

MEMBER CONTRIBUTION RATES FOR STATE BARGAINING UNITS 2, 5 & 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, 2025 based on 50% of the total normal cost for each respective plan as of the June 30, 2024 valuation.

	Basis for Current Rate			Rates Effective July 1, 2025			
	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%	17.41%	-0.30%	No	8.50%
State Industrial ²	19.00%	6/30/2021	9.00%	18.57%	-0.43%	No	9.00%
State Safety	23.69%	6/30/2021	11.50%	23.06%	-0.63%	No	11.50%
BU 5							
State Miscellaneous ²	17.71%	6/30/2021	8.75%	17.41%	-0.30%	No	8.75%
California Highway Patrol	32.88%	6/30/2021	13.50%	31.46%	-1.42%	Yes	14.50%
BU 18							
State Miscellaneous ²	15.48%	6/30/2015	10.00%	17.41%	1.93%	No	10.00%
State Industrial ²	18.02%	6/30/2015	10.00%	18.57%	0.55%	No	10.00%
State Safety	22.91%	6/30/2020	11.50%	23.06%	0.15%	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 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.