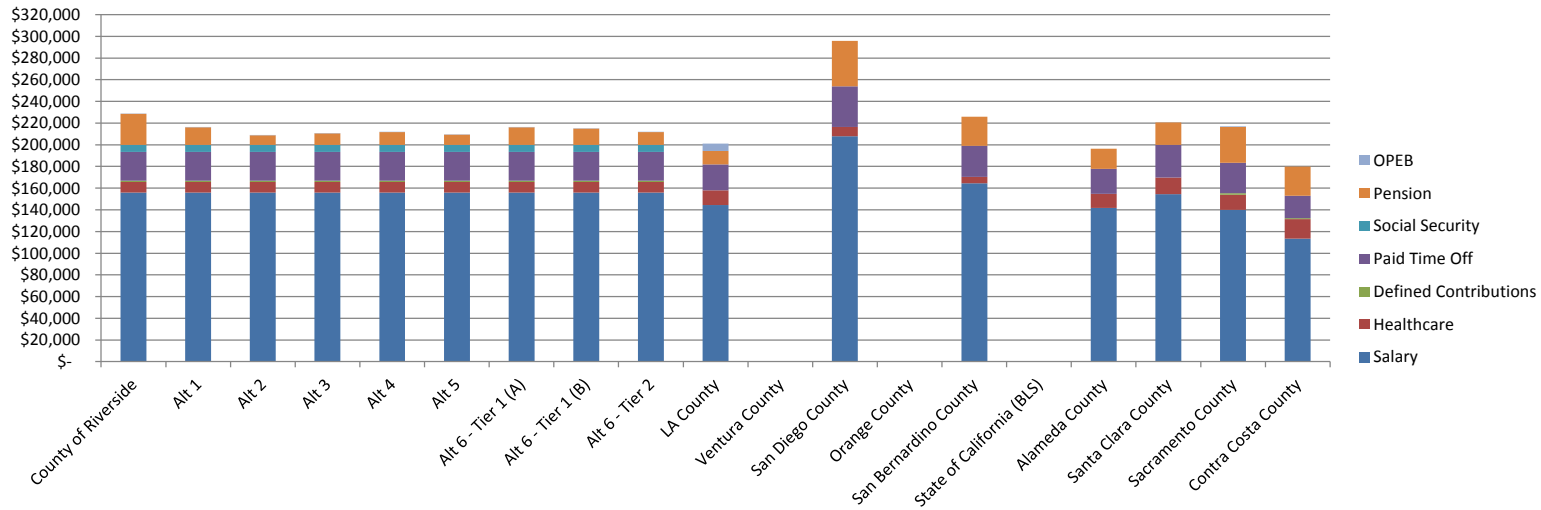


County of Riverside Analysis

DIR OF ENVIRONMENTAL HEALTH

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 155,923	\$ 144,551	\$ -	\$ 208,000	\$ -	\$ 164,604	\$ -	\$ 141,690	\$ 154,319	\$ 140,126	\$ 113,355
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,401	\$ 1,020
Paid Time Off	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 26,387	\$ 23,907	\$ -	\$ 37,600	\$ -	\$ 28,501	\$ -	\$ 22,888	\$ 29,965	\$ 28,186	\$ 20,505
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 28,643	\$ 16,216	\$ 8,888	\$ 10,447	\$ 11,694	\$ 9,355	\$ 16,216	\$ 14,813	\$ 11,694	\$ 12,330	\$ -	\$ 41,725	\$ -	\$ 26,748	\$ -	\$ 18,490	\$ 20,577	\$ 32,944	\$ 26,945
OPEB	\$ 312	\$ 312	\$ 312	\$ 312	\$ 312	\$ 312	\$ 312	\$ 312	\$ 312	\$ 6,938	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 73,030	\$ 60,603	\$ 53,275	\$ 54,834	\$ 56,081	\$ 53,742	\$ 60,603	\$ 59,200	\$ 56,081	\$ 56,637	\$ -	\$ 87,671	\$ -	\$ 61,149	\$ -	\$ 54,587	\$ 66,162	\$ 76,967	\$ 66,462
Total Compensation	\$ 228,953	\$ 216,526	\$ 209,197	\$ 210,757	\$ 212,004	\$ 209,665	\$ 216,526	\$ 215,123	\$ 212,004	\$ 201,188	\$ -	\$ 295,671	\$ -	\$ 225,753	\$ -	\$ 196,277	\$ 220,481	\$ 217,092	\$ 179,817

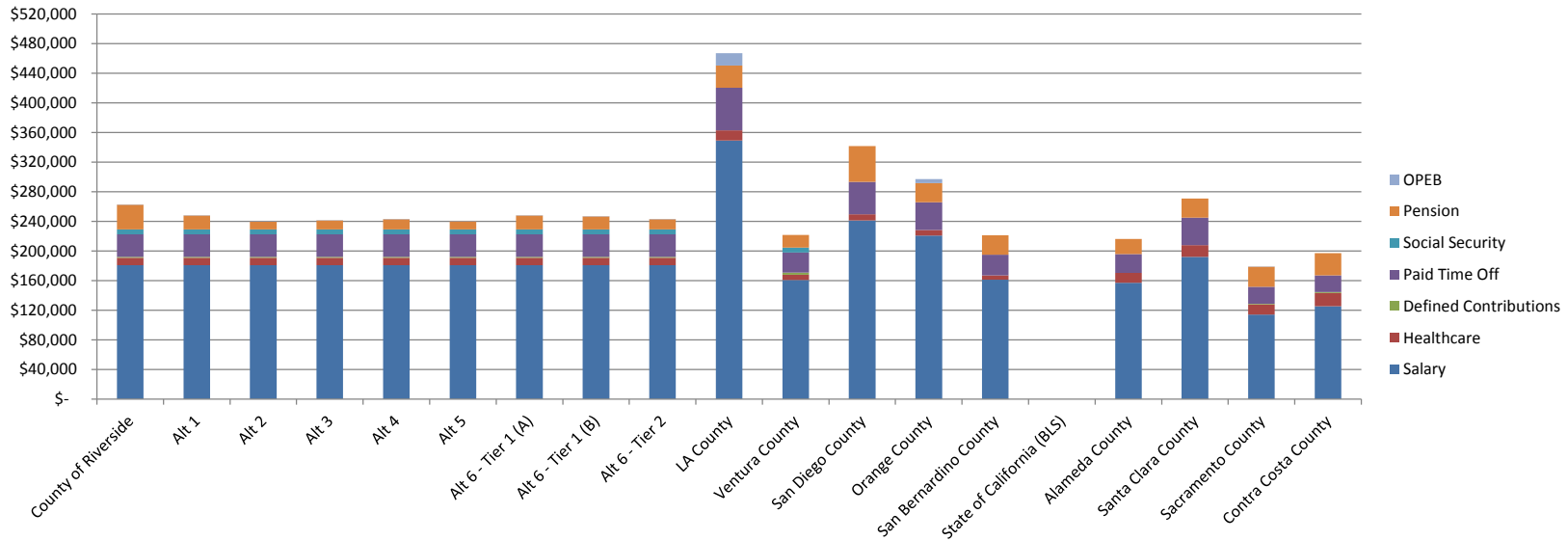


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

DIR OF PUBLIC HEALTH

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 180,971	\$ 349,320	\$ 160,699	\$ 241,280	\$ 220,956	\$ 161,234	\$ -	\$ 157,123	\$ 192,190	\$ 114,005	\$ 125,526
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,812	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,140	\$ 1,020
Paid Time Off	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 30,626	\$ 57,772	\$ 27,202	\$ 43,616	\$ 37,756	\$ 27,918	\$ -	\$ 25,381	\$ 37,318	\$ 22,932	\$ 22,705
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 33,244	\$ 18,821	\$ 10,315	\$ 12,125	\$ 13,573	\$ 10,858	\$ 18,821	\$ 17,192	\$ 13,573	\$ 29,797	\$ 17,195	\$ 48,401	\$ 25,653	\$ 26,201	\$ -	\$ 20,505	\$ 25,627	\$ 26,803	\$ 29,838
OPEB	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 16,767	\$ -	\$ 5,524	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 81,920	\$ 67,497	\$ 58,991	\$ 60,801	\$ 62,249	\$ 59,534	\$ 67,497	\$ 65,868	\$ 62,249	\$ 117,799	\$ 61,053	\$ 100,363	\$ 76,185	\$ 60,018	\$ -	\$ 59,094	\$ 78,565	\$ 65,310	\$ 71,554
Total Compensation	\$ 262,891	\$ 248,468	\$ 239,962	\$ 241,772	\$ 243,220	\$ 240,505	\$ 248,468	\$ 246,839	\$ 243,220	\$ 467,119	\$ 221,752	\$ 341,643	\$ 297,140	\$ 221,252	\$ -	\$ 216,217	\$ 270,755	\$ 179,315	\$ 197,080

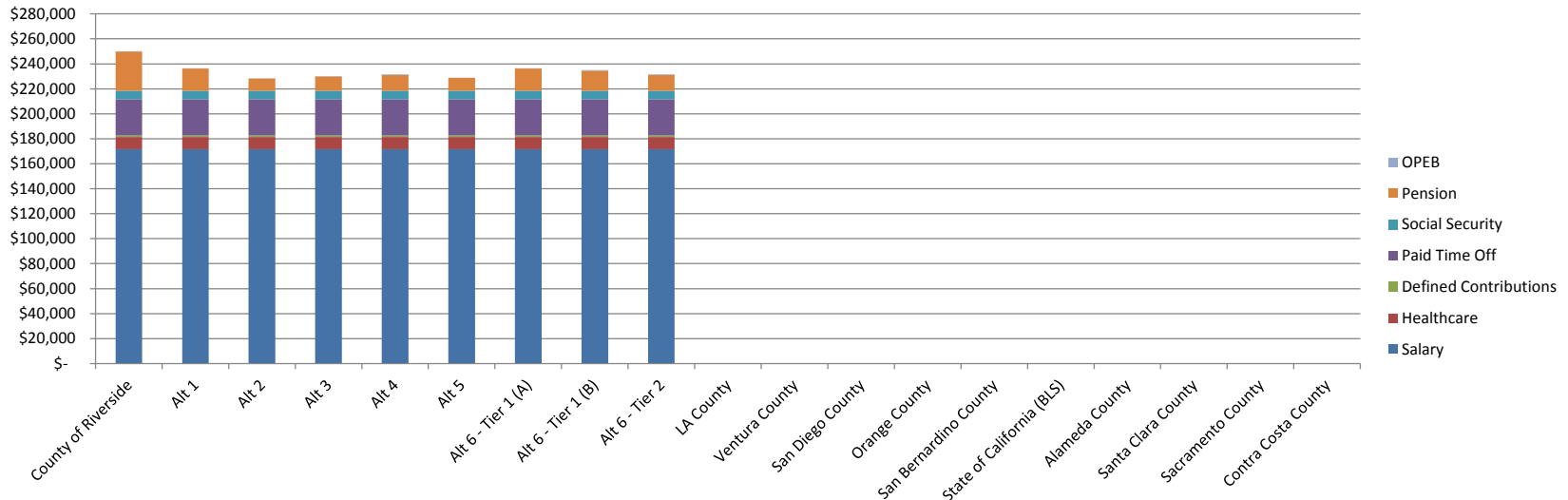


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

MANAGING DIRECTOR OF EDA

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County	
Salary	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ 171,615	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ 29,043	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 31,526	\$ 17,848	\$ 9,782	\$ 11,498	\$ 12,871	\$ 10,297	\$ 17,848	\$ 16,303	\$ 12,871	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 343	\$ 343	\$ 343	\$ 343	\$ 343	\$ 343	\$ 343	\$ 343	\$ 343	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 78,600	\$ 64,922	\$ 56,856	\$ 58,572	\$ 59,945	\$ 57,371	\$ 64,922	\$ 63,378	\$ 59,945	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 250,215	\$ 236,537	\$ 228,472	\$ 230,188	\$ 231,561	\$ 228,986	\$ 236,537	\$ 234,993	\$ 231,561	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

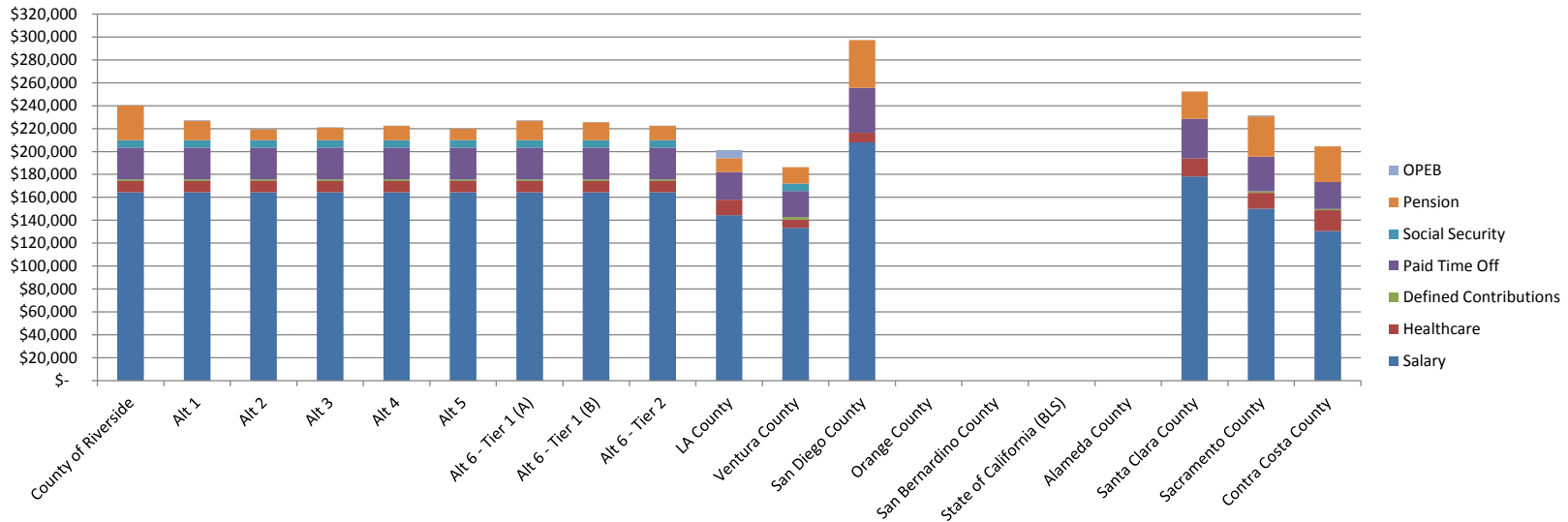


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PLANNING DIRECTOR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 164,444	\$ 144,551	\$ 133,348	\$ 208,000	\$ -	\$ -	\$ -	\$ -	\$ 178,335	\$ 150,044	\$ 130,727
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ -	\$ -	\$ -	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,334	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,020
Paid Time Off	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 27,829	\$ 23,907	\$ 22,572	\$ 39,200	\$ -	\$ -	\$ -	\$ -	\$ 34,628	\$ 30,181	\$ 23,645
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 30,208	\$ 17,102	\$ 9,373	\$ 11,018	\$ 12,333	\$ 9,867	\$ 17,102	\$ 15,622	\$ 12,333	\$ 12,330	\$ 14,268	\$ 41,725	\$ -	\$ -	\$ -	\$ -	\$ 23,779	\$ 35,275	\$ 31,074
OPEB	\$ 329	\$ 329	\$ 329	\$ 329	\$ 329	\$ 329	\$ 329	\$ 329	\$ 329	\$ -	\$ 6,938	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 76,054	\$ 62,948	\$ 55,219	\$ 56,864	\$ 58,179	\$ 55,713	\$ 62,948	\$ 61,468	\$ 58,179	\$ 56,637	\$ 53,018	\$ 89,271	\$ -	\$ -	\$ -	\$ -	\$ 74,027	\$ 81,393	\$ 73,731
Total Compensation	\$ 240,498	\$ 227,392	\$ 219,663	\$ 221,308	\$ 222,623	\$ 220,157	\$ 227,392	\$ 225,912	\$ 222,623	\$ 201,188	\$ 186,366	\$ 297,271	\$ -	\$ -	\$ -	\$ -	\$ 252,362	\$ 231,436	\$ 204,457



