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Employee Contribution Rates

The pension tiers administered by the Marin County Employees' Retirement Association (MCERA) on behalf of our nine employers are detailed in the following tables. Within each table you can link to the employee contribution rates as of July 1, 2017 for each tier.

Employee contribution rates for members in Classic tiers are determined by age of entry or re-entry into MCERA membership, or age of entry with a prior reciprocal retirement system. Employee contribution rates for PEPRA tiers are a fixed rate percentage regardless of age.

Employee contribution rates are set annually by the Retirement Board upon adoption of the annual actuarial valuation report. The contribution rates effective July 1, 2017 are based on the annual actuarial valuation as of June 30, 2016. The June 30, 2016 actuarial valuation can be found on MCERA's website at www.MCERA.org on the Reports page.

List of Pension Tiers by Employer

City of San Rafael	2
County of Marin	2
LAFCO	2
Marin City Community Services District	3
Marin/Sonoma Mosquito & Vector Control District	3
Marin Superior Court	3
Novato Fire Protection District	3
Southern Marin Fire Protection District	4
Tamalpais Community Services District.....	4

The electronic version of this document has bookmarks and hyperlinks to help you easily find what you need. Your cursor will change to a pointing hand when hovering over a link.



CITY OF SAN RAFAEL							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
Safety-Police Classic	Tier 1	50	3% at 55	31664.2	Prior to 7/1/11	3%	1 year
Safety-Fire Classic	Tier 1	50	3% at 55	31664.2	Prior to 7/1/11	3%	1 year
Safety-All Classic	Tier 2	50	3% at 55	31664.2	7/1/11-12/31/12	2%	3 years
Safety-All PEPRA	Tier 3	50	2.7% at 57	7522.25(d)	1/1/13-present	2%	3 years
General Classic	Tier 1	50	2.7% at 55	31676.19	Prior to 7/1/11	3%	1 year
General Classic	Tier 2	55	2% at 55	31676.16	7/1/11-12/31/12	2%	3 years
General PEPRA	Tier 3	52	2% at 62	7522.20	1/1/13-present	2%	3 years

COUNTY OF MARIN							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
Safety Classic	Tier 1a	50	3% at 55	31664.2	7/1/50-6/30/80	4%	1 year
Safety Classic	Tier 1b	50	3% at 50	31664.1	7/1/50-6/30/80	4%	1 year
Safety Classic	Tier 2a	50	3% at 55	31664.2	7/1/80-12/31/12	2%	3 years
Safety Classic	Tier 2b*	50	3% at 50	31664.1	7/1/80-12/31/12	2%	3 years
Safety PEPRA	Tier 3	50	2.7% at 57	7522.25(d)	1/1/13-present	2%	3 years
General Classic	Tier 1	50	2% at 55½	31676.14	1/1/57-6/30/80	4%	1 year
General Classic	Tier 2**	50	2% at 61¼	31676.1	7/1/80-6/1/02	2%	3 years
General Classic	Tier 3**	50	2% at 55	31676.16	7/1/80-6/30/08	2%	3 years
General Classic	Tier 3a	55	2% at 55	31676.16	7/1/08-12/31/11	2%	3 years
General Classic	Tier 4	55	2% at 61¼	31676.1	1/1/12-12/31/12	2%	3 years
General PEPRA	Tier 5	52	2% at 62	7522.20	1/1/13-present	2%	3 years

* The benefit formula for deferred County of Marin safety Tier 2B members with termination dates on or before July 6, 2002 is 2% at 50. The 3% at 55 benefit formula applies to deferred members with termination dates from July 7, 2002 through December 31, 2004. All other safety Tier 2B provisions are the same.

** When the County created general Tier 3, general members were given an option to "opt out" of Tier 3 and remain in Tier 2. If you did not complete and return the election form in 2002, all of your service credit was automatically transferred to Tier 3.

LAFCO							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
General Classic	Tier 2	50	2% at 58½	31676.11	Prior to 7/1/03	4%	1 year
General Classic	Tier 3	50	2% at 55	31676.16	7/1/03-12/31/12	2%	3 years
General PEPRA	Tier 4	52	2% at 62	7522.20	1/1/13-present	2%	3 years

MARIN CITY COMMUNITY SERVICES DISTRICT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
General Classic	Tier 1	50	2% at 58½	31676.11	Prior to 1/1/13	4%	1 year
General PEPRA	Tier 2	52	2% at 62	7522.20	1/1/13-present	4%	3 years

MARIN/SONOMA MOSQUITO & VECTOR CONTROL DISTRICT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
General Classic	Tier 1	50	2% at 55½	31676.14	Prior to 1/1/13	4%	1 year
General PEPRA	Tier 2	52	2% at 62	7522.20	1/1/13-present	4%	3 years

MARIN SUPERIOR COURT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
General Classic	Tier 1	50	2% at 55½	31676.14	7/1/50-6/30/80	4%	1 year
General Classic	Tier 2*	50	2% at 61¼	31676.1	7/1/80-12/31/08	2%	3 years
General Classic	Tier 3*	50	2% at 55	31676.16	7/1/80-12/31/08	2%	3 years
General Classic	Tier 4	55	2% at 55	31676.16	1/1/09-12/31/12	2%	3 years
General PEPRA	Tier 5	52	2% at 62	7522.20	1/1/13-present	2%	3 years

* When the Courts created general Tier 3, members were given an option to “opt out” of Tier 3 and remain in Tier 2. If you did not complete and return the election form in 2002, all of your service credit was automatically transferred to Tier 3.

NOVATO FIRE PROTECTION DISTRICT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
Safety Classic	Tier 1*	50	3% at 50	31664.1	Prior to 1/1/08	4%	1 year
Safety Classic	Tier 2	50	3% at 55	31664.2	1/1/08-12/31/12	4%	1 year
Safety PEPRA	Tier 3	50	2.7% at 57	7522.25(d)	1/1/13-present	4%	3 years
General Classic	Tier 1*	50	2% at 55	31676.16	Prior to 1/1/13	4%	1 year
General PEPRA	Tier 2	52	2% at 62	7522.20	1/1/13-5/31/15	4%	3 years
General PEPRA	Tier 2a	52	2% at 62	7522.20	6/1/15-present	2%	3 years

* Deferred Novato Fire Tier 1 members who terminated employment on or before December 31, 2001 have a different benefit formula. For these members in safety Tier 1, the 2% at 50 formula applies. For these members in general Tier 1, the 2% at 58.5 formula applies. All other provisions for safety and general Tier 1 remain the same.

