

# July 2011 Benefit Changes

July 2011

The new fiscal year begins July 1, 2011, and with it several provisions in the Union's 2009 –12 **Fringe Benefits Agreement** with Los Angeles County take effect. As a result, you may notice some changes to your next paycheck, and we want to make sure you understand them completely.

The **Fringe Benefit Agreement** contract provisions taking effect July 1, negotiated by the Bargaining Policy Committee (BPC), are outlined below:

## Horizons Deferred Comp Plan County Match

The Horizons Deferred Compensation and Thrift Plan County dollar-for-dollar match is restored with a \$56 million cap and the County match contribution is restored at a reduced 2% (from a 4% maximum of the participant's compensation)

*\*Beginning July 1, 2012 the annual expenditure cap will revert to \$112 million and the matching contributions will be restored to 4% of the participant's compensation.*

## Employee Retirement Contribution Rates

Employee retirement contribution rates for General Members in the Contributory Plans A, B, C, and D, will increase from 0.0% to 0.05% depending on the plan and age at entry. (Rates for General Plan D are located on the back of this leaflet, rates for all other plans may be found on our website)

## Mileage Reimbursement

The County's mileage rate increased beginning July 1 from 47.5 cents per mile to 52.0 cents to reflect the 4.5 cent increase in the IRS standard mileage rate.

**“Start-  
ing on  
your July  
29 pay-  
check you  
will see**



**changes and we want  
to keep all mem-  
bers updated. These  
changes were negoti-  
ated last year with the  
support and approval  
of your elected BPC.”**

**-- Linda Dent  
SEIU 721  
Vice President  
Chair of the Bargaining  
Policy Committee**

For more information about the agreement or your paycheck, please contact your worksite organizer or call the SEIU 721 Member resource Center at (877) 721-4YOU.



## GENERAL PLAN D

<u>Entry Age</u>	<u>July 1, 2008</u> <u>Rate</u>	<u>July 1, 2011</u> <u>Rate</u>	<u>Change</u> <u>in Rate</u>
16	4.98%	4.99%	0.01%
17	5.07%	5.09%	0.02%
18	5.18%	5.19%	0.01%
19	5.29%	5.30%	0.01%
20	5.40%	5.41%	0.01%
21	5.51%	5.53%	0.02%
22	5.64%	5.64%	0.00%
23	5.74%	5.76%	0.02%
24	5.87%	5.88%	0.01%
25	5.99%	6.00%	0.01%
26	6.11%	6.13%	0.02%
27	6.23%	6.25%	0.02%
28	6.37%	6.38%	0.01%
29	6.50%	6.51%	0.01%
30	6.64%	6.65%	0.01%
31	6.77%	6.78%	0.01%
32	6.90%	6.93%	0.03%
33	7.05%	7.07%	0.02%
34	7.20%	7.22%	0.02%
35	7.34%	7.36%	0.02%
36	7.50%	7.52%	0.02%
37	7.66%	7.68%	0.02%
38	7.82%	7.84%	0.02%
39	7.99%	8.01%	0.02%
40	8.16%	8.18%	0.02%
41	8.33%	8.35%	0.02%
42	8.50%	8.53%	0.03%
43	8.68%	8.71%	0.03%
44	8.87%	8.89%	0.02%
45	9.05%	9.06%	0.01%
46	9.22%	9.24%	0.02%
47	9.39%	9.41%	0.02%
48	9.56%	9.59%	0.03%
49	9.73%	9.75%	0.02%
50	9.89%	9.92%	0.03%
51	10.05%	10.07%	0.02%
52	10.20%	10.23%	0.03%
53	10.33%	10.36%	0.03%
54	10.45%	10.48%	0.03%
55	10.55%	10.58%	0.03%
56 & above	10.60%	10.63%	0.03%