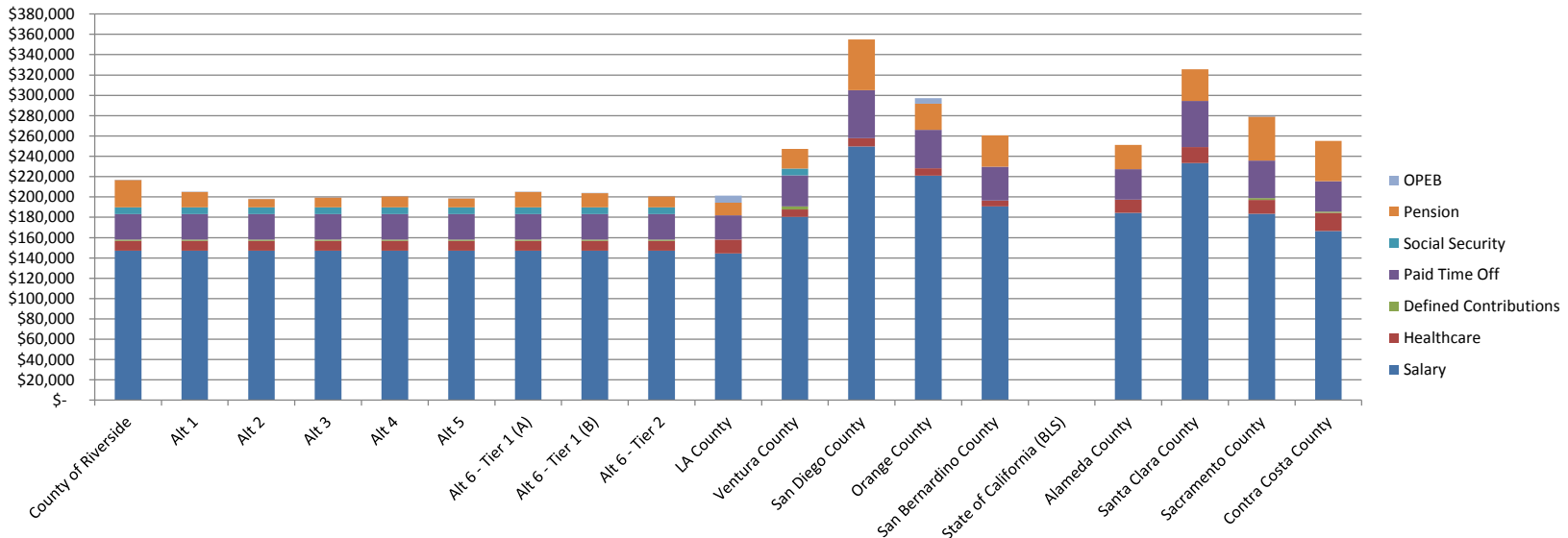
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

CHF TECHNOLOGY OFFICER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 147,076	\$ 144,551	\$ 180,372	\$ 249,600	\$ 220,997	\$ 190,685	\$ -	\$ 184,246	\$ 233,422	\$ 183,368	\$ 166,451
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,157	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,834	\$ 1,020
Paid Time Off	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 24,890	\$ 23,907	\$ 30,532	\$ 47,040	\$ 37,763	\$ 33,018	\$ -	\$ 29,763	\$ 45,325	\$ 36,884	\$ 30,101
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 27,018	\$ 15,296	\$ 8,383	\$ 9,854	\$ 11,031	\$ 8,825	\$ 15,296	\$ 13,972	\$ 11,031	\$ 12,330	\$ 19,300	\$ 50,070	\$ 25,658	\$ 30,986	\$ -	\$ 24,044	\$ 31,124	\$ 43,110	\$ 39,565
OPEB	\$ 294	\$ 294	\$ 294	\$ 294	\$ 294	\$ 294	\$ 294	\$ 294	\$ 294	\$ 6,938	\$ -	\$ -	\$ 5,525	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 69,890	\$ 58,168	\$ 51,255	\$ 52,726	\$ 53,903	\$ 51,697	\$ 58,168	\$ 56,844	\$ 53,903	\$ 56,637	\$ 66,833	\$ 105,456	\$ 76,198	\$ 69,903	\$ -	\$ 67,015	\$ 92,069	\$ 96,264	\$ 88,678
Total Compensation	\$ 216,965	\$ 205,244	\$ 198,331	\$ 199,802	\$ 200,978	\$ 198,772	\$ 205,244	\$ 203,920	\$ 200,978	\$ 201,188	\$ 247,205	\$ 355,056	\$ 297,194	\$ 260,588	\$ -	\$ 251,262	\$ 325,491	\$ 279,632	\$ 255,129

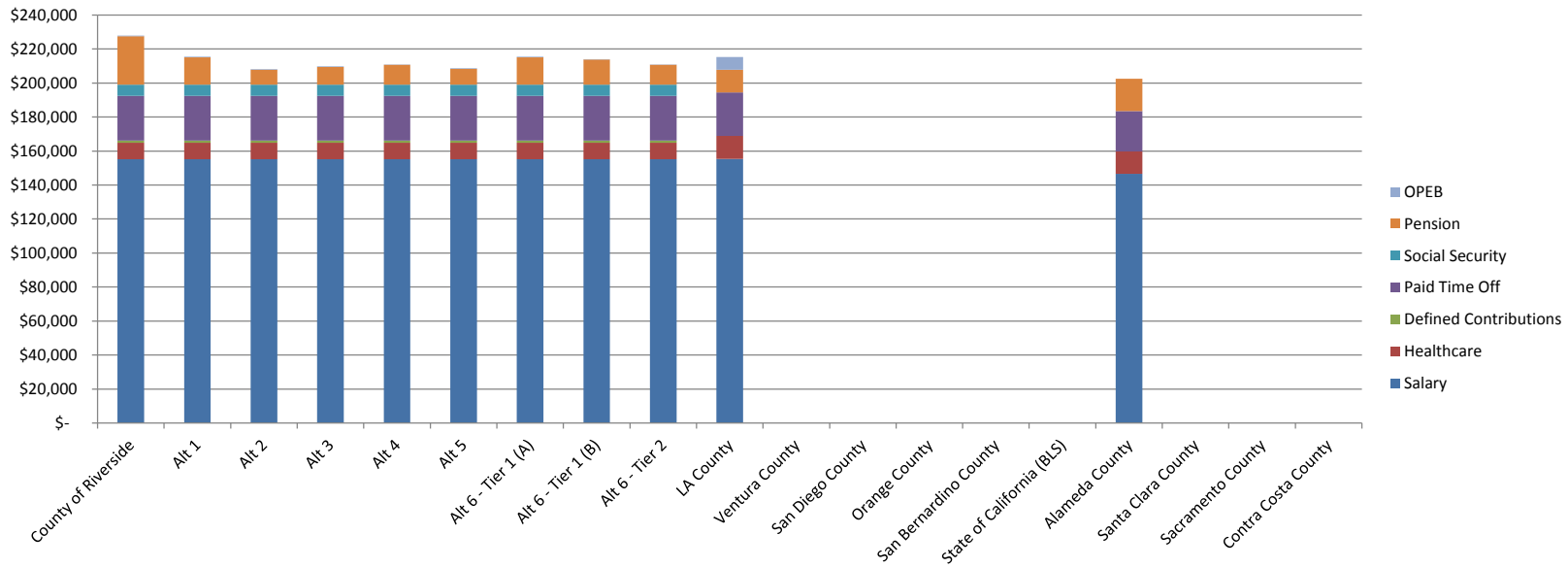


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ASST DIR OF PUBLIC SOCIAL SVCS

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,106	\$ 155,393	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 146,557	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,208	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 26,249	\$ 25,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,675	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 28,493	\$ 16,131	\$ 8,841	\$ 10,392	\$ 11,633	\$ 9,306	\$ 16,131	\$ 14,735	\$ 11,633	\$ 13,255	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 19,126	\$ -	\$ -	\$ -
OPEB	\$ 310	\$ 310	\$ 310	\$ 310	\$ 310	\$ 310	\$ 310	\$ 310	\$ 310	\$ 7,459	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 72,740	\$ 60,378	\$ 53,088	\$ 54,639	\$ 55,880	\$ 53,554	\$ 60,378	\$ 58,982	\$ 55,880	\$ 59,876	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56,008	\$ -	\$ -	\$ -
Total Compensation	\$ 227,846	\$ 215,484	\$ 208,194	\$ 209,746	\$ 210,986	\$ 208,660	\$ 215,484	\$ 214,089	\$ 210,986	\$ 215,269	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 202,565	\$ -	\$ -	\$ -

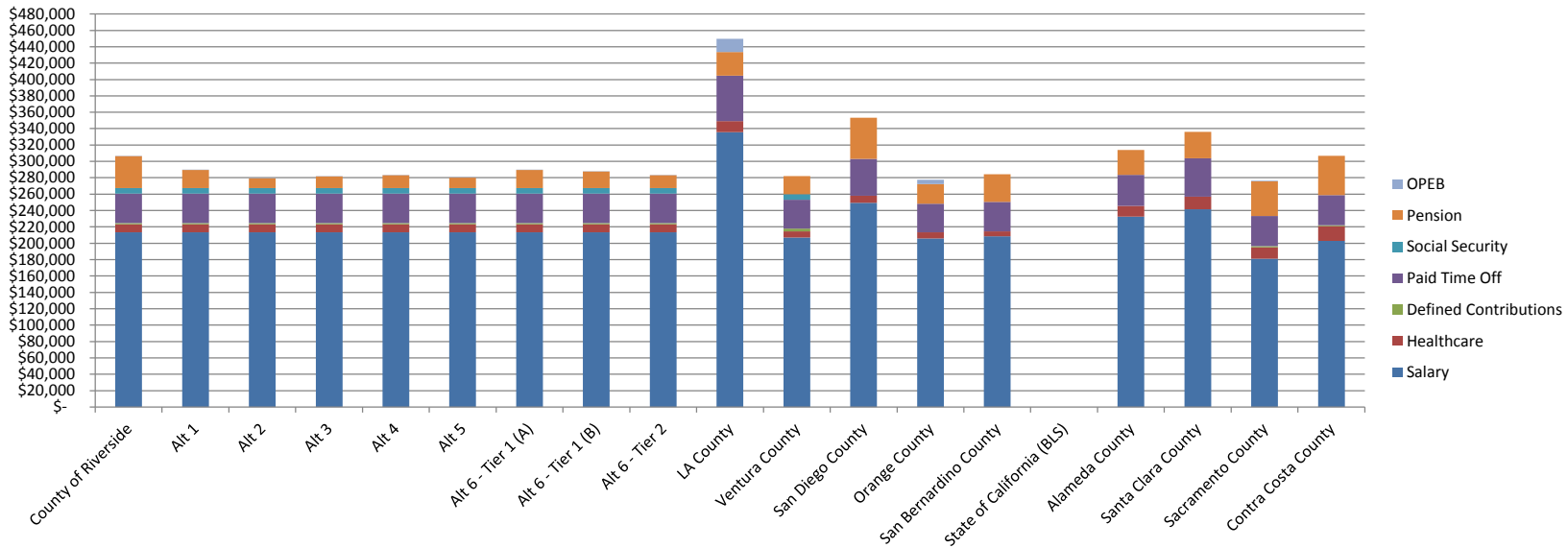


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PUBLIC DEFENDER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 213,427	\$ 335,819	\$ 207,215	\$ 249,600	\$ 205,979	\$ 208,553	\$ -	\$ 232,606	\$ 241,456	\$ 181,092	\$ 202,903
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,626	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,811	\$ 1,020
Paid Time Off	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 36,118	\$ 55,539	\$ 35,074	\$ 45,120	\$ 35,196	\$ 36,111	\$ -	\$ 37,575	\$ 46,885	\$ 36,427	\$ 36,692
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 39,206	\$ 22,196	\$ 12,165	\$ 14,300	\$ 16,007	\$ 12,806	\$ 22,196	\$ 20,276	\$ 16,007	\$ 28,645	\$ 22,172	\$ 50,070	\$ 23,914	\$ 33,890	\$ -	\$ 30,355	\$ 32,196	\$ 42,575	\$ 48,230
OPEB	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 16,119	\$ -	\$ -	\$ 5,149	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 93,440	\$ 76,430	\$ 66,399	\$ 68,533	\$ 70,240	\$ 67,039	\$ 76,430	\$ 74,509	\$ 70,240	\$ 113,766	\$ 74,716	\$ 103,536	\$ 71,512	\$ 75,900	\$ -	\$ 81,138	\$ 94,700	\$ 95,248	\$ 103,934
Total Compensation	\$ 306,867	\$ 289,857	\$ 279,826	\$ 281,960	\$ 283,667	\$ 280,466	\$ 289,857	\$ 287,936	\$ 283,667	\$ 449,585	\$ 281,931	\$ 353,136	\$ 277,492	\$ 284,453	\$ -	\$ 313,745	\$ 336,156	\$ 276,340	\$ 306,837

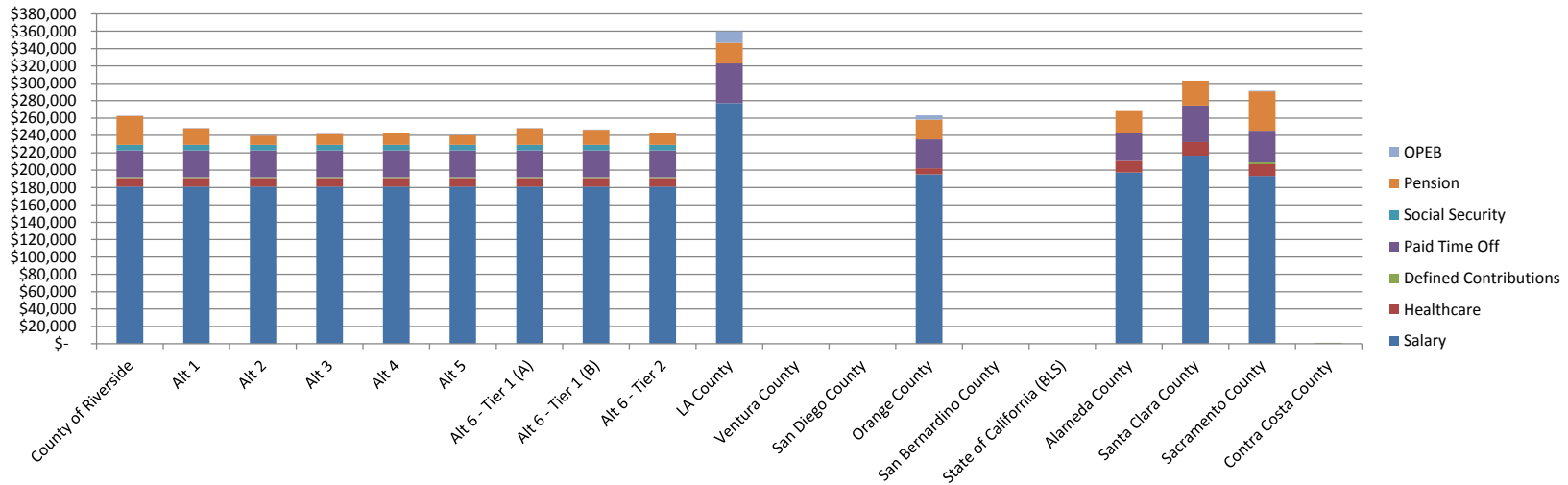


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

DIR OF PUBLIC SOCIAL SERVICES

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 180,942	\$ 277,141	\$ -	\$ -	\$ 195,061	\$ -	\$ -	\$ 197,371	\$ 216,611	\$ 193,176	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ -	\$ -	\$ 7,252	\$ -	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,932	\$ 1,020
Paid Time Off	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 30,621	\$ 45,835	\$ -	\$ -	\$ 33,331	\$ -	\$ -	\$ 31,883	\$ 42,060	\$ 36,443	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 33,239	\$ 18,818	\$ 10,314	\$ 12,123	\$ 13,571	\$ 10,857	\$ 18,818	\$ 17,189	\$ 13,571	\$ 23,640	\$ -	\$ -	\$ 22,647	\$ -	\$ -	\$ 25,757	\$ 28,883	\$ 45,416	\$ -
OPEB	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 13,303	\$ -	\$ -	\$ 4,877	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 81,910	\$ 67,489	\$ 58,985	\$ 60,794	\$ 62,242	\$ 59,528	\$ 67,489	\$ 65,860	\$ 62,242	\$ 82,778	\$ -	\$ -	\$ 68,106	\$ -	\$ -	\$ 70,848	\$ 86,563	\$ 98,226	\$ 1,020
Total Compensation	\$ 262,852	\$ 248,431	\$ 239,926	\$ 241,736	\$ 243,183	\$ 240,469	\$ 248,431	\$ 246,802	\$ 243,183	\$ 359,918	\$ -	\$ -	\$ 263,168	\$ -	\$ -	\$ 268,219	\$ 303,174	\$ 291,402	\$ 1,020