SOUTHERN MARIN FIRE PROTECTION DISTRICT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
Safety Classic	Tier 1*	50	3% at 50	31664.1	Prior to 7/1/05	4%	1 year
Safety Classic	Tier 2	50	3% at 55	31664.2	7/1/05-6/30/14	4%	1 year
Safety Classic	Tier 2a	50	3% at 55	31664.2	7/1/14-present	3%	3 years
Safety PEPRA	Tier 3	50	2.7% at 57	7522.25(d)	1/1/13-6/30/14	4%	3 years
Safety PEPRA	Tier 3a	50	2.7% at 57	7522.25(d)	7/1/14-present	3%	3 years
General Classic	Tier 1	50	2.7% at 55	31676.19	Prior to 1/1/13	4%	1 year
General PEPRA	Tier 2	52	2% at 62	7522.20	1/1/13-present	4%	3 years

* The benefit formula for deferred Southern Marin Fire safety Tier 1 members who terminated employment with the district on or before June 30, 2001 is 2% at 50. All other safety Tier 1 provisions are the same.

TAMALPAIS COMMUNITY SERVICES DISTRICT							
Membership Type	Tier	Minimum Age to Retire	Formula	Gov't Code Section	Membership Date	Maximum COLA	FAC Period
General Classic	Tier 1	50	2% at 58½	31676.11	Prior to 1/1/13	4%	1 year
General PEPRA	Tier 2	52	2% at 62	7522.20	1/1/13-present	4%	3 years

City of San Rafael

Safety Classic Tier 1

(no change from prior year)

** Bargaining Units 2s, 6s, 7s, FM56 and PMMS have agreed to pay additional cost sharing of 1.00% above the required employee contributions.*

All other Bargaining Units pay the total of the Normal Cost plus COLA.

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	8.29%	3.69%	11.98%	12.98%
21	8.43%	3.78%	12.21%	13.21%
22	8.56%	3.90%	12.46%	13.46%
23	8.70%	4.01%	12.71%	13.71%
24	8.83%	4.12%	12.95%	13.95%
25	8.99%	4.20%	13.19%	14.19%
26	9.13%	4.30%	13.43%	14.43%
27	9.28%	4.39%	13.67%	14.67%
28	9.42%	4.51%	13.93%	14.93%
29	9.57%	4.61%	14.18%	15.18%
30	9.72%	4.73%	14.45%	15.45%
31	9.89%	4.85%	14.74%	15.74%
32	10.04%	4.97%	15.01%	16.01%
33	10.20%	5.09%	15.29%	16.29%
34	10.36%	5.20%	15.56%	16.56%
35	10.54%	5.27%	15.81%	16.81%
36	10.70%	5.28%	15.98%	16.98%
37	10.87%	5.31%	16.18%	17.18%
38	11.05%	5.38%	16.43%	17.43%
39	11.24%	5.44%	16.68%	17.68%
40	11.43%	5.51%	16.94%	17.94%
41	11.62%	5.59%	17.21%	18.21%
42	11.83%	5.66%	17.49%	18.49%
43	12.05%	5.78%	17.83%	18.83%
44	12.30%	5.88%	18.18%	19.18%
45	12.58%	5.98%	18.56%	19.56%
46	12.82%	5.94%	18.76%	19.76%
47	12.76%	6.01%	18.77%	19.77%
48	12.71%	6.07%	18.78%	19.78%
49+	12.66%	6.13%	18.79%	19.79%

City of San Rafael

Safety Classic Tier 2

(no change from prior year)

* Bargaining Units 2s, 6s, 7s, FM56 and PMMS have agreed to pay additional cost sharing of 1.00% above the required employee contributions.

All other Bargaining Units pay the total of the Normal Cost plus COLA.

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	7.95%	2.39%	10.34%	11.34%
21	8.08%	2.46%	10.54%	11.54%
22	8.20%	2.53%	10.73%	11.73%
23	8.34%	2.61%	10.95%	11.95%
24	8.48%	2.67%	11.15%	12.15%
25	8.61%	2.74%	11.35%	12.35%
26	8.75%	2.79%	11.54%	12.54%
27	8.90%	2.86%	11.76%	12.76%
28	9.04%	2.93%	11.97%	12.97%
29	9.18%	3.01%	12.19%	13.19%
30	9.33%	3.07%	12.40%	13.40%
31	9.48%	3.15%	12.63%	13.63%
32	9.63%	3.24%	12.87%	13.87%
33	9.79%	3.31%	13.10%	14.10%
34	9.94%	3.39%	13.33%	14.33%
35	10.10%	3.43%	13.53%	14.53%
36	10.26%	3.45%	13.71%	14.71%
37	10.43%	3.47%	13.90%	14.90%
38	10.61%	3.51%	14.12%	15.12%
39	10.79%	3.55%	14.34%	15.34%
40	10.96%	3.61%	14.57%	15.57%
41	11.15%	3.65%	14.80%	15.80%
42	11.35%	3.70%	15.05%	16.05%
43	11.57%	3.77%	15.34%	16.34%
44	11.78%	3.85%	15.63%	16.63%
45	11.87%	3.92%	15.79%	16.79%
46	11.87%	3.90%	15.77%	16.77%
47	11.83%	3.94%	15.77%	16.77%
48	12.24%	3.98%	16.22%	17.22%
49+	12.67%	4.02%	16.69%	17.69%

City of San Rafael

General Classic Tier 1

(no change from prior year)

* Bargaining Units 11, 13, 2m, 3m, 6m, 8c and 8d have agreed to pay additional cost sharing of 1.00% above the required employee contributions.

All other Bargaining Units pay the total of the Normal Cost plus COLA.

