



City of Pacific Grove

CalPERS Contract Amendment

Human Resources

Cost Sharing

Amending the CalPERS contract under Government Code §20516 allows employee cost share contributions to be credited to each member account as normal contributions and is included in the refund of accumulated contributions to members who

- 1.) separate from CalPERS covered employment; and
- 2.) elect to withdraw their contributions.

It also allows for the employer's rate to be reduced by the agreed upon percentage of cost sharing

Low Risk Exchange

- Employees who separate employment generally leave to join another CalPERS agency.
- Employees who cash out generally are not vested with the required 5 years, and after they cash out, are no longer CalPERS members.

Employee and Employer Cost Sharing

Employee Group	Employee Rate with Employee Cost Share	Employer Rate Reduced by Employee Cost Share
Misc.: GEA, MEA & UE*	$7\% + 5\% = 12\%$	$8.92\% - 5\% = 3.92\%$
Safety: POA	$9\% + 3\% = 12\%$	$19.72\% - 3\% = 16.72\%$
Safety: USE**	$9\% + 5\% = 14\%$	$19.72\% - 5\% = 14.72\%$

*UE are unrepresented employees such as, directors, managers, confidential and part-time employees.

** USE are unrepresented safety employees such as the Police Chief

Questions?