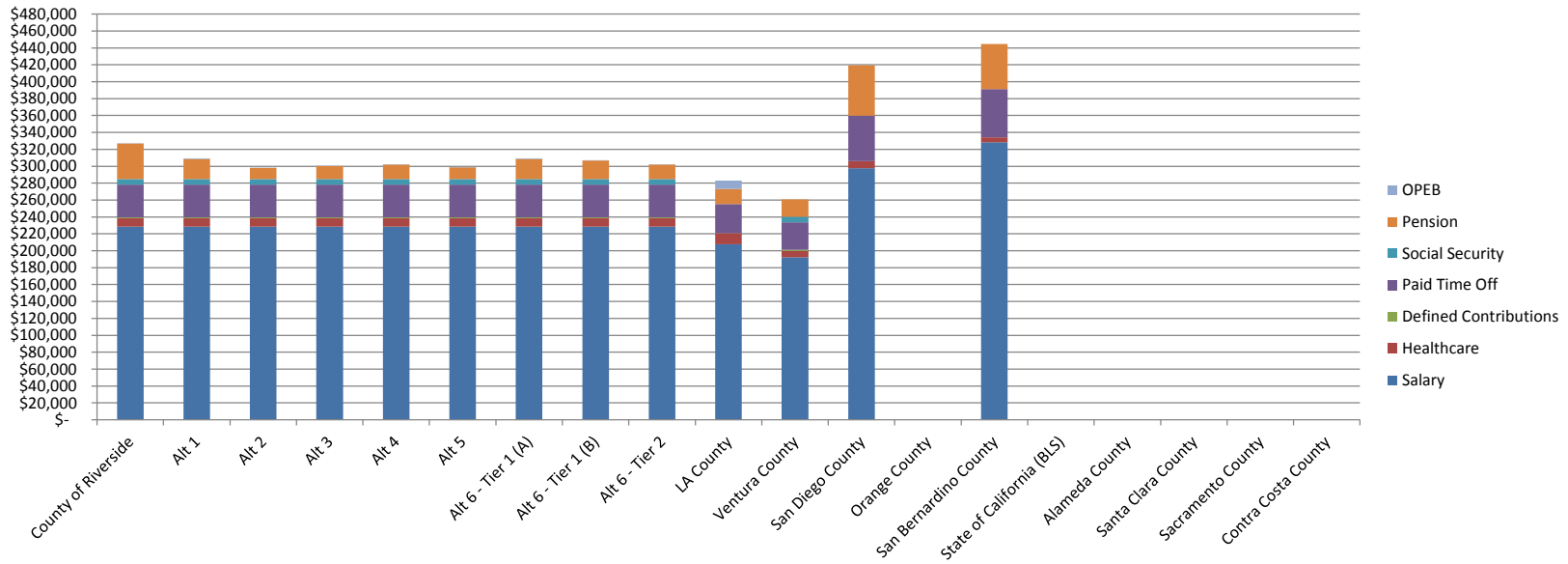


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

HOSPITAL ADMINISTRATOR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 228,582	\$ 207,523	\$ 192,337	\$ 297,598	\$ -	\$ 328,328	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,443	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 38,683	\$ 34,321	\$ 32,557	\$ 53,797	\$ -	\$ 56,848	\$ -	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 41,990	\$ 23,773	\$ 13,029	\$ 15,315	\$ 17,144	\$ 13,715	\$ 23,773	\$ 21,715	\$ 17,144	\$ 17,702	\$ 20,580	\$ 59,698	\$ -	\$ 53,353	\$ -	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 457	\$ 457	\$ 457	\$ 457	\$ 457	\$ 457	\$ 457	\$ 457	\$ 457	\$ 9,961	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 98,819	\$ 80,601	\$ 69,858	\$ 72,143	\$ 73,972	\$ 70,543	\$ 80,601	\$ 78,544	\$ 73,972	\$ 75,446	\$ 68,423	\$ 121,841	\$ -	\$ 116,101	\$ -	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 327,401	\$ 309,183	\$ 298,439	\$ 300,725	\$ 302,554	\$ 299,125	\$ 309,183	\$ 307,126	\$ 302,554	\$ 282,969	\$ 260,761	\$ 419,439	\$ -	\$ 444,429	\$ -	\$ -	\$ -	\$ -	\$ -

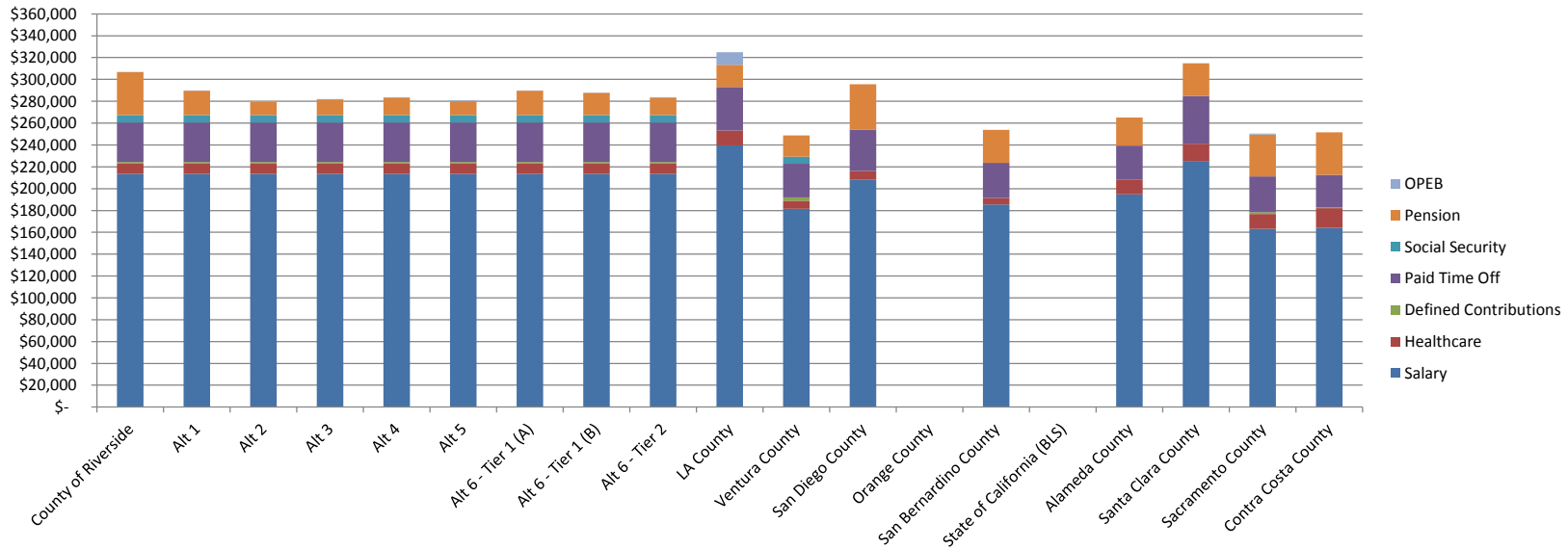


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ASST PUBLIC DEFENDER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 213,482	\$ 239,819	\$ 181,555	\$ 208,000	\$ -	\$ 185,515	\$ -	\$ 194,854	\$ 225,420	\$ 163,073	\$ 163,997
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,177	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,631	\$ 1,020
Paid Time Off	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 36,128	\$ 39,662	\$ 30,733	\$ 37,600	\$ -	\$ 32,121	\$ -	\$ 31,476	\$ 43,771	\$ 32,802	\$ 29,657
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 39,217	\$ 22,202	\$ 12,168	\$ 14,303	\$ 16,011	\$ 12,809	\$ 22,202	\$ 20,281	\$ 16,011	\$ 20,457	\$ 19,426	\$ 41,725	\$ -	\$ 30,146	\$ -	\$ 25,428	\$ 30,058	\$ 38,338	\$ 38,982
OPEB	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 427	\$ 11,511	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 93,460	\$ 76,445	\$ 66,411	\$ 68,546	\$ 70,254	\$ 67,052	\$ 76,445	\$ 74,524	\$ 70,254	\$ 85,092	\$ 67,181	\$ 87,671	\$ -	\$ 68,166	\$ -	\$ 70,113	\$ 89,448	\$ 87,207	\$ 87,651
Total Compensation	\$ 306,941	\$ 289,927	\$ 279,893	\$ 282,028	\$ 283,736	\$ 280,534	\$ 289,927	\$ 288,006	\$ 283,736	\$ 324,911	\$ 248,736	\$ 295,671	\$ -	\$ 253,681	\$ -	\$ 264,968	\$ 314,868	\$ 250,280	\$ 251,648

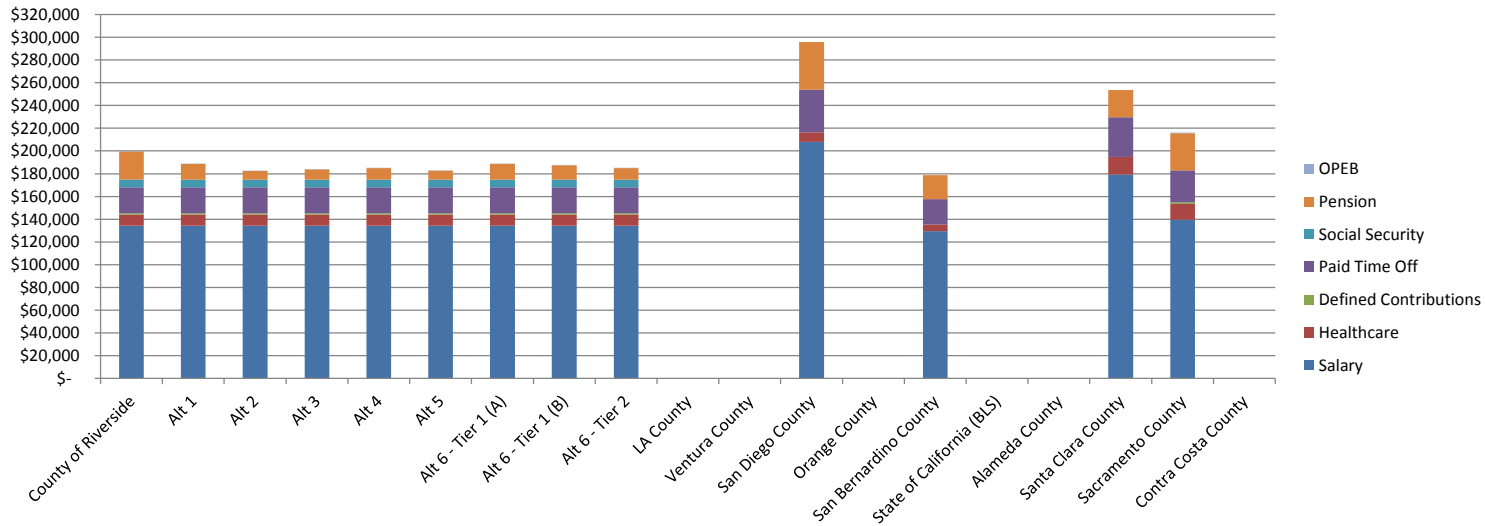


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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARKS DIRECTOR - PARKS

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ 134,341	\$ -	\$ -	\$ 208,000	\$ -	\$ 129,467	\$ -	\$ -	\$ 179,227	\$ 139,583	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ -	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ -	\$ 15,620	\$ 13,786	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,396	\$ -
Paid Time Off	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ 22,735	\$ -	\$ -	\$ 37,600	\$ -	\$ 22,415	\$ -	\$ -	\$ 34,801	\$ 28,077	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 24,678	\$ 13,971	\$ 7,657	\$ 9,001	\$ 10,076	\$ 8,060	\$ 13,971	\$ 12,762	\$ 10,076	\$ -	\$ -	\$ 41,725	\$ -	\$ 21,038	\$ -	\$ -	\$ 23,898	\$ 32,816	\$ -
OPEB	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 65,370	\$ 54,663	\$ 48,349	\$ 49,692	\$ 50,767	\$ 48,752	\$ 54,663	\$ 53,454	\$ 50,767	\$ -	\$ -	\$ 87,671	\$ -	\$ 49,353	\$ -	\$ -	\$ 74,320	\$ 76,724	\$ -
Total Compensation	\$ 199,711	\$ 189,004	\$ 182,690	\$ 184,033	\$ 185,108	\$ 183,093	\$ 189,004	\$ 187,795	\$ 185,108	\$ -	\$ -	\$ 295,671	\$ -	\$ 178,820	\$ -	\$ -	\$ 253,547	\$ 216,307	\$ -

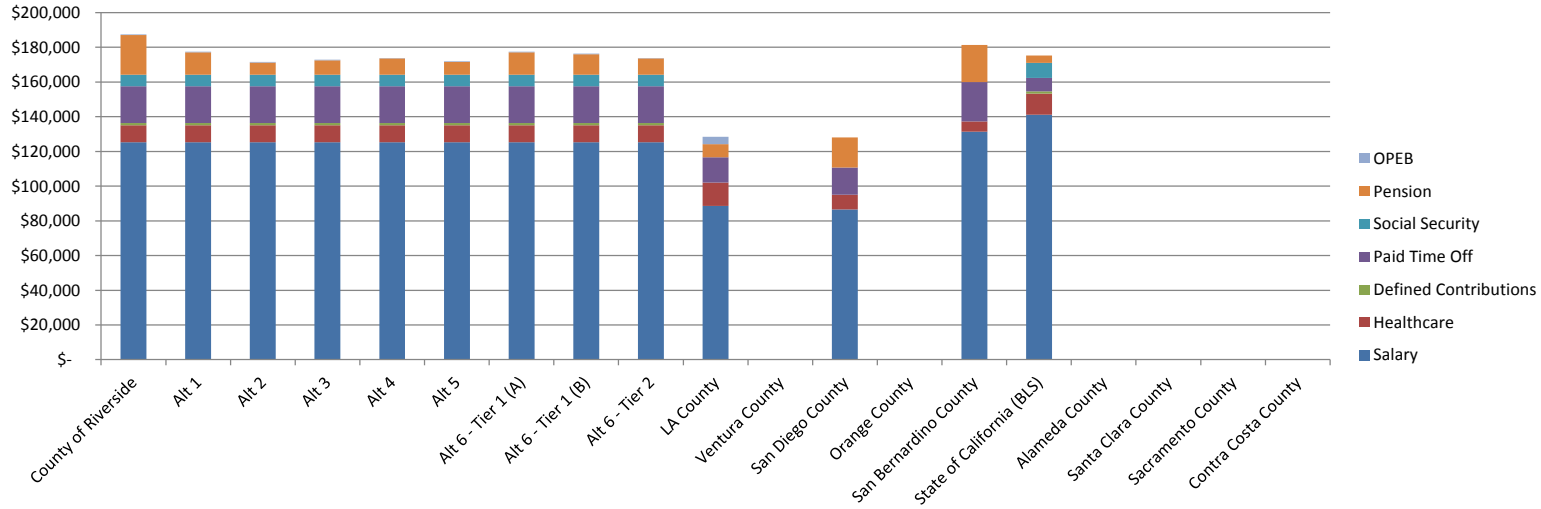


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4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ASST HOSPITAL ADMINISTRATOR II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 125,268	\$ 88,606	\$ -	\$ 86,674	\$ -	\$ 131,331	\$ 141,137	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ 8,346	\$ -	\$ 5,899	\$ 12,279	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,129	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 21,199	\$ 14,654	\$ -	\$ 15,668	\$ -	\$ 22,739	\$ 7,763	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,750	\$ -	\$ -	\$ -	\$ -
Pension	\$ 23,012	\$ 13,028	\$ 7,140	\$ 8,393	\$ 9,395	\$ 7,516	\$ 13,028	\$ 11,900	\$ 9,395	\$ 7,558	\$ -	\$ 17,387	\$ -	\$ 21,341	\$ 4,234	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 251	\$ 251	\$ 251	\$ 251	\$ 251	\$ 251	\$ 251	\$ 251	\$ 251	\$ 4,253	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 62,150	\$ 52,166	\$ 46,278	\$ 47,531	\$ 48,533	\$ 46,654	\$ 52,166	\$ 51,038	\$ 48,533	\$ 39,927	\$ -	\$ 41,401	\$ -	\$ 49,980	\$ 34,155	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 187,418	\$ 177,434	\$ 171,546	\$ 172,799	\$ 173,801	\$ 171,922	\$ 177,434	\$ 176,306	\$ 173,801	\$ 128,533	\$ -	\$ 128,074	\$ -	\$ 181,311	\$ 175,292	\$ -	\$ -	\$ -	\$ -



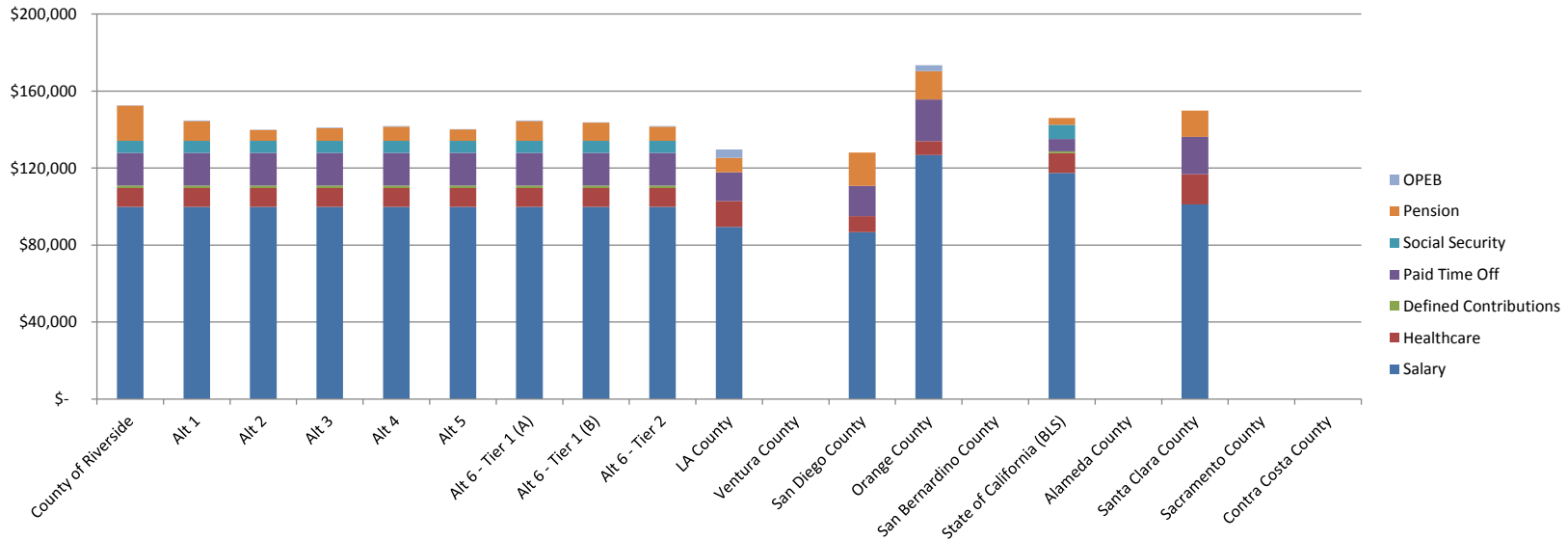
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6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