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	7.60%	2.35%	9.95%	10.95%
21	7.63%	2.44%	10.07%	11.07%
22	7.65%	2.54%	10.19%	11.19%
23	7.66%	2.62%	10.28%	11.28%
24	7.68%	2.70%	10.38%	11.38%
25	7.67%	2.78%	10.45%	11.45%
26	7.83%	2.82%	10.65%	11.65%
27	7.99%	2.86%	10.85%	11.85%
28	8.15%	2.90%	11.05%	12.05%
29	8.30%	2.95%	11.25%	12.25%
30	8.47%	3.00%	11.47%	12.47%
31	8.64%	3.05%	11.69%	12.69%
32	8.82%	3.09%	11.91%	12.91%
33	8.99%	3.15%	12.14%	13.14%
34	9.16%	3.22%	12.38%	13.38%
35	9.35%	3.28%	12.63%	13.63%
36	9.54%	3.33%	12.87%	13.87%
37	9.72%	3.40%	13.12%	14.12%
38	9.92%	3.44%	13.36%	14.36%
39	10.12%	3.48%	13.60%	14.60%
40	10.34%	3.53%	13.87%	14.87%
41	10.55%	3.55%	14.10%	15.10%
42	10.78%	3.57%	14.35%	15.35%
43	11.00%	3.61%	14.61%	15.61%
44	11.25%	3.63%	14.88%	15.88%
45	11.52%	3.65%	15.17%	16.17%
46	11.80%	3.62%	15.42%	16.42%
47	12.11%	3.63%	15.74%	16.74%
48	12.46%	3.64%	16.10%	17.10%
49	12.87%	3.65%	16.52%	17.52%
50	13.22%	3.63%	16.85%	17.85%
51	13.19%	3.59%	16.78%	17.78%
52	12.96%	3.58%	16.54%	17.54%
53	12.72%	3.46%	16.18%	17.18%
54+	12.50%	3.32%	15.82%	16.82%

City of San Rafael

General Classic Tier 2

(no change from prior year)

** Bargaining Units 11, 13, 2m, 3m, 6m, 8c and 8d have agreed to pay additional cost sharing of 1.00% above the required employee contributions.*

All other Bargaining Units pay the total of the Normal Cost plus COLA.

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	5.64%	1.25%	6.89%	7.89%
21	5.68%	1.29%	6.97%	7.97%
22	5.72%	1.33%	7.05%	8.05%
23	5.77%	1.37%	7.14%	8.14%
24	5.80%	1.41%	7.21%	8.21%
25	5.81%	1.45%	7.26%	8.26%
26	5.85%	1.48%	7.33%	8.33%
27	5.86%	1.51%	7.37%	8.37%
28	5.87%	1.54%	7.41%	8.41%
29	5.88%	1.56%	7.44%	8.44%
30	5.88%	1.59%	7.47%	8.47%
31	6.00%	1.62%	7.62%	8.62%
32	6.12%	1.66%	7.78%	8.78%
33	6.23%	1.69%	7.92%	8.92%
34	6.36%	1.72%	8.08%	9.08%
35	6.49%	1.75%	8.24%	9.24%
36	6.63%	1.78%	8.41%	9.41%
37	6.75%	1.81%	8.56%	9.56%
38	6.89%	1.84%	8.73%	9.73%
39	7.02%	1.87%	8.89%	9.89%
40	7.16%	1.90%	9.06%	10.06%
41	7.30%	1.93%	9.23%	10.23%
42	7.45%	1.96%	9.41%	10.41%
43	7.60%	2.00%	9.60%	10.60%
44	7.76%	2.03%	9.79%	10.79%
45	7.91%	2.08%	9.99%	10.99%
46	8.08%	2.08%	10.16%	11.16%
47	8.26%	2.10%	10.36%	11.36%
48	8.43%	2.12%	10.55%	11.55%
49	8.62%	2.13%	10.75%	11.75%
50	8.82%	2.13%	10.95%	11.95%
51	9.04%	2.13%	11.17%	12.17%
52	9.28%	2.13%	11.41%	12.41%
53	9.52%	2.06%	11.58%	12.58%
54	9.63%	1.99%	11.62%	12.62%
55	9.60%	1.92%	11.52%	12.52%
56	9.45%	1.86%	11.31%	12.31%
57	9.29%	1.78%	11.07%	12.07%
58	9.60%	1.71%	11.31%	12.31%
59+	9.92%	1.65%	11.57%	12.57%

County of Marin

Safety Classic Tier 1A

(no change from prior year)

** All Bargaining Units have agreed to pay additional cost sharing of 3.64% above the required employee contributions.*

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	8.61%	3.10%	11.71%	15.35%
21	8.75%	3.10%	11.85%	15.49%
22	8.89%	3.10%	11.99%	15.63%
23	9.02%	3.10%	12.12%	15.76%
24	9.16%	3.10%	12.26%	15.90%
25	9.31%	3.10%	12.41%	16.05%
26	9.45%	3.10%	12.55%	16.19%
27	9.60%	3.10%	12.70%	16.34%
28	9.75%	3.10%	12.85%	16.49%
29	9.89%	3.10%	12.99%	16.63%
30	10.05%	3.10%	13.15%	16.79%
31	10.21%	3.10%	13.31%	16.95%
32	10.36%	3.10%	13.46%	17.10%
33	10.52%	3.10%	13.62%	17.26%
34	10.69%	3.10%	13.79%	17.43%
35	10.86%	3.10%	13.96%	17.60%
36	11.03%	3.10%	14.13%	17.77%
37	11.19%	3.10%	14.29%	17.93%
38	11.38%	3.10%	14.48%	18.12%
39	11.56%	3.10%	14.66%	18.30%
40	11.75%	3.10%	14.85%	18.49%
41	11.95%	3.10%	15.05%	18.69%
42	12.16%	3.10%	15.26%	18.90%
43	12.38%	3.10%	15.48%	19.12%
44	12.63%	3.10%	15.73%	19.37%
45	12.90%	3.10%	16.00%	19.64%
46	13.14%	3.10%	16.24%	19.88%
47	13.09%	3.10%	16.19%	19.83%
48	13.04%	3.10%	16.14%	19.78%
49+	12.99%	3.10%	16.09%	19.73%

County of Marin

Safety Classic Tier 1B

(no change from prior year)

** All Bargaining Units have agreed to pay additional cost sharing of at least 3.64% above the required employee contributions, in addition to the following:*

Bargaining Units 0801 and 0802 have agreed to pay an additional 2.60% (6.24% above required contributions).

Bargaining Units 0601, 0701, 0702 and 2602 have agreed to pay an additional 3.53% (7.17% above required contributions).

Bargaining Units 2101, 0225, 2107, 0221 and 2703 have agreed to pay an additional 3.885% (7.525% above required contributions).

