, a member earning \$6,000 a month with an 8 percent contribution rate and a breakpoint of \$513 will pay \$438.96 and have an effective contribution rate of 7.316 percent of salary. This is calculated as $(\$6,000 - \$513) * 8\%$ divided by \$6,000.

(5) Reflects the Total Normal cost assuming conversion to Tier 1 benefits for members with Tier 2 service.