ADMIN SVCS MGR II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 99,903	\$ 89,485	\$ -	\$ 86,674	\$ 126,690	\$ -	\$ 117,529	\$ -	\$ 101,188	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ 8,346	\$ 7,252	\$ -	\$ 10,225	\$ -	\$ 15,620	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 940	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ 16,907	\$ -	\$ -	\$ 15,668	\$ 21,648	\$ -	\$ 6,464	\$ -	\$ 19,460	\$ -	\$ -
Social Security	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ 6,194	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,287	\$ -	\$ -	\$ -	\$ -
Pension	\$ 18,352	\$ 10,390	\$ 5,694	\$ 6,694	\$ 7,493	\$ 5,994	\$ 10,390	\$ 9,491	\$ 7,493	\$ 7,633	\$ -	\$ 17,387	\$ 14,709	\$ -	\$ 3,526	\$ -	\$ 13,492	\$ -	\$ -
OPEB	\$ 200	\$ 200	\$ 200	\$ 200	\$ 200	\$ 200	\$ 200	\$ 200	\$ 200	\$ 4,295	\$ -	\$ -	\$ 3,167	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 52,719	\$ 44,757	\$ 40,062	\$ 41,061	\$ 41,860	\$ 40,361	\$ 44,757	\$ 43,858	\$ 41,860	\$ 40,190	\$ -	\$ 41,401	\$ 46,776	\$ -	\$ 28,442	\$ -	\$ 48,572	\$ -	\$ -
Total Compensation	\$ 152,622	\$ 144,660	\$ 139,965	\$ 140,964	\$ 141,763	\$ 140,264	\$ 144,660	\$ 143,761	\$ 141,763	\$ 129,675	\$ -	\$ 128,074	\$ 173,466	\$ -	\$ 145,972	\$ -	\$ 149,760	\$ -	\$ -

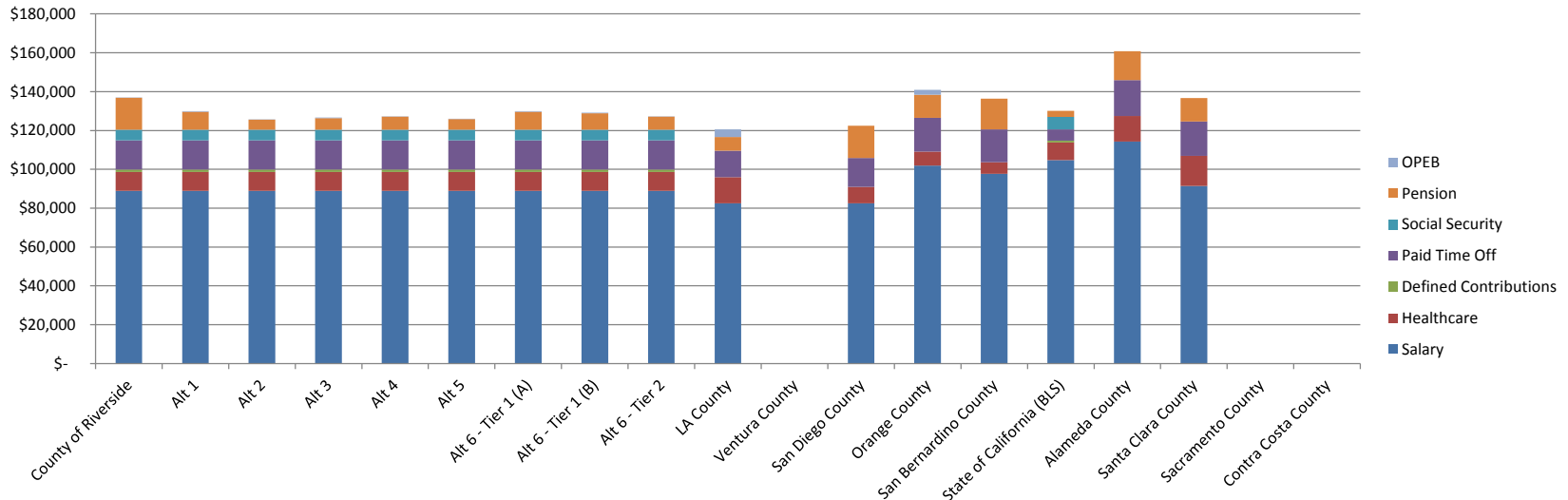


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ADMIN SVCS MGR I

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 88,853	\$ 82,490	\$ -	\$ 82,534	\$ 101,888	\$ 97,718	\$ 104,774	\$ 114,254	\$ 91,360	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ 8,346	\$ 7,252	\$ 5,899	\$ 9,115	\$ 13,208	\$ 15,620	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 838	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 15,037	\$ 13,643	\$ -	\$ 14,920	\$ 17,410	\$ 16,919	\$ 5,763	\$ 18,456	\$ 17,568	\$ -	\$ -
Social Security	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ 5,509	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,496	\$ -	\$ -	\$ -	\$ -
Pension	\$ 16,322	\$ 9,241	\$ 5,065	\$ 5,953	\$ 6,664	\$ 5,331	\$ 9,241	\$ 8,441	\$ 6,664	\$ 7,036	\$ -	\$ 16,556	\$ 11,829	\$ 15,879	\$ 3,143	\$ 14,910	\$ 12,182	\$ -	\$ -
OPEB	\$ 178	\$ 178	\$ 178	\$ 178	\$ 178	\$ 178	\$ 178	\$ 178	\$ 178	\$ 3,960	\$ -	\$ -	\$ 2,547	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 48,112	\$ 41,031	\$ 36,855	\$ 37,743	\$ 38,454	\$ 37,121	\$ 41,031	\$ 40,231	\$ 38,454	\$ 38,101	\$ -	\$ 39,822	\$ 39,039	\$ 38,698	\$ 25,355	\$ 46,575	\$ 45,370	\$ -	\$ -
Total Compensation	\$ 136,965	\$ 129,884	\$ 125,708	\$ 126,596	\$ 127,307	\$ 125,974	\$ 129,884	\$ 129,084	\$ 127,307	\$ 120,591	\$ -	\$ 122,356	\$ 140,926	\$ 136,416	\$ 130,129	\$ 160,829	\$ 136,730	\$ -	\$ -

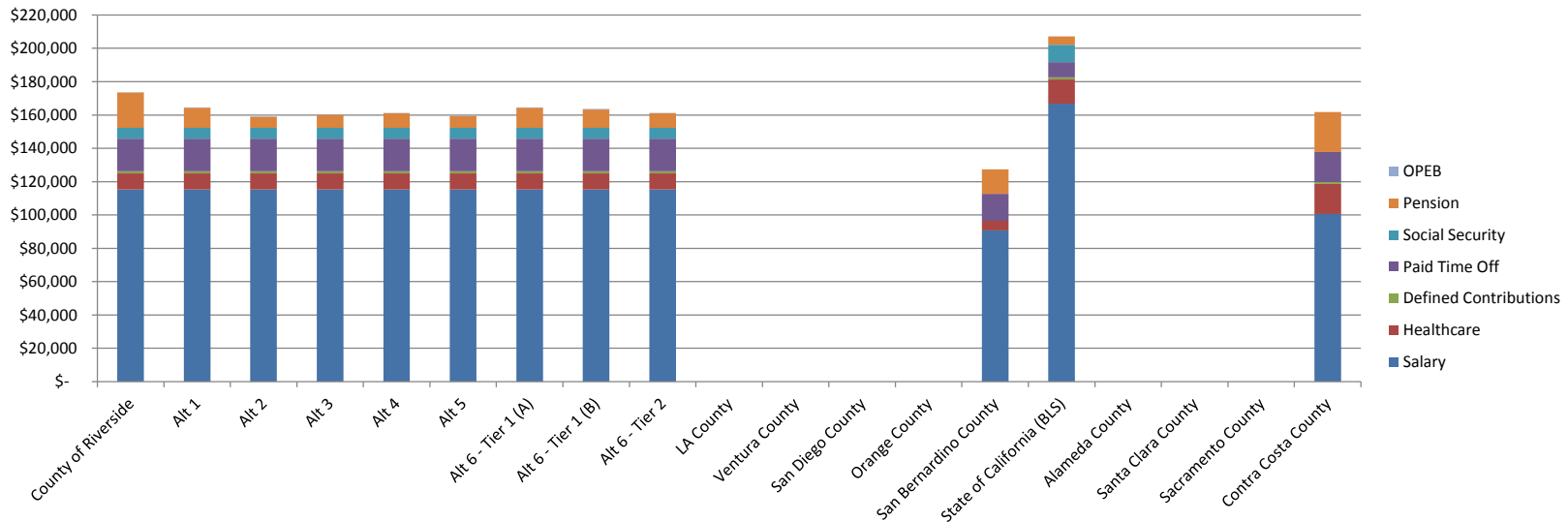


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ENGINEERING PROJECT MGR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ 115,192	\$ -	\$ -	\$ -	\$ -	\$ 90,667	\$ 166,754	\$ -	\$ -	\$ -	\$ 100,656
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ -	\$ -	\$ -	\$ 5,899	\$ 14,508	\$ -	\$ -	\$ -	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,334	\$ -	\$ -	\$ -	\$ 1,020
Paid Time Off	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ 19,494	\$ -	\$ -	\$ -	\$ -	\$ 16,039	\$ 9,171	\$ -	\$ -	\$ -	\$ 18,208
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,339	\$ -	\$ -	\$ -	\$ -
Pension	\$ 21,161	\$ 11,980	\$ 6,566	\$ 7,718	\$ 8,639	\$ 6,912	\$ 11,980	\$ 10,943	\$ 8,639	\$ -	\$ -	\$ -	\$ -	\$ 14,733	\$ 5,003	\$ -	\$ -	\$ -	\$ 23,926
OPEB	\$ 230	\$ 230	\$ 230	\$ 230	\$ 230	\$ 230	\$ 230	\$ 230	\$ 230	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 58,573	\$ 49,393	\$ 43,979	\$ 45,131	\$ 46,052	\$ 44,324	\$ 49,393	\$ 48,356	\$ 46,052	\$ -	\$ -	\$ -	\$ -	\$ 36,671	\$ 40,354	\$ -	\$ -	\$ -	\$ 61,146
Total Compensation	\$ 173,765	\$ 164,585	\$ 159,171	\$ 160,323	\$ 161,244	\$ 159,516	\$ 164,585	\$ 163,548	\$ 161,244	\$ -	\$ -	\$ -	\$ -	\$ 127,338	\$ 207,108	\$ -	\$ -	\$ -	\$ 161,802

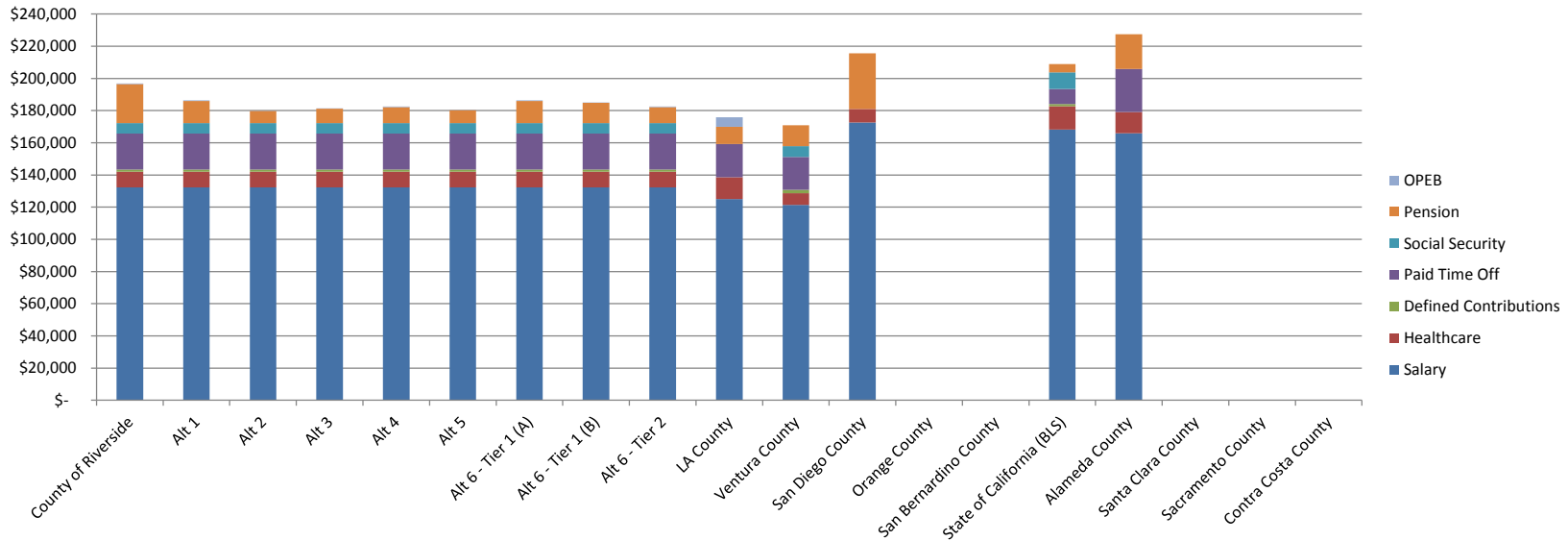


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ENGINEERING DIVISION MANAGER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 132,223	\$ 125,081	\$ 121,355	\$ 172,640	\$ -	\$ -	\$ 168,150	\$ 165,838	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ -	\$ 14,629	\$ 13,208	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,124	\$ -	\$ -	\$ -	\$ 1,345	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 22,376	\$ 20,686	\$ 20,540	\$ -	\$ -	\$ -	\$ 9,248	\$ 26,789	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ 10,425	\$ -	\$ -	\$ -	\$ -
Pension	\$ 24,289	\$ 13,751	\$ 7,537	\$ 8,859	\$ 9,917	\$ 7,933	\$ 13,751	\$ 12,561	\$ 9,917	\$ 10,669	\$ 12,985	\$ 34,632	\$ -	\$ -	\$ 5,044	\$ 21,642	\$ -	\$ -	\$ -
OPEB	\$ 264	\$ 264	\$ 264	\$ 264	\$ 264	\$ 264	\$ 264	\$ 264	\$ 264	\$ 6,004	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 64,618	\$ 54,080	\$ 47,866	\$ 49,188	\$ 50,246	\$ 48,262	\$ 54,080	\$ 52,890	\$ 50,246	\$ 50,822	\$ 49,493	\$ 42,978	\$ -	\$ -	\$ 40,692	\$ 61,639	\$ -	\$ -	\$ -
Total Compensation	\$ 196,841	\$ 186,303	\$ 180,089	\$ 181,411	\$ 182,469	\$ 180,485	\$ 186,303	\$ 185,113	\$ 182,469	\$ 175,902	\$ 170,848	\$ 215,618	\$ -	\$ -	\$ 208,842	\$ 227,478	\$ -	\$ -	\$ -