Entry Age	Normal Cost	COLA	Add'l Cost Sharing*	Total	Total with Add'l 2.6%*	Total with Add'l 3.53%*	Total with Add'l 3.885%*
20	8.61%	3.10%	3.64%	15.35%	17.95%	18.88%	19.24%
21	8.75%	3.10%	3.64%	15.49%	18.09%	19.02%	19.38%
22	8.89%	3.10%	3.64%	15.63%	18.23%	19.16%	19.52%
23	9.02%	3.10%	3.64%	15.76%	18.36%	19.29%	19.65%
24	9.16%	3.10%	3.64%	15.90%	18.50%	19.43%	19.79%
25	9.31%	3.10%	3.64%	16.05%	18.65%	19.58%	19.94%
26	9.45%	3.10%	3.64%	16.19%	18.79%	19.72%	20.08%
27	9.60%	3.10%	3.64%	16.34%	18.94%	19.87%	20.23%
28	9.75%	3.10%	3.64%	16.49%	19.09%	20.02%	20.38%
29	9.89%	3.10%	3.64%	16.63%	19.23%	20.16%	20.52%
30	10.05%	3.10%	3.64%	16.79%	19.39%	20.32%	20.68%
31	10.21%	3.10%	3.64%	16.95%	19.55%	20.48%	20.84%
32	10.36%	3.10%	3.64%	17.10%	19.70%	20.63%	20.99%
33	10.52%	3.10%	3.64%	17.26%	19.86%	20.79%	21.15%
34	10.69%	3.10%	3.64%	17.43%	20.03%	20.96%	21.32%
35	10.86%	3.10%	3.64%	17.60%	20.20%	21.13%	21.49%
36	11.03%	3.10%	3.64%	17.77%	20.37%	21.30%	21.66%
37	11.19%	3.10%	3.64%	17.93%	20.53%	21.46%	21.82%
38	11.38%	3.10%	3.64%	18.12%	20.72%	21.65%	22.01%
39	11.56%	3.10%	3.64%	18.30%	20.90%	21.83%	22.19%
40	11.75%	3.10%	3.64%	18.49%	21.09%	22.02%	22.38%
41	11.95%	3.10%	3.64%	18.69%	21.29%	22.22%	22.58%
42	12.16%	3.10%	3.64%	18.90%	21.50%	22.43%	22.79%
43	12.38%	3.10%	3.64%	19.12%	21.72%	22.65%	23.01%
44	12.63%	3.10%	3.64%	19.37%	21.97%	22.90%	23.26%
45	12.90%	3.10%	3.64%	19.64%	22.24%	23.17%	23.53%
46	13.14%	3.10%	3.64%	19.88%	22.48%	23.41%	23.77%
47	13.09%	3.10%	3.64%	19.83%	22.43%	23.36%	23.72%
48	13.04%	3.10%	3.64%	19.78%	22.38%	23.31%	23.67%
49+	12.99%	3.10%	3.64%	19.73%	22.33%	23.26%	23.62%

County of Marin

Safety Classic Tier 2A

(no change from prior year)

** All Bargaining Units have agreed to pay additional cost sharing of 3.64% above the required employee contributions.*

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	8.13%	2.36%	10.49%	14.13%
21	8.26%	2.43%	10.69%	14.33%
22	8.39%	2.50%	10.89%	14.53%
23	8.52%	2.58%	11.10%	14.74%
24	8.66%	2.65%	11.31%	14.95%
25	8.79%	2.70%	11.49%	15.13%
26	8.92%	2.76%	11.68%	15.32%
27	9.07%	2.82%	11.89%	15.53%
28	9.21%	2.89%	12.10%	15.74%
29	9.35%	2.97%	12.32%	15.96%
30	9.50%	3.04%	12.54%	16.18%
31	9.66%	3.10%	12.76%	16.40%
32	9.90%	3.10%	13.00%	16.64%
33	10.11%	3.10%	13.21%	16.85%
34	10.27%	3.10%	13.37%	17.01%
35	10.43%	3.10%	13.53%	17.17%
36	10.59%	3.10%	13.69%	17.33%
37	10.75%	3.10%	13.85%	17.49%
38	10.93%	3.10%	14.03%	17.67%
39	11.11%	3.10%	14.21%	17.85%
40	11.29%	3.10%	14.39%	18.03%
41	11.48%	3.10%	14.58%	18.22%
42	11.68%	3.10%	14.78%	18.42%
43	11.90%	3.10%	15.00%	18.64%
44	12.10%	3.10%	15.20%	18.84%
45	12.20%	3.10%	15.30%	18.94%
46	12.20%	3.10%	15.30%	18.94%
47	12.16%	3.10%	15.26%	18.90%
48	12.57%	3.10%	15.67%	19.31%
49+	12.99%	3.10%	16.09%	19.73%

County of Marin

Safety Classic Tier 2B

(no change from prior year)

** All Bargaining Units have agreed to pay additional cost sharing of at least 3.64% above the required employee contributions, in addition to the following:*

Bargaining Units 0801 and 0802 have agreed to pay an additional 2.60% (6.24% above required contributions).

Bargaining Units 0601, 0701, 0702 and 2602 have agreed to pay an additional 3.53% (7.17% above required contributions).

Bargaining Units 2101, 0225, 2107, 0221 and 2703 have agreed to pay an additional 3.885% (7.525% above required contributions).

Entry Age	Normal Cost	COLA	Add'l Cost Sharing*	Total	Total with Add'l 2.6%*	Total with Add'l 3.53%*	Total with Add'l 3.885%*
20	8.13%	2.77%	3.64%	14.54%	17.14%	18.07%	18.43%
21	8.25%	2.79%	3.64%	14.68%	17.28%	18.21%	18.57%
22	8.38%	2.84%	3.64%	14.86%	17.46%	18.39%	18.75%
23	8.52%	2.90%	3.64%	15.06%	17.66%	18.59%	18.95%
24	8.65%	2.97%	3.64%	15.26%	17.86%	18.79%	19.15%
25	8.79%	3.02%	3.64%	15.45%	18.05%	18.98%	19.34%
26	8.93%	3.07%	3.64%	15.64%	18.24%	19.17%	19.53%
27	9.11%	3.10%	3.64%	15.85%	18.45%	19.38%	19.74%
28	9.32%	3.10%	3.64%	16.06%	18.66%	19.59%	19.95%
29	9.51%	3.10%	3.64%	16.25%	18.85%	19.78%	20.14%
30	9.65%	3.10%	3.64%	16.39%	18.99%	19.92%	20.28%
31	9.80%	3.10%	3.64%	16.54%	19.14%	20.07%	20.43%
32	9.96%	3.10%	3.64%	16.70%	19.30%	20.23%	20.59%
33	10.11%	3.10%	3.64%	16.85%	19.45%	20.38%	20.74%
34	10.27%	3.10%	3.64%	17.01%	19.61%	20.54%	20.90%
35	10.43%	3.10%	3.64%	17.17%	19.77%	20.70%	21.06%
36	10.59%	3.10%	3.64%	17.33%	19.93%	20.86%	21.22%
37	10.75%	3.10%	3.64%	17.49%	20.09%	21.02%	21.38%
38	10.93%	3.10%	3.64%	17.67%	20.27%	21.20%	21.56%
39	11.11%	3.10%	3.64%	17.85%	20.45%	21.38%	21.74%
40	11.29%	3.10%	3.64%	18.03%	20.63%	21.56%	21.92%
41	11.48%	3.10%	3.64%	18.22%	20.82%	21.75%	22.11%
42	11.68%	3.10%	3.64%	18.42%	21.02%	21.95%	22.31%
43	11.90%	3.10%	3.64%	18.64%	21.24%	22.17%	22.53%
44	12.10%	3.10%	3.64%	18.84%	21.44%	22.37%	22.73%
45	12.20%	3.10%	3.64%	18.94%	21.54%	22.47%	22.83%
46	12.20%	3.10%	3.64%	18.94%	21.54%	22.47%	22.83%
47	12.16%	3.10%	3.64%	18.90%	21.50%	22.43%	22.79%
48	12.57%	3.10%	3.64%	19.31%	21.91%	22.84%	23.20%
49+	12.99%	3.10%	3.64%	19.73%	22.33%	23.26%	23.62%

