

ARTICLE 5            RETIREMENT

Section 1.

The parties agree to recommend jointly to the County Board of Supervisors that pursuant to Section 31581.1 of the California Government Code, said Board adopt a resolution that effective July 1, 2017, and for the term of this agreement only, provides that the County shall pay to the Retirement Fund the amount necessary which, based on actuarial determination, is sufficient to fund the difference between:

- a.     The employee contributions that would be paid to said Retirement Fund during the term of this agreement, if the employee contribution rates set forth in the Fringe Benefit MOU costs based on the June 30, 2016, Actuarial Valuation dated February 21, 2017, by Milliman USA, were implemented, and
  
- b.     The employee contribution that would be paid to said Retirement Fund during the term of this agreement, if the employee contribution rates set forth in Section 2 of this Article, were implemented in lieu of the contribution rates set forth in said Fringe Benefit MOU costs, based on June 30, 2016 Actuarial Valuation.

Section 2.

The parties agree that, contingent upon action by the Board of Supervisors to adopt a resolution to implement the provision of Section 1 of this article, the negotiated employee contribution rates for the term of this agreement for employees who entered the Los Angeles County Employees Retirement Association on and after January 4, 1982.

1. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became General Members of the Los Angeles County Employees Retirement Association on or before August 31, 1977 (hereinafter referred to as Plan A for General Members):

**GENERAL MEMBERS – RETIREMENT PLAN A**  
Negotiated Employee Contribution Rates  
Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
16	4.14%
17	4.20%
18	4.25%
19	4.30%
20	4.35%
21	4.39%
22	4.47%
23	4.52%
24	4.58%
25	4.62%
26	4.71%
27	4.79%
28	4.93%
29	5.00%
30	5.11%
31	5.27%
32	5.37%
33	5.53%
34	5.68%
35	5.88%
36	6.07%
37	6.26%
38	6.47%
39	6.65%
40	6.86%
41	7.07%
42	7.29%
43	7.50%
44	7.69%
45	7.90%
46	8.11%
47	8.31%
48	8.52%
49	8.65%
50	8.74%

**NEAREST YEAR OF AGE  
AT MEMBERSHIP**

**EMPLOYEE CONTRIBUTION  
RATE**

51	8.79%
52 & above	8.79%

2. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became General Members of Los Angeles County Employees Retirement Association between September 1, 1977, and September 30, 1978 (hereinafter referred to as Plan B for General Members):

**GENERAL MEMBERS – RETIREMENT PLAN B**  
Negotiated Employee Contribution Rates  
Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
16	6.02%
17	6.16%
18	6.30%
19	6.43%
20	6.58%
21	6.73%
22	6.88%
23	7.04%
24	7.19%
25	7.35%
26	7.51%
27	7.69%
28	7.86%
29	8.03%
30	8.22%
31	8.41%
32	8.59%
33	8.79%
34	8.99%
35	9.19%
36	9.41%
37	9.62%
38	9.83%
39	10.05%
40	10.26%
41	10.49%
42	10.70%
43	10.91%
44	11.12%
45	11.32%
46	11.50%
47	11.69%
48	11.86%
49	12.03%

**NEAREST YEAR OF AGE  
AT MEMBERSHIP**

**EMPLOYEE CONTRIBUTION RATE**

50	12.14%
51	12.21%
52 & above	12.24%

3. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became Safety Members of the Los Angeles County Employees Retirement Association on or before August 31, 1977, (hereinafter referred to as Plan A for Safety Members):



**SAFETY MEMBERS – RETIREMENT PLAN A**  
 Negotiated Employee Contribution Rates  
 Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
18	6.79%
19	6.92%
20	7.07%
21	7.22%
22	7.37%
23	7.52%
24	7.67%
25	7.82%
26	7.98%
27	8.15%
28	8.32%
29	8.49%
30	8.66%
31	8.84%
32	9.03%
33	9.24%
34	9.42%
35	9.63%
36	9.85%
37	10.04%
38	10.25%
39	10.45%
40	10.64%
41	10.83%
42	11.01%
43	11.20%
44	11.37%
45	11.50%
46 & above	11.61%

4. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became Safety Members of the Los Angeles County Employees Retirement Association between September 1, 1977, and December 31, 2012 (hereinafter referred to as Plan B for Safety Members), or who are otherwise eligible to redeposit into Plan B for Safety Members, or entitled to reciprocal membership in Plan B for Safety Members pursuant to reciprocity provisions of said Retirement Association:

**SAFETY MEMBERS – RETIREMENT PLAN B**  
Negotiated Employee Contribution Rates  
Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
18	6.56%
19	6.75%
20	6.95%
21	7.15%
22	7.36%
23	7.57%
24	7.79%
25	8.00%
26	8.24%
27	8.46%
28	8.70%
29	8.95%
30	9.20%
31	9.45%
32	9.72%
33	9.99%
34	10.28%
35	10.57%
36	10.86%
37	11.15%
38	11.43%
39	11.72%
40	11.98%
41	12.26%
42	12.52%
43	12.77%
44	13.01%
45	13.20%
46 & above	13.35%

Section 3.

The parties further agree that, for the term of this agreement, the employee contribution rates listed below shall apply to the retirement plan for employee who became General Members of the Los Angeles County Employees Retirement Association between October 1, 1978, and May 31, 1979 (hereinafter referred to as Plan C for General Members), and, to the retirement plan for employees who became General Members of said Retirement Association between June 1, 1979, and December 31, 2012 (hereinafter referred to as Plan D for General Members), or who are otherwise eligible to redeposit into Plan D, or entitled to reciprocal membership in Plan D pursuant to reciprocity provisions of said Retirement Association); provided, however, such contribution rates shall not apply to employees who are covered by Plan E.

**GENERAL MEMBERS – RETIREMENT PLAN C**  
Negotiated Employee Contribution Rates  
Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
16	5.17%
17	5.28%
18	5.41%
19	5.53%
20	5.66%
21	5.78%
22	5.91%
23	6.05%
24	6.19%
25	6.32%
26	6.46%
27	6.61%
28	6.75%
29	6.91%
30	7.06%
31	7.21%
32	7.38%
33	7.54%
34	7.72%
35	7.89%
36	8.07%
37	8.24%
38	8.43%
39	8.63%
40	8.83%
41	9.03%
42	9.23%
43	9.45%
44	9.65%
45	9.86%
46	10.07%
47	10.28%
48	10.48%
49	10.68%

**NEAREST YEAR OF AGE  
AT MEMBERSHIP**

**EMPLOYEE CONTRIBUTION RATE**

50	10.86%
51	11.05%
52	11.23%
53	11.39%
54	11.54%
55	11.66%
56	11.73%
57 & above	11.74%

**GENERAL MEMBERS – RETIREMENT PLAN D**  
 Negotiated Employee Contribution Rates  
 Effective July 1, 2017

<b><u>NEAREST YEAR OF AGE AT MEMBERSHIP</u></b>	<b><u>EMPLOYEE CONTRIBUTION RATE</u></b>
16	5.13%
17	5.24%
18	5.37%
19	5.49%
20	5.61%
21	5.74%
22	5.86%
23	6.00%
24	6.14%
25	6.27%
26	6.41%
27	6.56%
28	6.70%
29	6.86%
30	7.01%
31	7.16%
32	7.32%
33	7.48%
34	7.66%
35	7.83%
36	8.00%
37	8.18%
38	8.37%
39	8.56%
40	8.76%
41	8.96%
42	9.16%
43	9.37%
44	9.57%
45	9.78%
46	10.00%
47	10.20%
48	10.39%
49	10.59%
50	10.78%

**NEAREST YEAR OF AGE  
AT MEMBERSHIP**

**EMPLOYEE CONTRIBUTION RATE**

51	10.97%
52	11.14%
53	11.30%
54	11.45%
55	11.57%
56	11.64%
57 & above	11.65%