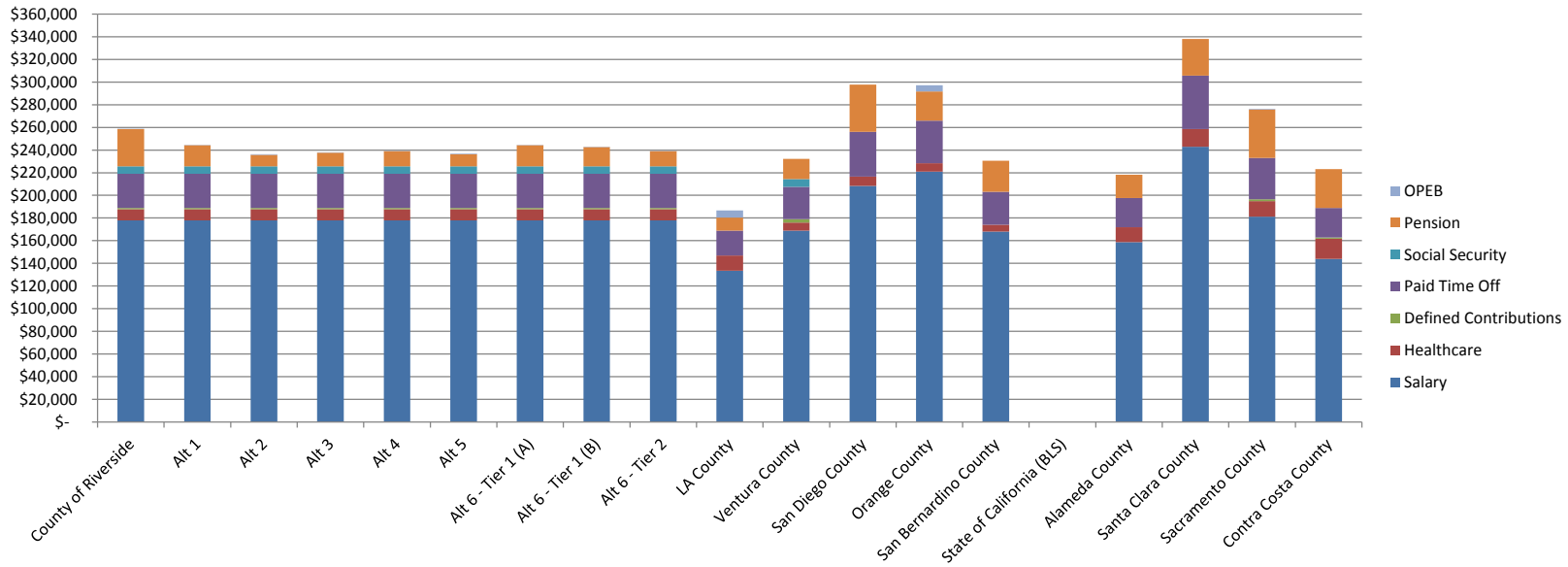


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CHF DEP DISTRICT ATTORNEY

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 177,960	\$ 133,415	\$ 168,889	\$ 208,333	\$ 220,997	\$ 168,126	\$ -	\$ 158,725	\$ 242,917	\$ 181,092	\$ 143,849
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,956	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,811	\$ 1,020
Paid Time Off	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 30,116	\$ 22,065	\$ 28,589	\$ 39,263	\$ 37,763	\$ 29,110	\$ -	\$ 25,640	\$ 47,168	\$ 36,427	\$ 26,017
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 32,691	\$ 18,508	\$ 10,144	\$ 11,923	\$ 13,347	\$ 10,678	\$ 18,508	\$ 16,906	\$ 13,347	\$ 11,380	\$ 18,071	\$ 41,792	\$ 25,658	\$ 27,321	\$ -	\$ 20,714	\$ 32,391	\$ 42,575	\$ 34,193
OPEB	\$ 356	\$ 356	\$ 356	\$ 356	\$ 356	\$ 356	\$ 356	\$ 356	\$ 356	\$ 6,404	\$ -	\$ -	\$ 5,525	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 80,852	\$ 66,668	\$ 58,304	\$ 60,084	\$ 61,507	\$ 58,838	\$ 66,668	\$ 65,067	\$ 61,507	\$ 53,311	\$ 63,459	\$ 89,400	\$ 76,198	\$ 62,330	\$ -	\$ 59,562	\$ 95,179	\$ 95,248	\$ 79,222
Total Compensation	\$ 258,812	\$ 244,628	\$ 236,264	\$ 238,044	\$ 239,467	\$ 236,798	\$ 244,628	\$ 243,027	\$ 239,467	\$ 186,726	\$ 232,348	\$ 297,733	\$ 297,194	\$ 230,456	\$ -	\$ 218,287	\$ 338,096	\$ 276,340	\$ 223,071

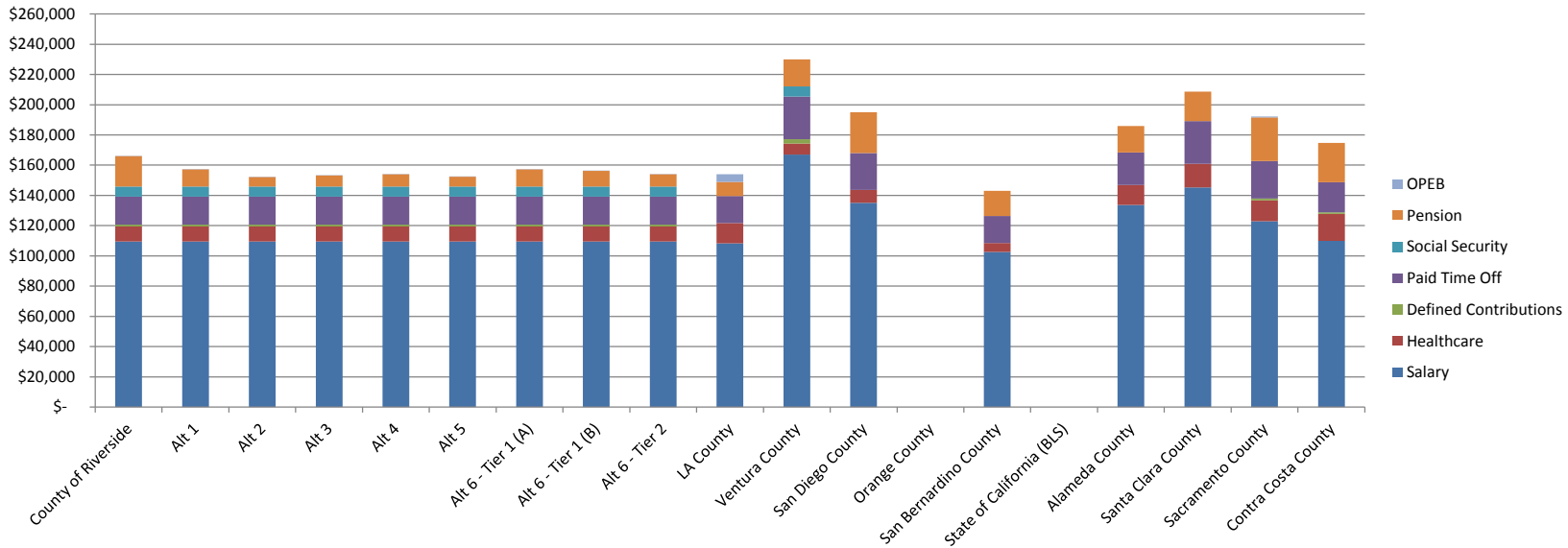


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PROBATION DIVISION DIRECTOR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 109,599	\$ 108,239	\$ 167,008	\$ 135,200	\$ -	\$ 102,606	\$ -	\$ 133,598	\$ 145,357	\$ 122,941	\$ 109,820
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ 17,992
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,923	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,229	\$ 1,020
Paid Time Off	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 18,548	\$ 17,901	\$ 28,269	\$ 24,440	\$ -	\$ 17,766	\$ -	\$ 21,581	\$ 28,225	\$ 24,730	\$ 19,866
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 20,133	\$ 11,398	\$ 6,247	\$ 7,343	\$ 8,220	\$ 6,576	\$ 11,398	\$ 10,412	\$ 8,220	\$ 9,233	\$ 17,870	\$ 27,121	\$ -	\$ 16,674	\$ -	\$ 17,435	\$ 19,382	\$ 28,904	\$ 26,104
OPEB	\$ 219	\$ 219	\$ 219	\$ 219	\$ 219	\$ 219	\$ 219	\$ 219	\$ 219	\$ 5,195	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 56,588	\$ 47,853	\$ 42,702	\$ 43,798	\$ 44,675	\$ 43,031	\$ 47,853	\$ 46,867	\$ 44,675	\$ 45,791	\$ 62,905	\$ 59,907	\$ -	\$ 40,338	\$ -	\$ 52,224	\$ 63,226	\$ 69,298	\$ 64,982
Total Compensation	\$ 166,187	\$ 157,452	\$ 152,301	\$ 153,397	\$ 154,274	\$ 152,630	\$ 157,452	\$ 156,466	\$ 154,274	\$ 154,031	\$ 229,913	\$ 195,107	\$ -	\$ 142,945	\$ -	\$ 185,822	\$ 208,583	\$ 192,240	\$ 174,803

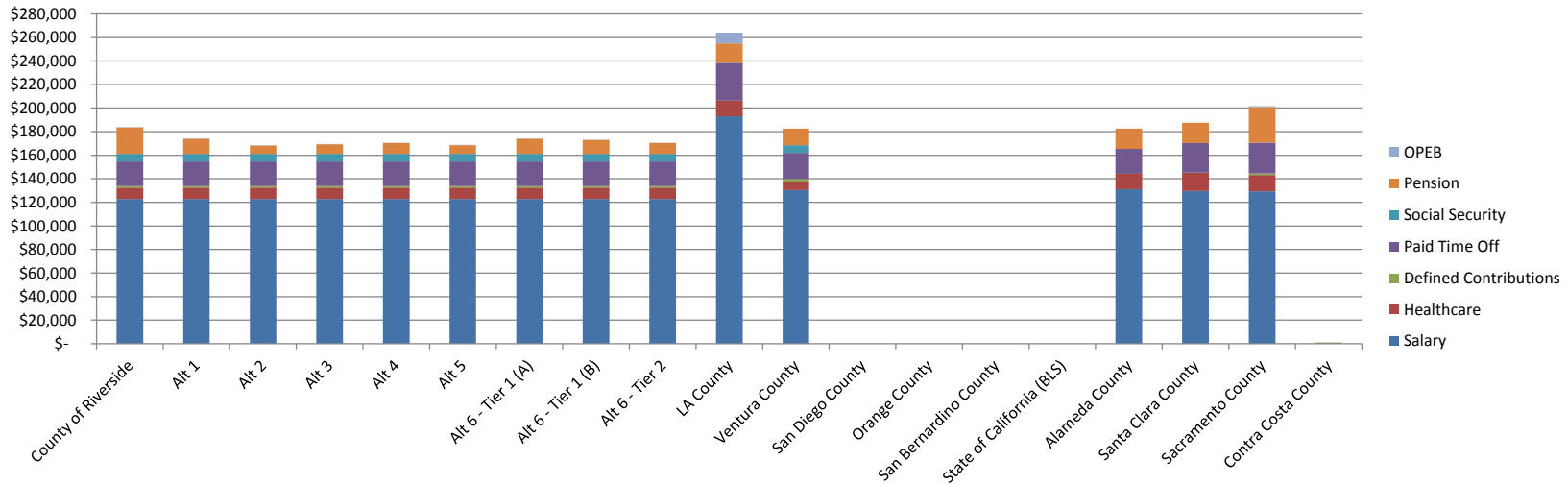


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6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
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6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

DEP DIR OF PUBLIC SOCIAL SVCS

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 122,769	\$ 193,045	\$ 130,413	\$ -	\$ -	\$ -	\$ -	\$ 131,138	\$ 129,609	\$ 129,456	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ -	\$ -	\$ -	\$ -	\$ 13,208	\$ 15,620	\$ 13,786	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,282	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,295	\$ 1,020
Paid Time Off	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 20,776	\$ 31,927	\$ 22,075	\$ -	\$ -	\$ -	\$ -	\$ 21,184	\$ 25,167	\$ 26,040	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 22,553	\$ 12,768	\$ 6,998	\$ 8,226	\$ 9,208	\$ 7,366	\$ 12,768	\$ 11,663	\$ 9,208	\$ 16,467	\$ 13,954	\$ -	\$ -	\$ -	\$ -	\$ 17,113	\$ 17,282	\$ 30,435	\$ -
OPEB	\$ 246	\$ 246	\$ 246	\$ 246	\$ 246	\$ 246	\$ 246	\$ 246	\$ 246	\$ 9,266	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -
Total Benefits	\$ 61,263	\$ 51,478	\$ 45,708	\$ 46,936	\$ 47,918	\$ 46,076	\$ 51,478	\$ 50,373	\$ 47,918	\$ 71,122	\$ 52,156	\$ -	\$ -	\$ -	\$ -	\$ 51,505	\$ 58,069	\$ 72,205	\$ 1,020
Total Compensation	\$ 184,032	\$ 174,247	\$ 168,477	\$ 169,705	\$ 170,687	\$ 168,845	\$ 174,247	\$ 173,142	\$ 170,687	\$ 264,166	\$ 182,569	\$ -	\$ -	\$ -	\$ -	\$ 182,643	\$ 187,678	\$ 201,661	\$ 1,020

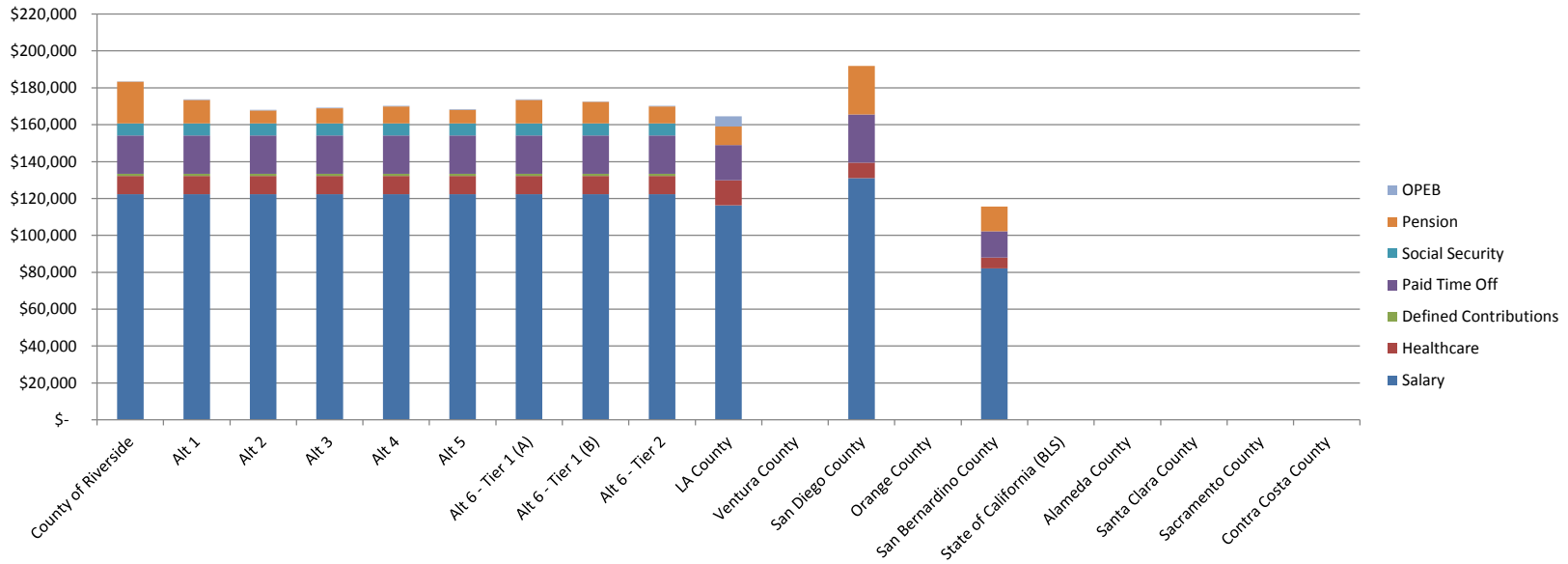


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

BUREAU CHIEF - PARKS

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 122,390	\$ 116,356	\$ -	\$ 131,040	\$ -	\$ 82,160	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ 8,346	\$ -	\$ 5,899	\$ -	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 20,712	\$ 19,244	\$ -	\$ 26,208	\$ -	\$ 14,226	\$ -	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 22,483	\$ 12,729	\$ 6,976	\$ 8,200	\$ 9,179	\$ 7,343	\$ 12,729	\$ 11,627	\$ 9,179	\$ 9,925	\$ -	\$ 26,287	\$ -	\$ 13,351	\$ -	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 245	\$ 245	\$ 245	\$ 245	\$ 245	\$ 245	\$ 245	\$ 245	\$ 245	\$ 5,585	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 61,128	\$ 51,374	\$ 45,621	\$ 46,845	\$ 47,824	\$ 45,989	\$ 51,374	\$ 50,272	\$ 47,824	\$ 48,216	\$ -	\$ 60,841	\$ -	\$ 33,476	\$ -	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 183,518	\$ 173,764	\$ 168,011	\$ 169,235	\$ 170,214	\$ 168,379	\$ 173,764	\$ 172,662	\$ 170,214	\$ 164,572	\$ -	\$ 191,881	\$ -	\$ 115,636	\$ -	\$ -	\$ -	\$ -	\$ -