County of Marin

General Classic Tier 1

(no change from prior year)

Marin Superior Court

General Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.92%	1.58%	7.50%
21	5.98%	1.58%	7.56%
22	6.01%	1.58%	7.59%
23	6.05%	1.58%	7.63%
24	6.08%	1.58%	7.66%
25	6.11%	1.58%	7.69%
26	6.13%	1.58%	7.71%
27	6.15%	1.58%	7.73%
28	6.17%	1.58%	7.75%
29	6.18%	1.58%	7.76%
30	6.18%	1.58%	7.76%
31	6.30%	1.58%	7.88%
32	6.43%	1.58%	8.01%
33	6.55%	1.58%	8.13%
34	6.68%	1.58%	8.26%
35	6.80%	1.58%	8.38%
36	6.94%	1.58%	8.52%
37	7.08%	1.58%	8.66%
38	7.21%	1.58%	8.79%
39	7.36%	1.58%	8.94%
40	7.51%	1.58%	9.09%
41	7.65%	1.58%	9.23%
42	7.80%	1.58%	9.38%
43	7.96%	1.58%	9.54%
44	8.13%	1.58%	9.71%
45	8.29%	1.58%	9.87%
46	8.46%	1.58%	10.04%
47	8.64%	1.58%	10.22%
48	8.83%	1.58%	10.41%
49	9.02%	1.58%	10.60%
50	9.23%	1.58%	10.81%
51	9.46%	1.58%	11.04%
52	9.71%	1.58%	11.29%
53	9.98%	1.58%	11.56%
54	10.32%	1.58%	11.90%
55	10.59%	1.58%	12.17%
56	10.56%	1.58%	12.14%
57	10.37%	1.58%	11.95%
58	10.19%	1.58%	11.77%
59+	10.00%	1.58%	11.58%

County of Marin

General Classic Tier 2

(no change from prior year)

Marin Superior Court

General Classic Tier 2

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.63%	0.99%	6.62%
21	5.68%	1.02%	6.70%
22	5.72%	1.05%	6.77%
23	5.76%	1.08%	6.84%
24	5.80%	1.11%	6.91%
25	5.82%	1.14%	6.96%
26	5.85%	1.17%	7.02%
27	5.85%	1.22%	7.07%
28	5.87%	1.26%	7.13%
29	5.88%	1.29%	7.17%
30	5.88%	1.33%	7.21%
31	6.00%	1.37%	7.37%
32	6.13%	1.40%	7.53%
33	6.23%	1.45%	7.68%
34	6.36%	1.48%	7.84%
35	6.49%	1.52%	8.01%
36	6.63%	1.55%	8.18%
37	6.75%	1.58%	8.33%
38	6.93%	1.58%	8.51%
39	7.10%	1.58%	8.68%
40	7.23%	1.58%	8.81%
41	7.38%	1.58%	8.96%
42	7.53%	1.58%	9.11%
43	7.67%	1.58%	9.25%
44	7.83%	1.58%	9.41%
45	7.99%	1.58%	9.57%
46	8.16%	1.58%	9.74%
47	8.34%	1.58%	9.92%
48	8.51%	1.58%	10.09%
49	8.70%	1.58%	10.28%
50	8.90%	1.58%	10.48%
51	9.12%	1.58%	10.70%
52	9.36%	1.58%	10.94%
53	9.59%	1.58%	11.17%
54	9.71%	1.58%	11.29%
55	9.68%	1.58%	11.26%
56	9.53%	1.58%	11.11%
57	9.36%	1.58%	10.94%
58	9.68%	1.58%	11.26%
59+	9.97%	1.58%	11.55%

County of Marin

General Classic Tier 3

General Classic Tier 3A

(no change from prior year)

Marin Superior Court

General Classic Tier 3

General Classic Tier 4

(no change from prior year)

** All County of Marin and Marin Superior Court Bargaining Units have agreed to pay additional cost sharing of 1.14% above the required employee contributions.*

Entry Age	Normal Cost	COLA	Total	Total with Add'l Cost Sharing *
20	5.69%	1.23%	6.92%	8.06%
21	5.73%	1.27%	7.00%	8.14%
22	5.78%	1.30%	7.08%	8.22%
23	5.82%	1.34%	7.16%	8.30%
24	5.85%	1.38%	7.23%	8.37%
25	5.88%	1.41%	7.29%	8.43%
26	5.90%	1.45%	7.35%	8.49%
27	5.91%	1.48%	7.39%	8.53%
28	5.92%	1.52%	7.44%	8.58%
29	5.94%	1.55%	7.49%	8.63%
30	5.94%	1.58%	7.52%	8.66%
31	6.08%	1.58%	7.66%	8.80%
32	6.24%	1.58%	7.82%	8.96%
33	6.37%	1.58%	7.95%	9.09%
34	6.49%	1.58%	8.07%	9.21%
35	6.62%	1.58%	8.20%	9.34%
36	6.75%	1.58%	8.33%	9.47%
37	6.88%	1.58%	8.46%	9.60%
38	7.02%	1.58%	8.60%	9.74%
39	7.15%	1.58%	8.73%	9.87%
40	7.29%	1.58%	8.87%	10.01%
41	7.44%	1.58%	9.02%	10.16%
42	7.58%	1.58%	9.16%	10.30%
43	7.73%	1.58%	9.31%	10.45%
44	7.89%	1.58%	9.47%	10.61%
45	8.04%	1.58%	9.62%	10.76%
46	8.21%	1.58%	9.79%	10.93%
47	8.39%	1.58%	9.97%	11.11%
48	8.57%	1.58%	10.15%	11.29%
49	8.76%	1.58%	10.34%	11.48%
50	8.96%	1.58%	10.54%	11.68%
51	9.18%	1.58%	10.76%	11.90%
52	9.42%	1.58%	11.00%	12.14%
53	9.65%	1.58%	11.23%	12.37%
54	9.76%	1.58%	11.34%	12.48%
55	9.73%	1.58%	11.31%	12.45%
56	9.58%	1.58%	11.16%	12.30%
57	9.42%	1.58%	11.00%	12.14%
58	9.73%	1.58%	11.31%	12.45%
59+	10.02%	1.58%	11.60%	12.74%

