

MEMBER CONTRIBUTION RATES FOR STATE BARGAINING UNITS 2, 5, 12, 16 & 18

Pursuant to Government Code section 20683, members of State Bargaining Units 2, 5 and 18 are required to contribute at least 50% of the total annual normal cost of their pension benefit. The total normal cost is remeasured annually as part of the actuarial valuation. Initially, if the total normal cost of the category changes¹ by 1% or more from the total normal cost determined as of June 30, 2015, the new member rate shall be 50% of the new normal cost rounded to the nearest quarter percent. Subsequently, if the total normal cost of the category changes¹ by 1% or more from the basis at that time, the new member rate shall be 50% of the new normal cost rounded to the nearest quarter percent.

The table below shows the determination of the member contribution rates effective July 1, 2026 based on 50% of the total normal cost for each respective plan as of the June 30, 2025 valuation.

| | Basis for Current Rate | | | Rates Effective July 1, 2026 | | | |
|----------------------------------|------------------------|--------------------------|-------------|------------------------------|--------|---------------|-------------|
| | Total Normal Cost | Actuarial Valuation Date | Member Rate | Total Normal Cost | Change | Change Needed | Member Rate |
| BU 2 | | | | | | | |
| State Miscellaneous ² | 17.71% | 6/30/2021 | 8.50% | 18.08% | 0.37% | No | 8.50% |
| State Industrial ² | 19.00% | 6/30/2021 | 9.00% | 18.60% | -0.40% | No | 9.00% |
| State Safety | 23.69% | 6/30/2021 | 11.50% | 23.27% | -0.42% | No | 11.50% |
| BU 5 | | | | | | | |
| State Miscellaneous ² | 17.71% | 6/30/2021 | 8.75% | 18.08% | 0.37% | No | 8.75% |
| California Highway Patrol | 31.46% | 6/30/2024 | 14.50% | 31.33% | -0.13% | No | 14.50% |
| BU 12 | | | | | | | |
| State Miscellaneous ² | 17.41% | 6/30/2024 | 9.00% | 18.08% | 0.67% | No | 9.00% |
| State Industrial ² | 18.57% | 6/30/2024 | 9.50% | 18.60% | 0.03% | No | 9.50% |
| State Safety | 23.06% | 6/30/2024 | 11.00% | 23.27% | 0.21% | No | 11.00% |
| BU 16 | | | | | | | |
| State Miscellaneous ² | 17.41% | 6/30/2024 | 9.00% | 18.08% | 0.67% | No | 9.00% |
| State Industrial ² | 18.57% | 6/30/2024 | 9.50% | 18.60% | 0.03% | No | 9.50% |
| State Safety | 23.06% | 6/30/2024 | 11.50% | 23.27% | 0.21% | No | 11.50% |
| BU 18 | | | | | | | |
| State Miscellaneous ² | 15.48% | 6/30/2015 | 10.00% | 18.08% | 2.60% | No | 10.00% |
| State Industrial ² | 18.02% | 6/30/2015 | 10.00% | 18.60% | 0.58% | No | 10.00% |
| State Safety | 22.91% | 6/30/2020 | 11.50% | 23.27% | 0.36% | No | 11.50% |

(1) Provisions by Bargaining Unit:

- BU 2: the member rate will initially be adjusted if the Total Normal Cost increases or decreases by 1% or more; subsequently, the member rate will be adjusted if the Total Normal Cost increases or decreases by more than 1%.
- BU 5: the member rate will initially be adjusted if the Total Normal Cost increases by 1% or more; subsequently, the member rate will be adjusted if the Total Normal Cost increases or decreases by 1% or more. The increase or decrease in member rate is limited to 1.00% per year.
- BU 12: the member rate will initially be adjusted if the Total Normal Cost increases or decreases by 1% or more; subsequently, the member rate will be adjusted if the Total Normal Cost increases or decreases by more than 1%.
- BU 16: the member rate will initially be adjusted if the Total Normal Cost increases or decreases by 1% or more; subsequently, the member rate will be adjusted if the Total Normal Cost increases or decreases by more than 1%.
- BU 18: the member rate will initially be adjusted if the Total Normal Cost increases by 1% or more; subsequently, the member rate will be adjusted if the Total Normal Cost increases or decreases by more than 1%.

- (2) The member rate shown here is for a member who participates in Social Security. The member rate for members of these groups who do not participate in Social Security is currently 1% higher than the rate shown here.