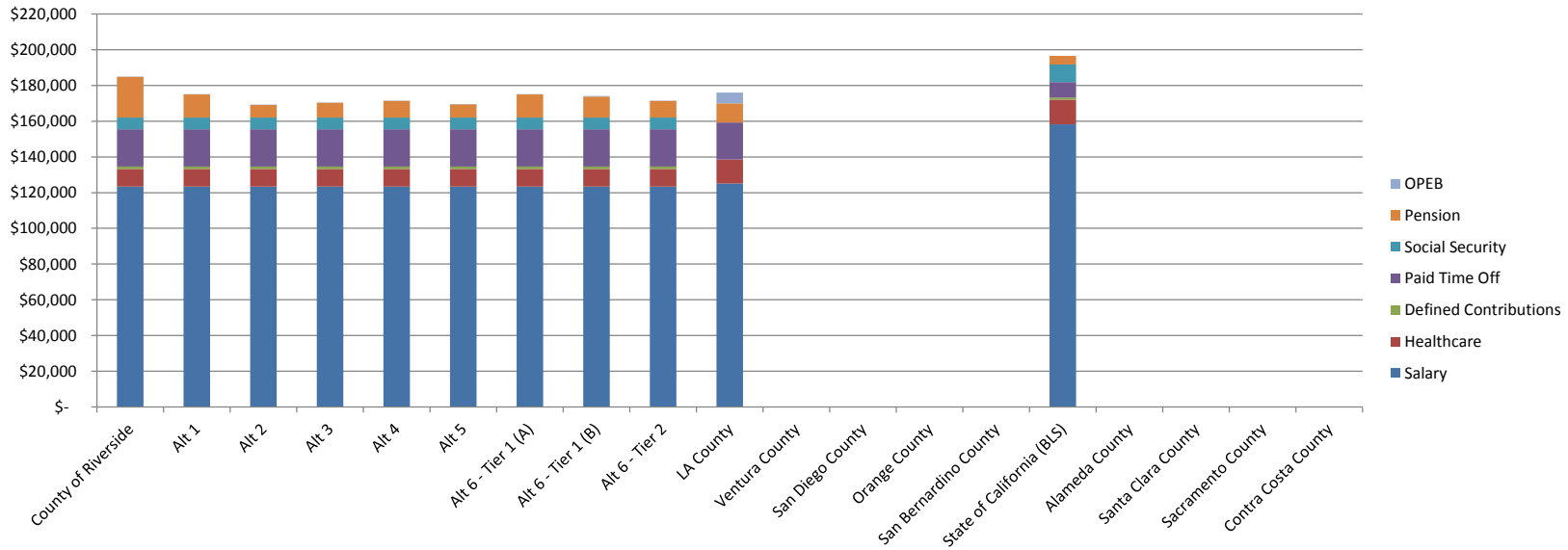
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

IT OFFICER II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	State of California (BLS)	Alameda County	Santa Clara County	Sacramento County	Contra Costa County
Salary	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 123,437	\$ 125,081	\$ -	\$ -	\$ -	\$ -	\$ 158,165	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ -	\$ -	\$ -	\$ -	\$ 13,760	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,265	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,889	\$ 20,686	\$ -	\$ -	\$ -	\$ -	\$ 8,699	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,806	\$ -	\$ -	\$ -	\$ -
Pension	\$ 22,675	\$ 12,837	\$ 7,036	\$ 8,270	\$ 9,258	\$ 7,406	\$ 12,837	\$ 11,727	\$ 9,258	\$ 10,669	\$ -	\$ -	\$ -	\$ -	\$ 4,745	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 6,004	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 61,500	\$ 51,662	\$ 45,860	\$ 47,095	\$ 48,082	\$ 46,231	\$ 51,662	\$ 50,551	\$ 48,082	\$ 50,822	\$ -	\$ -	\$ -	\$ -	\$ 38,276	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 184,937	\$ 175,099	\$ 169,297	\$ 170,532	\$ 171,519	\$ 169,668	\$ 175,099	\$ 173,988	\$ 171,519	\$ 175,902	\$ -	\$ -	\$ -	\$ -	\$ 196,442	\$ -	\$ -	\$ -	\$ -

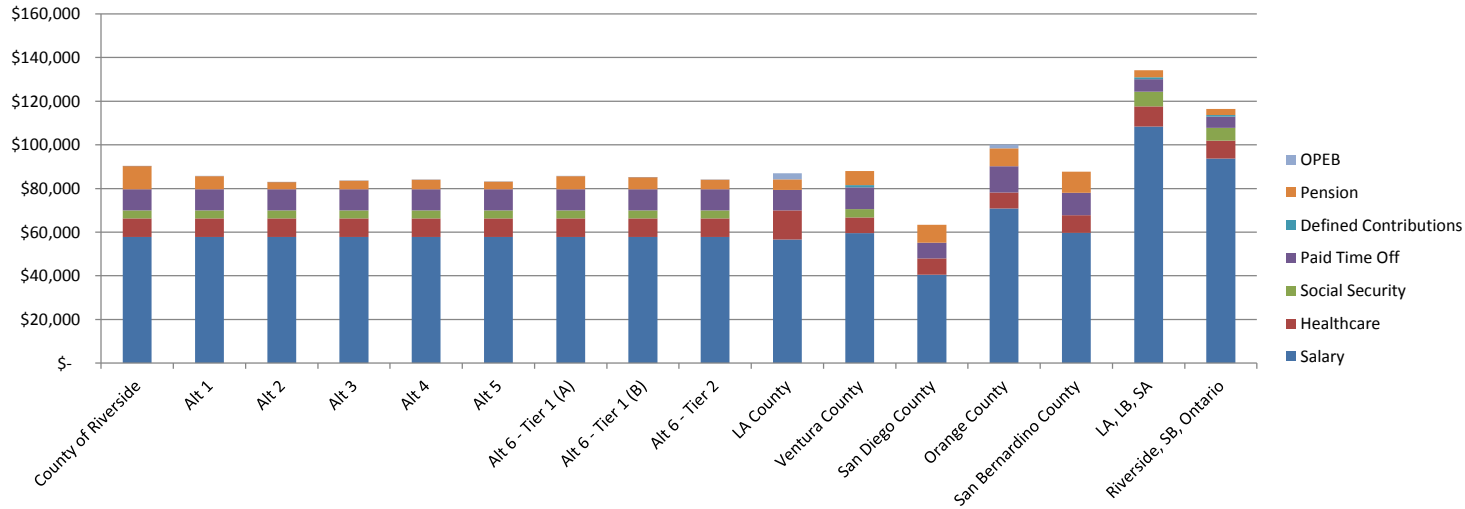


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ACCOUNTANT II

	County of Riverside	BLS DATA															
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	
Salary	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 57,752	\$ 56,570	\$ 59,581	\$ 40,518	\$ 70,932	\$ 59,758	\$ 108,328	\$ 93,774
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 9,267	\$ 8,158
Social Security	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ 3,581	\$ -	\$ 3,694	\$ -	\$ -	\$ -	\$ 6,716	\$ 5,814
Paid Time Off	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,773	\$ 9,356	\$ 10,084	\$ 7,324	\$ 11,975	\$ 10,347	\$ 5,858	\$ 5,158
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,043	\$ -	\$ -	\$ -	\$ 852	\$ 750
Pension	\$ 10,609	\$ 6,006	\$ 3,292	\$ 3,869	\$ 4,331	\$ 3,465	\$ 6,006	\$ 5,486	\$ 4,331	\$ 4,825	\$ 6,375	\$ 8,128	\$ 8,235	\$ 9,711	\$ 3,196	\$ 2,813	
OPEB	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 2,715	\$ -	\$ -	\$ 1,773	\$ -	\$ -	\$ -	
Total Benefits	\$ 32,664	\$ 28,061	\$ 25,347	\$ 25,924	\$ 26,386	\$ 25,520	\$ 28,061	\$ 27,541	\$ 26,386	\$ 30,359	\$ 28,418	\$ 22,849	\$ 29,236	\$ 28,034	\$ 25,889	\$ 22,693	
Total Compensation	\$ 90,416	\$ 85,813	\$ 83,099	\$ 83,676	\$ 84,138	\$ 83,272	\$ 85,813	\$ 85,293	\$ 84,138	\$ 86,929	\$ 87,998	\$ 63,368	\$ 100,168	\$ 87,792	\$ 134,217	\$ 116,467	

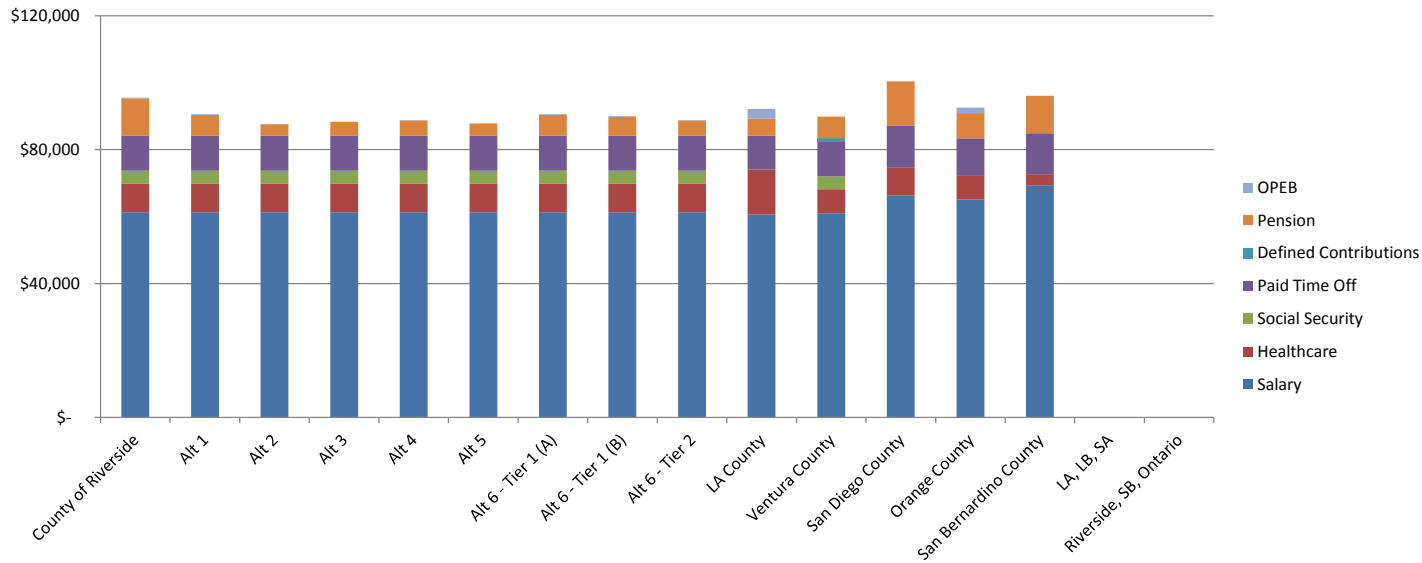


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ADMIN SVCS ANALYST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA	
															LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 61,336	\$ 60,615	\$ 60,999	\$ 66,248	\$ 65,100	\$ 69,222	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ -	\$ -
Social Security	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ 3,803	\$ -	\$ 3,782	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,380	\$ 10,025	\$ 10,327	\$ 12,485	\$ 11,018	\$ 12,245	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,067	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,267	\$ 6,379	\$ 3,496	\$ 4,110	\$ 4,600	\$ 3,680	\$ 6,379	\$ 5,827	\$ 4,600	\$ 5,170	\$ 6,527	\$ 13,289	\$ 7,558	\$ 11,249	\$ -	\$ -
OPEB	\$ 123	\$ 123	\$ 123	\$ 123	\$ 123	\$ 123	\$ 123	\$ 123	\$ 123	\$ 2,910	\$ -	\$ 1,628	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 34,158	\$ 29,270	\$ 26,387	\$ 27,000	\$ 27,491	\$ 26,571	\$ 29,270	\$ 28,718	\$ 27,491	\$ 31,567	\$ 28,925	\$ 34,121	\$ 27,456	\$ 26,918	\$ -	\$ -
Total Compensation	\$ 95,494	\$ 90,606	\$ 87,723	\$ 88,336	\$ 88,827	\$ 87,907	\$ 90,606	\$ 90,054	\$ 88,827	\$ 92,182	\$ 89,924	\$ 100,369	\$ 92,556	\$ 96,140	\$ -	\$ -

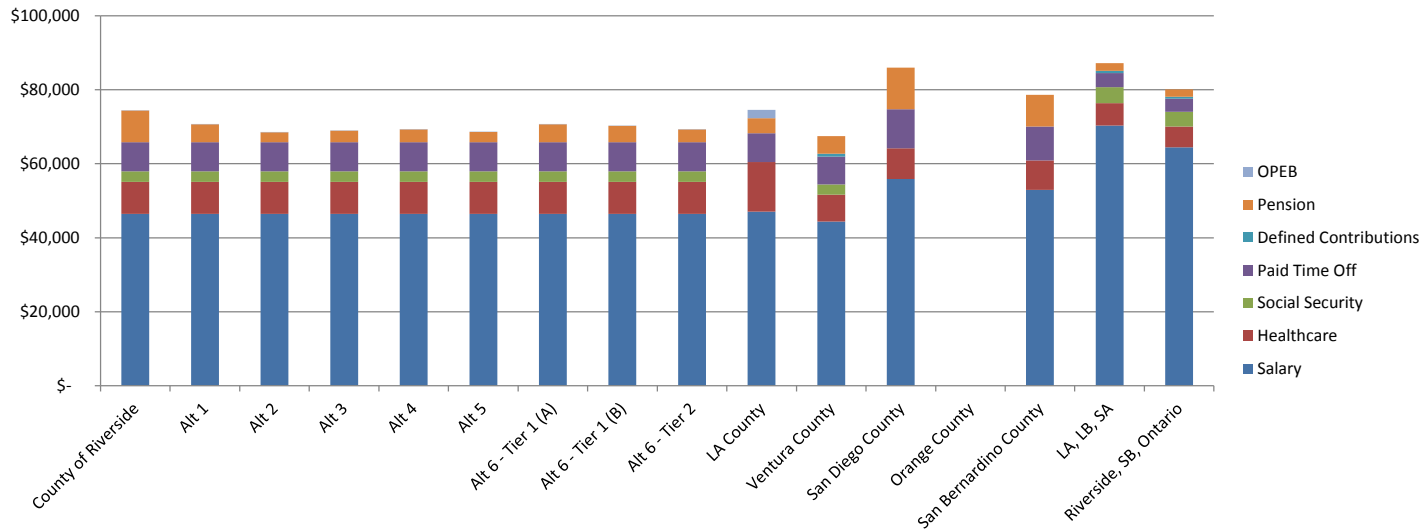


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ADMIN SVCS ASST

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 46,491	\$ 47,037	\$ 44,415	\$ 55,869	\$ -	\$ 52,915	\$ 70,357	\$ 64,476
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 7,976	\$ 6,019	\$ 5,609
Social Security	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ 2,882	\$ -	\$ 2,754	\$ -	\$ -	\$ -	\$ 4,362	\$ 3,998
Paid Time Off	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,868	\$ 7,779	\$ 7,517	\$ 10,529	\$ -	\$ 9,162	\$ 3,805	\$ 3,546
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 777	\$ -	\$ -	\$ -	\$ 553	\$ 516
Pension	\$ 8,540	\$ 4,835	\$ 2,650	\$ 3,115	\$ 3,487	\$ 2,789	\$ 4,835	\$ 4,417	\$ 3,487	\$ 4,012	\$ 4,752	\$ 11,207	\$ -	\$ 8,599	\$ 2,075	\$ 1,934
OPEB	\$ 93	\$ 93	\$ 93	\$ 93	\$ 93	\$ 93	\$ 93	\$ 93	\$ 93	\$ 2,258	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 27,969	\$ 24,263	\$ 22,078	\$ 22,543	\$ 22,915	\$ 22,218	\$ 24,263	\$ 23,845	\$ 22,915	\$ 27,511	\$ 23,022	\$ 30,082	\$ -	\$ 25,737	\$ 16,815	\$ 15,603
Total Compensation	\$ 74,459	\$ 70,754	\$ 68,569	\$ 69,034	\$ 69,406	\$ 68,708	\$ 70,754	\$ 70,335	\$ 69,406	\$ 74,548	\$ 67,437	\$ 85,951	\$ -	\$ 78,652	\$ 87,172	\$ 80,079

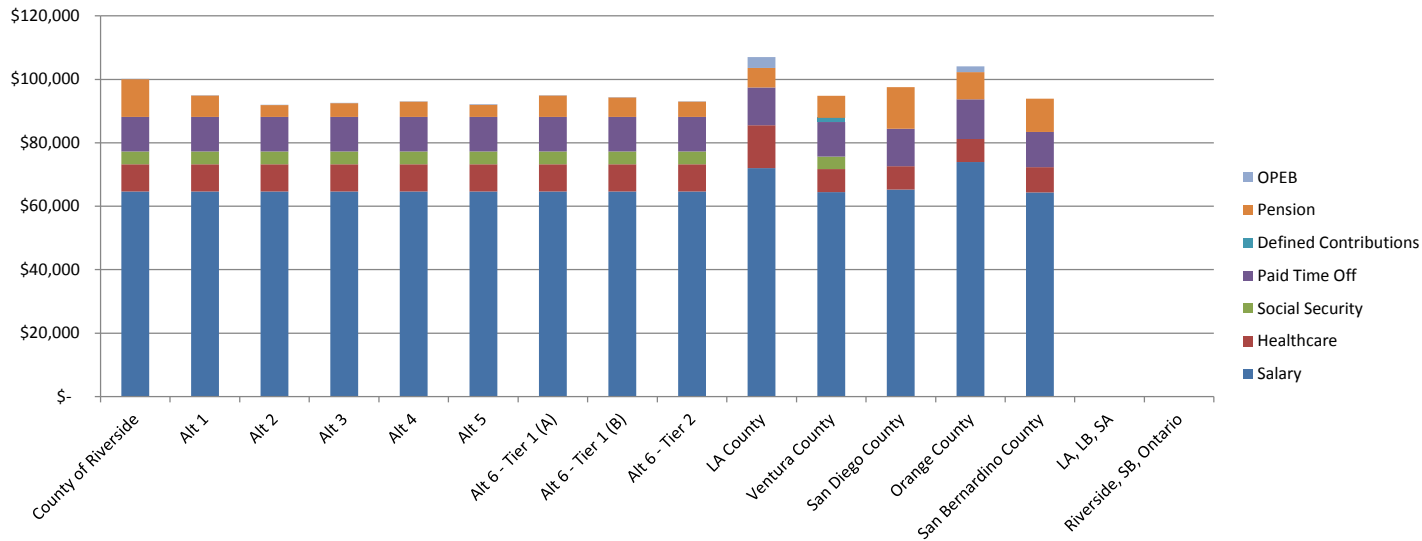


Miscellaneous Alternative Formulas					
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