County of Marin

General Classic Tier 4

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.63%	0.99%	6.62%
21	5.68%	1.02%	6.70%
22	5.72%	1.06%	6.78%
23	5.76%	1.09%	6.85%
24	5.80%	1.12%	6.92%
25	5.82%	1.15%	6.97%
26	5.85%	1.18%	7.03%
27	5.86%	1.23%	7.09%
28	5.87%	1.27%	7.14%
29	5.88%	1.31%	7.19%
30	5.88%	1.34%	7.22%
31	6.00%	1.38%	7.38%
32	6.13%	1.41%	7.54%
33	6.23%	1.46%	7.69%
34	6.36%	1.49%	7.85%
35	6.49%	1.52%	8.01%
36	6.63%	1.55%	8.18%
37	6.75%	1.58%	8.33%
38	6.92%	1.58%	8.50%
39	7.10%	1.58%	8.68%
40	7.23%	1.58%	8.81%
41	7.38%	1.58%	8.96%
42	7.53%	1.58%	9.11%
43	7.67%	1.58%	9.25%
44	7.83%	1.58%	9.41%
45	7.99%	1.58%	9.57%
46	8.16%	1.58%	9.74%
47	8.34%	1.58%	9.92%
48	8.51%	1.58%	10.09%
49	8.70%	1.58%	10.28%
50	8.90%	1.58%	10.48%
51	9.12%	1.58%	10.70%
52	9.36%	1.58%	10.94%
53	9.59%	1.58%	11.17%
54	9.71%	1.58%	11.29%
55	9.68%	1.58%	11.26%
56	9.53%	1.58%	11.11%
57	9.36%	1.58%	10.94%
58	9.68%	1.58%	11.26%
59+	9.97%	1.58%	11.55%

LAFCO

General Classic Tier 3

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.64%	1.23%	6.87%
21	5.68%	1.27%	6.95%
22	5.72%	1.30%	7.02%
23	5.77%	1.34%	7.11%
24	5.80%	1.38%	7.18%
25	5.82%	1.41%	7.23%
26	5.84%	1.45%	7.29%
27	5.86%	1.48%	7.34%
28	5.87%	1.52%	7.39%
29	5.88%	1.55%	7.43%
30	5.88%	1.58%	7.46%
31	6.00%	1.61%	7.61%
32	6.12%	1.65%	7.77%
33	6.23%	1.68%	7.91%
34	6.36%	1.72%	8.08%
35	6.49%	1.75%	8.24%
36	6.63%	1.78%	8.41%
37	6.75%	1.82%	8.57%
38	6.88%	1.86%	8.74%
39	7.02%	1.89%	8.91%
40	7.16%	1.92%	9.08%
41	7.30%	1.94%	9.24%
42	7.45%	1.97%	9.42%
43	7.60%	2.00%	9.60%
44	7.76%	2.02%	9.78%
45	7.92%	2.04%	9.96%
46	8.09%	2.05%	10.14%
47	8.26%	2.06%	10.32%
48	8.43%	2.09%	10.52%
49	8.62%	2.11%	10.73%
50	8.82%	2.11%	10.93%
51	9.04%	2.11%	11.15%
52	9.28%	2.10%	11.38%
53	9.52%	2.03%	11.55%
54	9.63%	1.97%	11.60%
55	9.60%	1.90%	11.50%
56	9.46%	1.82%	11.28%
57	9.29%	1.76%	11.05%
58	9.60%	1.69%	11.29%
59+	9.93%	1.62%	11.55%

LAFCO

General Classic Tier 2

(no change from prior year)

Marin City CSD

General Classic Tier 1

(no change from prior year)

Tamalpais CSD

General Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	6.33%	1.74%	8.07%
21	6.35%	1.79%	8.14%
22	6.38%	1.84%	8.22%
23	6.38%	1.91%	8.29%
24	6.39%	1.96%	8.35%
25	6.40%	2.01%	8.41%
26	6.52%	2.08%	8.60%
27	6.65%	2.15%	8.80%
28	6.79%	2.22%	9.01%
29	6.92%	2.28%	9.20%
30	7.05%	2.35%	9.40%
31	7.20%	2.40%	9.60%
32	7.34%	2.46%	9.80%
33	7.48%	2.53%	10.01%
34	7.64%	2.59%	10.23%
35	7.79%	2.65%	10.44%
36	7.95%	2.70%	10.65%
37	8.10%	2.77%	10.87%
38	8.27%	2.82%	11.09%
39	8.44%	2.88%	11.32%
40	8.61%	2.93%	11.54%
41	8.79%	3.00%	11.79%
42	8.97%	3.05%	12.02%
43	9.17%	3.10%	12.27%
44	9.38%	3.17%	12.55%
45	9.60%	3.22%	12.82%
46	9.83%	3.26%	13.09%
47	10.09%	3.30%	13.39%
48	10.39%	3.34%	13.73%
49	10.73%	3.39%	14.12%
50	11.02%	3.41%	14.43%
51	10.98%	3.43%	14.41%
52	10.79%	3.44%	14.23%
53	10.60%	3.36%	13.96%
54	10.41%	3.28%	13.69%
55	10.32%	3.18%	13.50%
56	10.24%	3.06%	13.30%
57	10.14%	2.93%	13.07%
58	10.04%	2.82%	12.86%
59+	9.93%	2.70%	12.63%