APPRAISER II

	BLS DATA														
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario
Salary	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 64,622	\$ 72,034	\$ 64,456	\$ 65,250	\$ 73,934	\$ 64,314	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -
Social Security	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ 4,007	\$ -	\$ 3,996	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 10,936	\$ 11,913	\$ 10,911	\$ 11,795	\$ 12,482	\$ 11,136	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,289	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,871	\$ 6,721	\$ 3,683	\$ 4,330	\$ 4,847	\$ 3,877	\$ 6,721	\$ 6,139	\$ 4,847	\$ 6,144	\$ 6,897	\$ 13,089	\$ 8,584	\$ 10,451	\$ -
OPEB	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 3,458	\$ -	\$ -	\$ 1,848	\$ -	\$ -
Total Benefits	\$ 35,528	\$ 30,378	\$ 27,341	\$ 27,987	\$ 28,504	\$ 27,534	\$ 30,378	\$ 29,796	\$ 28,504	\$ 34,977	\$ 30,315	\$ 32,281	\$ 30,166	\$ 29,563	\$ -
Total Compensation	\$ 100,150	\$ 95,000	\$ 91,963	\$ 92,609	\$ 93,126	\$ 92,156	\$ 95,000	\$ 94,418	\$ 93,126	\$ 107,011	\$ 94,771	\$ 97,531	\$ 104,100	\$ 93,876	\$ -

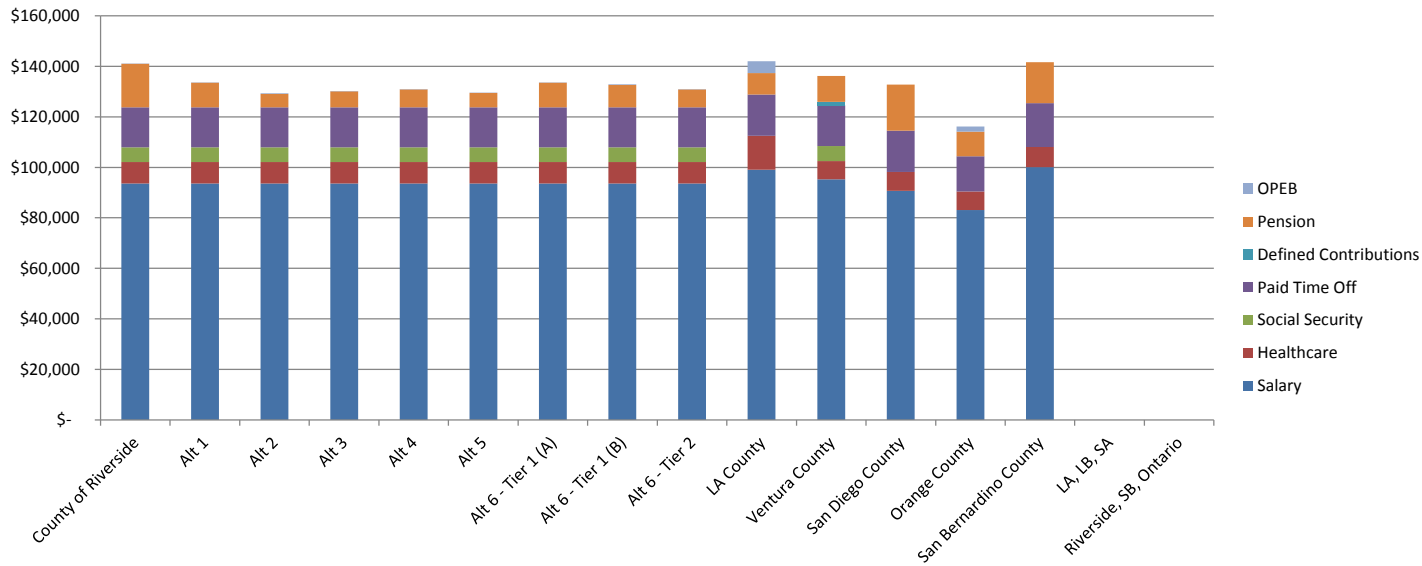


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ASSOC CIVIL ENGINEER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 93,567	\$ 98,999	\$ 95,278	\$ 90,709	\$ 83,150	\$ 100,110	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ 5,801	\$ -	\$ 5,907	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 15,834	\$ 16,373	\$ 16,129	\$ 16,397	\$ 14,038	\$ 17,334	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,429	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 17,188	\$ 9,731	\$ 5,333	\$ 6,269	\$ 7,018	\$ 5,614	\$ 9,731	\$ 8,889	\$ 7,018	\$ 8,445	\$ 10,195	\$ 18,196	\$ 9,654	\$ 16,268	\$ -	\$ -
OPEB	\$ 187	\$ 187	\$ 187	\$ 187	\$ 187	\$ 187	\$ 187	\$ 187	\$ 187	\$ 4,752	\$ -	\$ -	\$ 2,079	\$ -	\$ -	
Total Benefits	\$ 47,596	\$ 40,139	\$ 35,741	\$ 36,677	\$ 37,425	\$ 36,022	\$ 40,139	\$ 39,297	\$ 37,425	\$ 43,032	\$ 40,882	\$ 41,991	\$ 33,023	\$ 41,577	\$ -	\$ -
Total Compensation	\$ 141,163	\$ 133,706	\$ 129,308	\$ 130,244	\$ 130,992	\$ 129,589	\$ 133,706	\$ 132,864	\$ 130,992	\$ 142,030	\$ 136,160	\$ 132,699	\$ 116,172	\$ 141,688	\$ -	\$ -

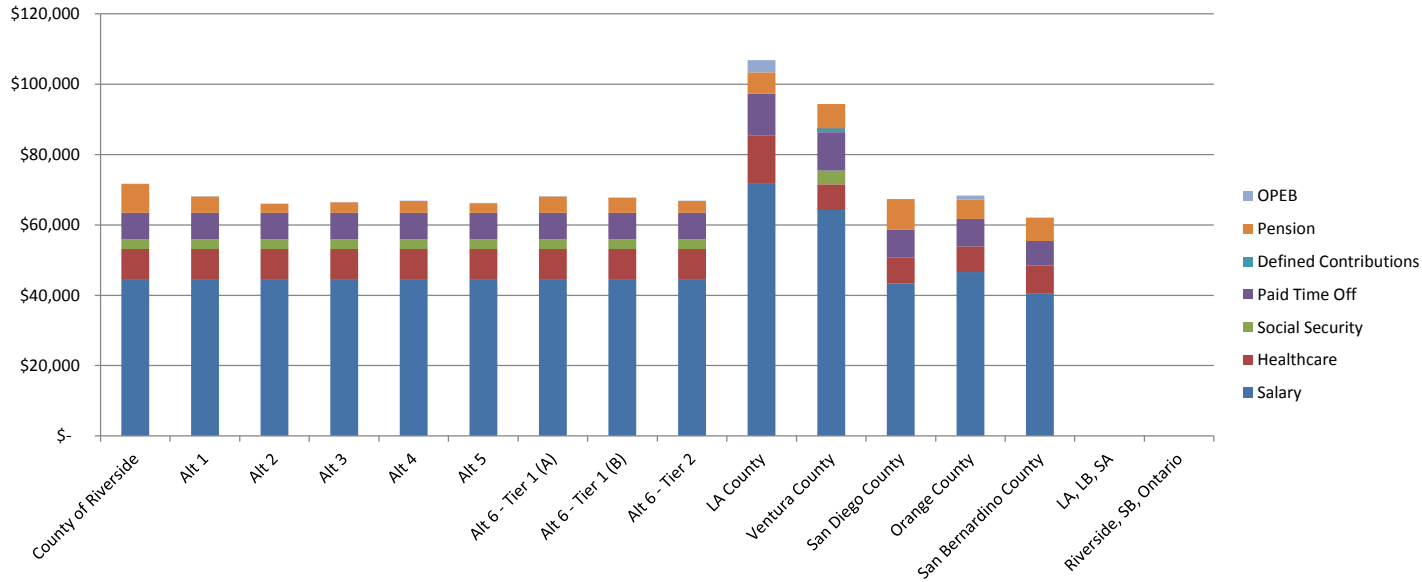


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

BEHAVIORAL HLTH SPECIALIST II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 44,555	\$ 71,855	\$ 64,258	\$ 43,410	\$ 46,600	\$ 40,456	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ 2,762	\$ -	\$ 3,984	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 7,540	\$ 11,884	\$ 10,876	\$ 7,847	\$ 7,867	\$ 7,005	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,125	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 8,185	\$ 4,634	\$ 2,540	\$ 2,985	\$ 3,342	\$ 2,673	\$ 4,634	\$ 4,233	\$ 3,342	\$ 6,129	\$ 6,876	\$ 8,708	\$ 5,410	\$ 6,574	\$ -	\$ -
OPEB	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 3,449	\$ -	\$ -	\$ 1,165	\$ -	\$ -	
Total Benefits	\$ 27,162	\$ 23,611	\$ 21,516	\$ 21,962	\$ 22,318	\$ 21,650	\$ 23,611	\$ 23,210	\$ 22,318	\$ 34,924	\$ 30,082	\$ 23,952	\$ 21,695	\$ 21,555	\$ -	\$ -
Total Compensation	\$ 71,717	\$ 68,166	\$ 66,071	\$ 66,517	\$ 66,873	\$ 66,205	\$ 68,166	\$ 67,765	\$ 66,873	\$ 106,779	\$ 94,341	\$ 67,362	\$ 68,294	\$ 62,011	\$ -	\$ -

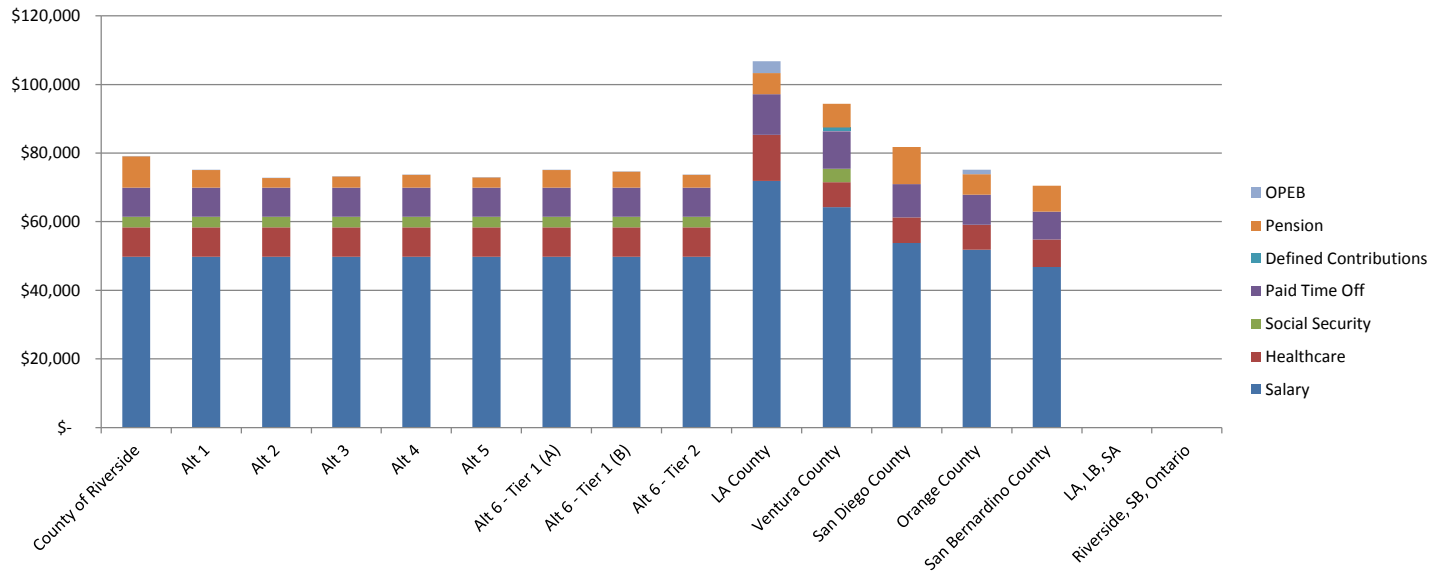


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

BEHAVIORAL HLTH SPECIALIST III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 49,783	\$ 71,855	\$ 64,258	\$ 53,810	\$ 51,833	\$ 46,821	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ 3,087	\$ -	\$ 3,984	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 8,425	\$ 11,884	\$ 10,876	\$ 9,727	\$ 8,751	\$ 8,107	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,125	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 9,145	\$ 5,177	\$ 2,838	\$ 3,335	\$ 3,734	\$ 2,987	\$ 5,177	\$ 4,729	\$ 3,734	\$ 6,129	\$ 6,876	\$ 10,794	\$ 6,018	\$ 7,608	\$ -	\$ -
OPEB	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 3,449	\$ -	\$ 1,296	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 29,341	\$ 25,374	\$ 23,034	\$ 23,532	\$ 23,930	\$ 23,183	\$ 25,374	\$ 24,926	\$ 23,930	\$ 34,924	\$ 30,082	\$ 27,918	\$ 23,317	\$ 23,691	\$ -	\$ -
Total Compensation	\$ 79,124	\$ 75,157	\$ 72,817	\$ 73,315	\$ 73,713	\$ 72,966	\$ 75,157	\$ 74,709	\$ 73,713	\$ 106,779	\$ 94,341	\$ 81,728	\$ 75,150	\$ 70,512	\$ -	\$ -



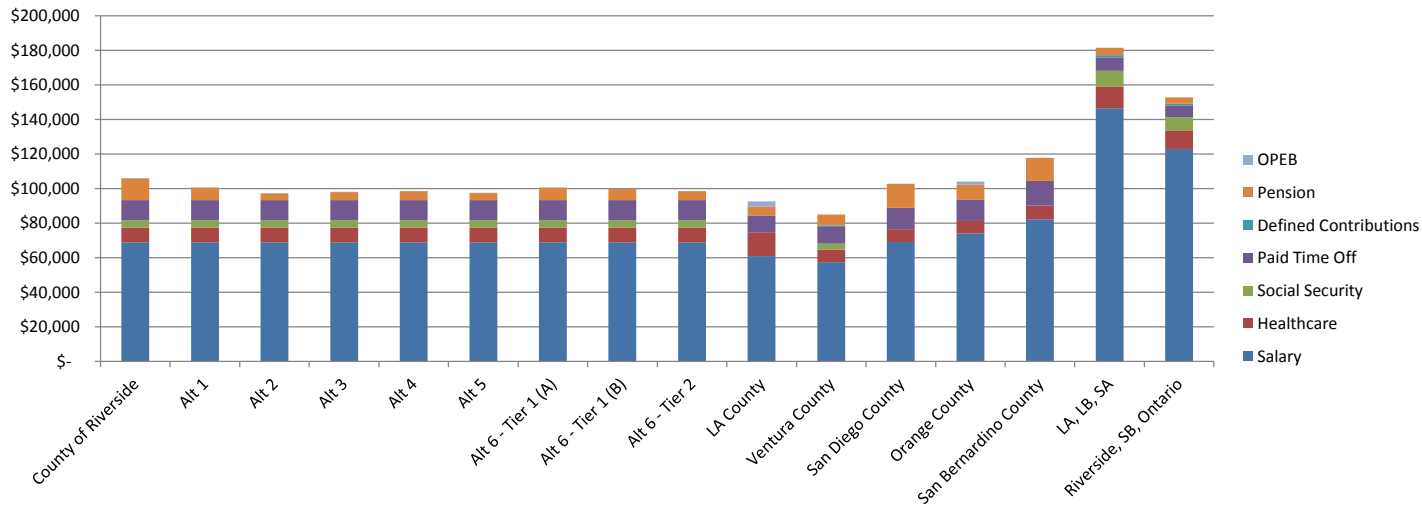
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

BLDG SERVICES ENGINEER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 68,776	\$ 60,912	\$ 57,263	\$ 69,035	\$ 73,934	\$ 82,160	\$ 146,425	\$ 122,924
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 12,526	\$ 10,694
Social Security	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ 4,264	\$ -	\$ 3,550	\$ -	\$ -	\$ -	\$ 9,078	\$ 7,621
Paid Time Off	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 11,639	\$ 10,074	\$ 9,693	\$ 12,479	\$ 12,482	\$ 14,226	\$ 7,919	\$ 6,761
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,002	\$ -	\$ -	\$ -	\$ 1,152	\$ 983
Pension	\$ 12,634	\$ 7,153	\$ 3,920	\$ 4,608	\$ 5,158	\$ 4,127	\$ 7,153	\$ 6,534	\$ 5,158	\$ 5,196	\$ 6,127	\$ 13,848	\$ 8,584	\$ 13,351	\$ 4,319	\$ 3,688
OPEB	\$ 138	\$ 138	\$ 138	\$ 138	\$ 138	\$ 138	\$ 138	\$ 138	\$ 138	\$ 2,924	\$ -	\$ 1,848	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 37,260	\$ 31,779	\$ 28,546	\$ 29,234	\$ 29,784	\$ 28,752	\$ 31,779	\$ 31,160	\$ 29,784	\$ 31,656	\$ 27,595	\$ 33,725	\$ 30,166	\$ 35,553	\$ 34,994	\$ 29,748
Total Compensation	\$ 106,036	\$ 100,555	\$ 97,322	\$ 98,010	\$ 98,560	\$ 97,528	\$ 100,555	\$ 99,936	\$ 98,560	\$ 92,568	\$ 84,857	\$ 102,760	\$ 104,100	\$ 117,713	\$ 181,420	\$ 152,671