Marin/Sonoma Mosquito

General Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.85%	1.98%	7.83%
21	5.90%	2.04%	7.94%
22	5.93%	2.12%	8.05%
23	5.97%	2.18%	8.15%
24	6.01%	2.24%	8.25%
25	6.03%	2.31%	8.34%
26	6.06%	2.38%	8.44%
27	6.08%	2.44%	8.52%
28	6.09%	2.50%	8.59%
29	6.10%	2.57%	8.67%
30	6.10%	2.63%	8.73%
31	6.23%	2.68%	8.91%
32	6.35%	2.73%	9.08%
33	6.48%	2.79%	9.27%
34	6.60%	2.85%	9.45%
35	6.73%	2.91%	9.64%
36	6.86%	2.97%	9.83%
37	7.00%	3.03%	10.03%
38	7.14%	3.09%	10.23%
39	7.29%	3.14%	10.43%
40	7.43%	3.20%	10.63%
41	7.58%	3.25%	10.83%
42	7.73%	3.29%	11.02%
43	7.89%	3.34%	11.23%
44	8.05%	3.40%	11.45%
45	8.21%	3.44%	11.65%
46	8.38%	3.46%	11.84%
47	8.56%	3.50%	12.06%
48	8.75%	3.53%	12.28%
49	8.94%	3.56%	12.50%
50	9.15%	3.56%	12.71%
51	9.38%	3.56%	12.94%
52	9.64%	3.55%	13.19%
53	9.90%	3.44%	13.34%
54	10.24%	3.31%	13.55%
55	10.51%	3.20%	13.71%
56	10.48%	3.07%	13.55%
57	10.29%	2.96%	13.25%
58	10.11%	2.83%	12.94%
59+	9.93%	2.71%	12.64%

Novato Fire

Safety Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	8.29%	4.55%	12.84%
21	8.43%	4.58%	13.01%
22	8.57%	4.67%	13.24%
23	8.70%	4.77%	13.47%
24	8.84%	4.87%	13.71%
25	8.98%	4.97%	13.95%
26	9.13%	5.06%	14.19%
27	9.27%	5.16%	14.43%
28	9.42%	5.27%	14.69%
29	9.57%	5.37%	14.94%
30	9.73%	5.46%	15.19%
31	9.88%	5.61%	15.49%
32	10.04%	5.74%	15.78%
33	10.20%	5.87%	16.07%
34	10.36%	6.00%	16.36%
35	10.53%	6.10%	16.63%
36	10.70%	6.23%	16.93%
37	10.87%	6.34%	17.21%
38	11.05%	6.47%	17.52%
39	11.24%	6.58%	17.82%
40	11.42%	6.70%	18.12%
41	11.62%	6.53%	18.15%
42	11.83%	6.55%	18.38%
43	12.06%	6.61%	18.67%
44	12.30%	6.70%	19.00%
45	12.58%	6.80%	19.38%
46	12.82%	6.80%	19.62%
47	12.77%	6.81%	19.58%
48	12.72%	6.82%	19.54%
49+	12.66%	6.83%	19.49%

Novato Fire

Safety Classic Tier 2

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	8.29%	3.89%	12.18%
21	8.43%	3.99%	12.42%
22	8.56%	4.11%	12.67%
23	8.70%	4.23%	12.93%
24	8.83%	4.34%	13.17%
25	8.99%	4.43%	13.42%
26	9.13%	4.53%	13.66%
27	9.28%	4.63%	13.91%
28	9.42%	4.75%	14.17%
29	9.57%	4.87%	14.44%
30	9.73%	4.99%	14.72%
31	9.89%	5.11%	15.00%
32	10.04%	5.24%	15.28%
33	10.19%	5.38%	15.57%
34	10.37%	5.49%	15.86%
35	10.54%	5.55%	16.09%
36	10.70%	5.58%	16.28%
37	10.87%	5.60%	16.47%
38	11.06%	5.67%	16.73%
39	11.24%	5.74%	16.98%
40	11.42%	5.82%	17.24%
41	11.62%	5.89%	17.51%
42	11.84%	5.97%	17.81%
43	12.05%	6.09%	18.14%
44	12.31%	6.20%	18.51%
45	12.58%	6.31%	18.89%
46	12.82%	6.27%	19.09%
47	12.77%	6.33%	19.10%
48	12.72%	6.39%	19.11%
49+	12.66%	6.46%	19.12%

Novato Fire

General Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	5.85%	2.00%	7.85%
21	5.91%	2.06%	7.97%
22	5.93%	2.13%	8.06%
23	5.97%	2.18%	8.15%
24	6.01%	2.24%	8.25%
25	6.03%	2.31%	8.34%
26	6.06%	2.36%	8.42%
27	6.08%	2.41%	8.49%
28	6.09%	2.46%	8.55%
29	6.10%	2.52%	8.62%
30	6.10%	2.57%	8.67%
31	6.23%	2.62%	8.85%
32	6.35%	2.67%	9.02%
33	6.47%	2.73%	9.20%
34	6.60%	2.78%	9.38%
35	6.73%	2.84%	9.57%
36	6.87%	2.89%	9.76%
37	7.00%	2.95%	9.95%
38	7.14%	3.00%	10.14%
39	7.28%	3.05%	10.33%
40	7.43%	3.10%	10.53%
41	7.58%	3.14%	10.72%
42	7.72%	3.18%	10.90%
43	7.88%	3.23%	11.11%
44	8.05%	3.26%	11.31%
45	8.22%	3.30%	11.52%
46	8.39%	3.30%	11.69%
47	8.57%	3.33%	11.90%
48	8.76%	3.35%	12.11%
49	8.94%	3.39%	12.33%
50	9.15%	3.37%	12.52%
51	9.39%	3.37%	12.76%
52	9.64%	3.36%	13.00%
53	9.90%	3.26%	13.16%
54	10.24%	3.14%	13.38%
55	10.51%	3.03%	13.54%
56	10.48%	2.91%	13.39%
57	10.29%	2.80%	13.09%
58	10.12%	2.68%	12.80%
59+	9.92%	2.58%	12.50%

Southern Marin Fire

Safety Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	8.29%	4.49%	12.78%
21	8.42%	4.52%	12.94%
22	8.56%	4.60%	13.16%
23	8.69%	4.70%	13.39%
24	8.84%	4.79%	13.63%
25	8.99%	4.88%	13.87%
26	9.13%	4.98%	14.11%
27	9.28%	5.07%	14.35%
28	9.42%	5.18%	14.60%
29	9.57%	5.27%	14.84%
30	9.72%	5.37%	15.09%
31	9.89%	5.50%	15.39%
32	10.04%	5.64%	15.68%
33	10.19%	5.78%	15.97%
34	10.37%	5.89%	16.26%
35	10.53%	6.00%	16.53%
36	10.70%	6.11%	16.81%
37	10.86%	6.24%	17.10%
38	11.06%	6.35%	17.41%
39	11.23%	6.47%	17.70%
40	11.43%	6.58%	18.01%
41	11.63%	6.41%	18.04%
42	11.83%	6.44%	18.27%
43	12.05%	6.50%	18.55%
44	12.31%	6.58%	18.89%
45	12.57%	6.69%	19.26%
46	12.82%	6.69%	19.51%
47	12.76%	6.70%	19.46%
48	12.71%	6.70%	19.41%
49+	12.66%	6.72%	19.38%

Southern Marin Fire

Safety Classic Tier 2

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	8.29%	3.83%	12.12%
21	8.43%	3.94%	12.37%
22	8.56%	4.05%	12.61%
23	8.70%	4.17%	12.87%
24	8.83%	4.28%	13.11%
25	8.98%	4.36%	13.34%
26	9.13%	4.45%	13.58%
27	9.27%	4.56%	13.83%
28	9.43%	4.67%	14.10%
29	9.57%	4.79%	14.36%
30	9.73%	4.89%	14.62%
31	9.88%	5.03%	14.91%
32	10.04%	5.16%	15.20%
33	10.20%	5.28%	15.48%
34	10.36%	5.40%	15.76%
35	10.53%	5.46%	15.99%
36	10.70%	5.48%	16.18%
37	10.87%	5.50%	16.37%
38	11.05%	5.58%	16.63%
39	11.23%	5.64%	16.87%
40	11.43%	5.71%	17.14%
41	11.62%	5.79%	17.41%
42	11.83%	5.87%	17.70%
43	12.06%	5.98%	18.04%
44	12.30%	6.09%	18.39%
45	12.58%	6.20%	18.78%
46	12.82%	6.16%	18.98%
47	12.76%	6.22%	18.98%
48	12.71%	6.28%	18.99%
49+	12.66%	6.35%	19.01%

Southern Marin Fire

Safety Classic Tier 2A

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	7.96%	3.49%	11.45%
21	8.09%	3.59%	11.68%
22	8.21%	3.70%	11.91%
23	8.35%	3.80%	12.15%
24	8.48%	3.91%	12.39%
25	8.62%	3.98%	12.60%
26	8.75%	4.07%	12.82%
27	8.90%	4.16%	13.06%
28	9.03%	4.27%	13.30%
29	9.18%	4.37%	13.55%
30	9.32%	4.48%	13.80%
31	9.48%	4.59%	14.07%
32	9.63%	4.71%	14.34%
33	9.79%	4.82%	14.61%
34	9.94%	4.93%	14.87%
35	10.10%	4.99%	15.09%
36	10.26%	5.00%	15.26%
37	10.43%	5.03%	15.46%
38	10.61%	5.09%	15.70%
39	10.78%	5.16%	15.94%
40	10.96%	5.22%	16.18%
41	11.15%	5.28%	16.43%
42	11.35%	5.36%	16.71%
43	11.57%	5.47%	17.04%
44	11.78%	5.57%	17.35%
45	11.88%	5.67%	17.55%
46	11.87%	5.63%	17.50%
47	11.83%	5.68%	17.51%
48	12.25%	5.74%	17.99%
49+	12.66%	5.81%	18.47%

Southern Marin Fire

General Classic Tier 1

(no change from prior year)

Entry Age	Normal Cost	COLA	Total
20	7.60%	2.44%	10.04%
21	7.63%	2.55%	10.18%
22	7.65%	2.63%	10.28%
23	7.67%	2.71%	10.38%
24	7.67%	2.81%	10.48%
25	7.67%	2.88%	10.55%
26	7.83%	2.92%	10.75%
27	7.98%	2.97%	10.95%
28	8.14%	3.01%	11.15%
29	8.30%	3.05%	11.35%
30	8.47%	3.11%	11.58%
31	8.64%	3.15%	11.79%
32	8.81%	3.21%	12.02%
33	8.98%	3.26%	12.24%
34	9.16%	3.33%	12.49%
35	9.34%	3.40%	12.74%
36	9.54%	3.45%	12.99%
37	9.73%	3.51%	13.24%
38	9.93%	3.56%	13.49%
39	10.12%	3.61%	13.73%
40	10.33%	3.66%	13.99%
41	10.54%	3.68%	14.22%
42	10.77%	3.70%	14.47%
43	11.01%	3.73%	14.74%
44	11.26%	3.75%	15.01%
45	11.52%	3.77%	15.29%
46	11.80%	3.73%	15.53%
47	12.12%	3.75%	15.87%
48	12.46%	3.76%	16.22%
49	12.87%	3.77%	16.64%
50	13.23%	3.74%	16.97%
51	13.19%	3.72%	16.91%
52	12.95%	3.70%	16.65%
53	12.73%	3.57%	16.30%
54+	12.49%	3.44%	15.93%

City of San Rafael

County of Marin

Safety PEPRA Tier 3

Safety PEPRA Tier 3

Normal Cost	COLA	Total	Total with Add'l Cost Sharing *	Prior Total
10.50%	2.57%	13.07%	14.07%	13.53%

* City of San Rafael Bargaining Units 2s, 6s, 7s, FM56 and PMMS have agreed to pay additional cost sharing of 1.00% above the required employee contributions.

All other Bargaining Units across all employers noted at left pay the total of the Normal Cost plus COLA.

Novato Fire

Southern Marin Fire

Safety PEPRA Tier 3

Safety PEPRA Tier 3

Normal Cost	COLA	Total	Prior Total
10.79%	4.02%	14.81%	13.74%

Southern Marin Fire

Safety PEPRA Tier 3A

Normal Cost	COLA	Total	Prior Total
12.35%	4.37%	16.72%	17.59%

City of San Rafael

County of Marin

LAFCO

General PEPRA Tier 3

General PEPRA Tier 5

General PEPRA Tier 4

Marin Superior Court

Novato Fire

General PEPRA Tier 5

General PEPRA Tier 2a

Normal Cost	COLA	Total	Total with Add'l Cost Sharing *	Prior Total
7.53%	1.53%	9.06%	10.06%	9.18%

* City of San Rafael Bargaining Units 11, 13, 2m, 3m, 6m, 8c and 8d have agreed to pay additional cost sharing of 1.00% above the required employee contributions.

All other Bargaining Units across all employers noted at left pay the total of the Normal Cost plus COLA.

Marin City CSD

Novato Fire

Marin/Sonoma Mosquito

General PEPRA Tier 2

General PEPRA Tier 2

General PEPRA Tier 2

Tamalpais CSD

Southern Marin Fire

General PEPRA Tier 2

General PEPRA Tier 2

Normal Cost	COLA	Total	Prior Total
7.57%	2.44%	10.01%	8.23%