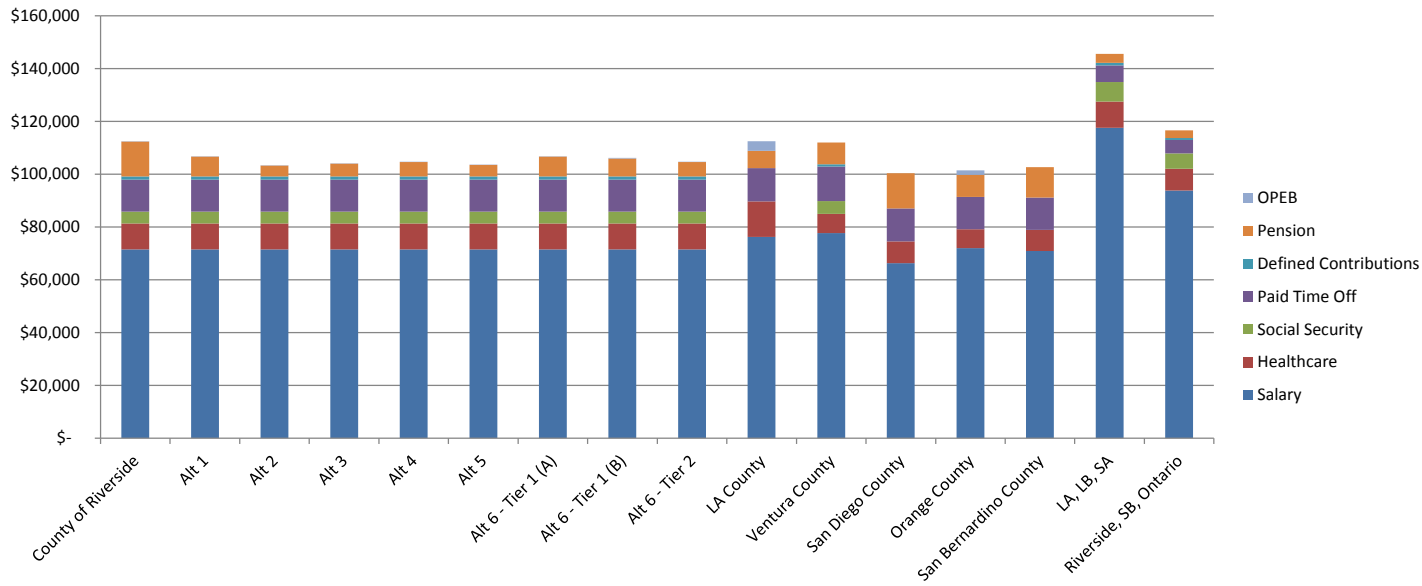


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

BUSINESS PROCESS ANALYST I - C

	County of Riverside	BLS DATA															
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	
Salary	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 71,575	\$ 76,238	\$ 77,758	\$ 66,248	\$ 71,953	\$ 70,928	\$ 117,529	\$ 93,859
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 10,054	\$ 8,166
Social Security	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ 4,438	\$ -	\$ 4,821	\$ -	\$ -	\$ -	\$ -	\$ 7,287	\$ 5,819
Paid Time Off	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,113	\$ 12,609	\$ 13,161	\$ 12,485	\$ 12,148	\$ 12,281	\$ 6,356	\$ 5,162	
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 778	\$ -	\$ -	\$ -	\$ 925	\$ 751	
Pension	\$ 13,148	\$ 7,444	\$ 4,080	\$ 4,796	\$ 5,368	\$ 4,295	\$ 7,444	\$ 6,800	\$ 5,368	\$ 6,503	\$ 8,320	\$ 13,289	\$ 8,354	\$ 11,526	\$ 3,467	\$ 2,816	
OPEB	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 3,659	\$ -	\$ -	\$ 1,799	\$ -	\$ -	\$ -	
Total Benefits	\$ 40,909	\$ 35,204	\$ 31,840	\$ 32,556	\$ 33,128	\$ 32,055	\$ 35,204	\$ 34,560	\$ 33,128	\$ 36,233	\$ 34,302	\$ 34,121	\$ 29,552	\$ 31,783	\$ 28,088	\$ 22,714	
Total Compensation	\$ 112,484	\$ 106,779	\$ 103,415	\$ 104,131	\$ 104,703	\$ 103,630	\$ 106,779	\$ 106,135	\$ 104,703	\$ 112,471	\$ 112,060	\$ 100,369	\$ 101,506	\$ 102,711	\$ 145,618	\$ 116,572	

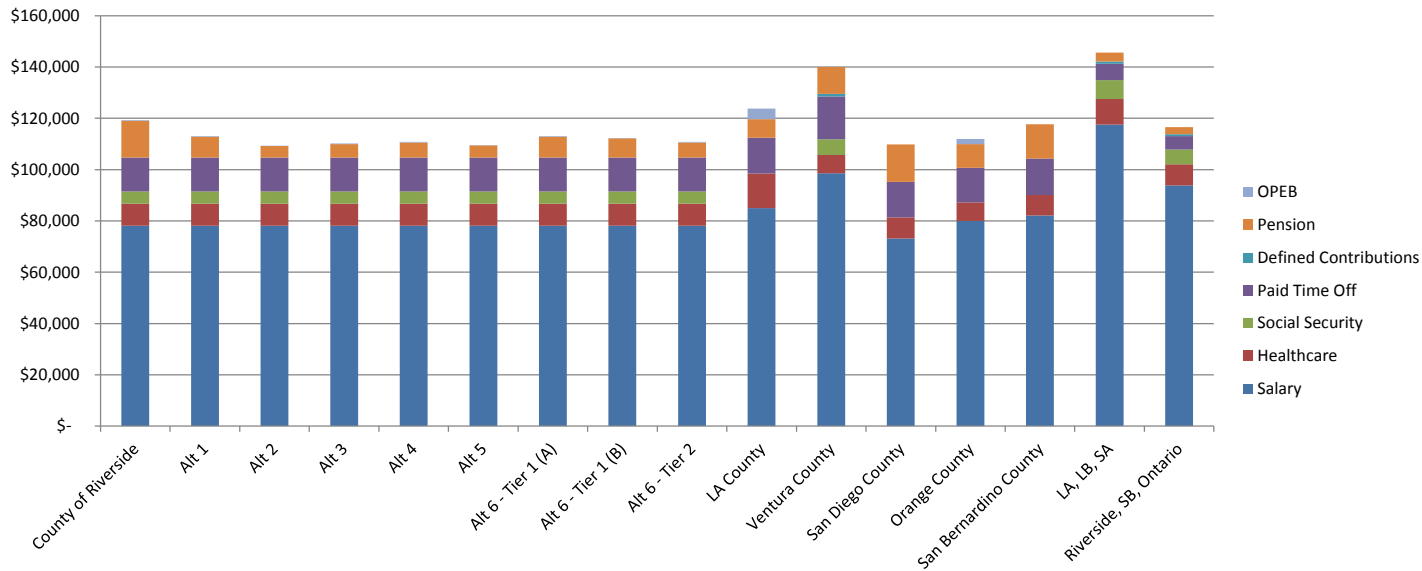


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

BUSINESS PROCESS ANALYST II

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 78,104	\$ 84,968	\$ 98,528	\$ 73,070	\$ 79,960	\$ 82,160	\$ 117,529	\$ 93,859
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 10,054	\$ 8,166
Social Security	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ 4,842	\$ -	\$ 6,109	\$ -	\$ -	\$ -	\$ 7,287	\$ 5,819
Paid Time Off	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 13,218	\$ 14,052	\$ 16,678	\$ 13,771	\$ 13,499	\$ 14,226	\$ 6,356	\$ 5,162
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 985	\$ -	\$ -	\$ -	\$ 925	\$ 751
Pension	\$ 14,348	\$ 8,123	\$ 4,452	\$ 5,233	\$ 5,858	\$ 4,686	\$ 8,123	\$ 7,420	\$ 5,858	\$ 7,248	\$ 10,542	\$ 14,658	\$ 9,283	\$ 13,351	\$ 3,467	\$ 2,816
OPEB	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 4,078	\$ -	\$ 1,999	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 41,149	\$ 34,924	\$ 31,253	\$ 32,034	\$ 32,659	\$ 31,488	\$ 34,924	\$ 34,221	\$ 32,659	\$ 38,841	\$ 41,537	\$ 36,775	\$ 32,034	\$ 35,553	\$ 28,088	\$ 22,714
Total Compensation	\$ 119,253	\$ 113,028	\$ 109,357	\$ 110,138	\$ 110,763	\$ 109,592	\$ 113,028	\$ 112,325	\$ 110,763	\$ 123,808	\$ 140,064	\$ 109,845	\$ 111,994	\$ 117,713	\$ 145,618	\$ 116,572

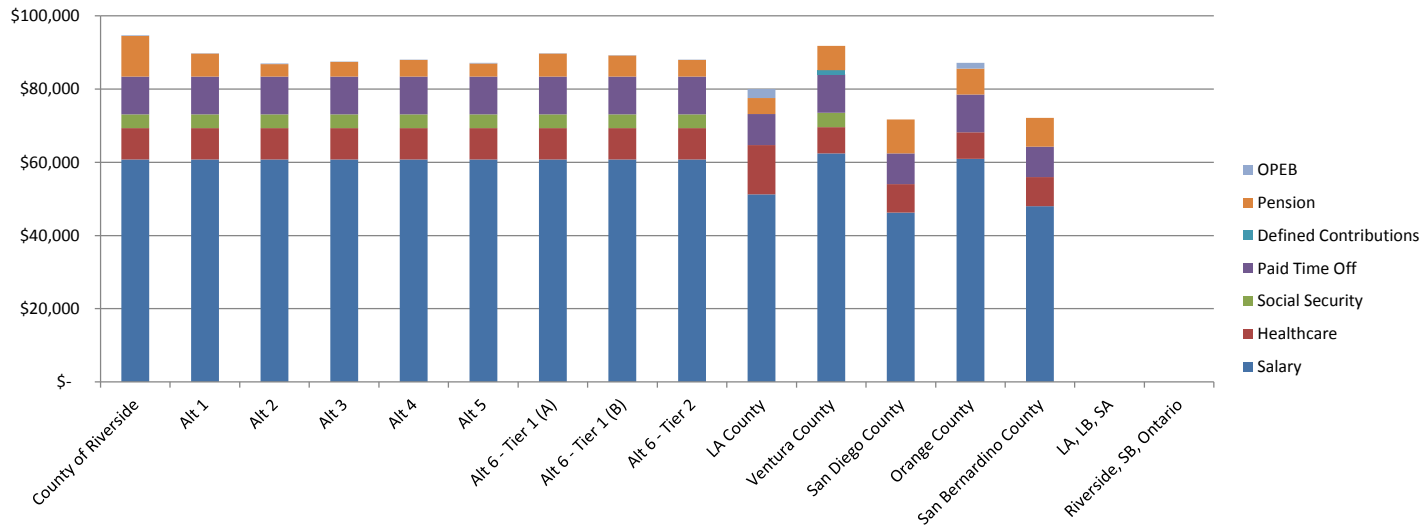


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CHILDREN'S SOCIAL SVC WKR III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 60,735	\$ 51,254	\$ 62,398	\$ 46,301	\$ 60,986	\$ 48,006	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ 3,766	\$ -	\$ 3,869	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 10,278	\$ 8,477	\$ 10,562	\$ 8,370	\$ 10,296	\$ 8,312	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,092	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,157	\$ 6,316	\$ 3,462	\$ 4,069	\$ 4,555	\$ 3,644	\$ 6,316	\$ 5,770	\$ 4,555	\$ 4,372	\$ 6,677	\$ 9,288	\$ 7,081	\$ 7,801	\$ -	\$ -
OPEB	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 2,460	\$ -	\$ -	\$ 1,525	\$ -	\$ -	
Total Benefits	\$ 33,908	\$ 29,067	\$ 26,212	\$ 26,820	\$ 27,306	\$ 26,395	\$ 29,067	\$ 28,520	\$ 27,306	\$ 28,771	\$ 29,422	\$ 25,419	\$ 26,153	\$ 24,089	\$ -	\$ -
Total Compensation	\$ 94,643	\$ 89,802	\$ 86,947	\$ 87,555	\$ 88,041	\$ 87,130	\$ 89,802	\$ 89,255	\$ 88,041	\$ 80,025	\$ 91,820	\$ 71,720	\$ 87,140	\$ 72,095	\$ -	\$ -

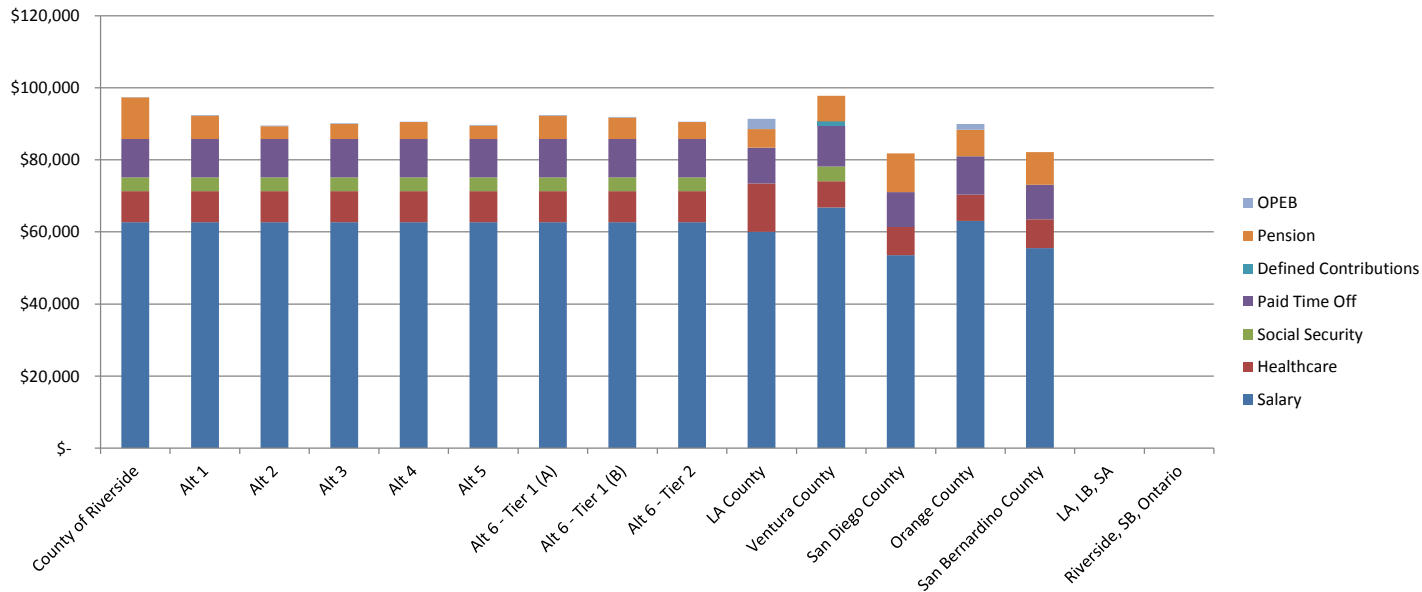


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CHILDREN'S SOCIAL SVC WKRR IV

	County of Riverside	BLS DATA													LA, LB, SA	Riverside, SB, Ontario
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County		
Salary	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 62,708	\$ 60,022	\$ 66,813	\$ 53,602	\$ 63,107	\$ 55,536	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ 3,888	\$ -	\$ 4,142	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 10,612	\$ 9,927	\$ 11,309	\$ 9,690	\$ 10,680	\$ 9,616	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,169	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,519	\$ 6,522	\$ 3,574	\$ 4,201	\$ 4,703	\$ 3,762	\$ 6,522	\$ 5,957	\$ 4,703	\$ 5,120	\$ 7,149	\$ 10,752	\$ 7,327	\$ 9,025	\$ -	\$ -
OPEB	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 2,881	\$ -	\$ -	\$ 1,578	\$ -	\$ -	\$ -
Total Benefits	\$ 34,730	\$ 29,732	\$ 26,785	\$ 27,412	\$ 27,914	\$ 26,973	\$ 29,732	\$ 29,168	\$ 27,914	\$ 31,390	\$ 30,992	\$ 28,203	\$ 26,836	\$ 26,616	\$ -	\$ -
Total Compensation	\$ 97,438	\$ 92,440	\$ 89,493	\$ 90,120	\$ 90,622	\$ 89,681	\$ 92,440	\$ 91,876	\$ 90,622	\$ 91,412	\$ 97,804	\$ 81,805	\$ 89,944	\$ 82,152	\$ -	\$ -

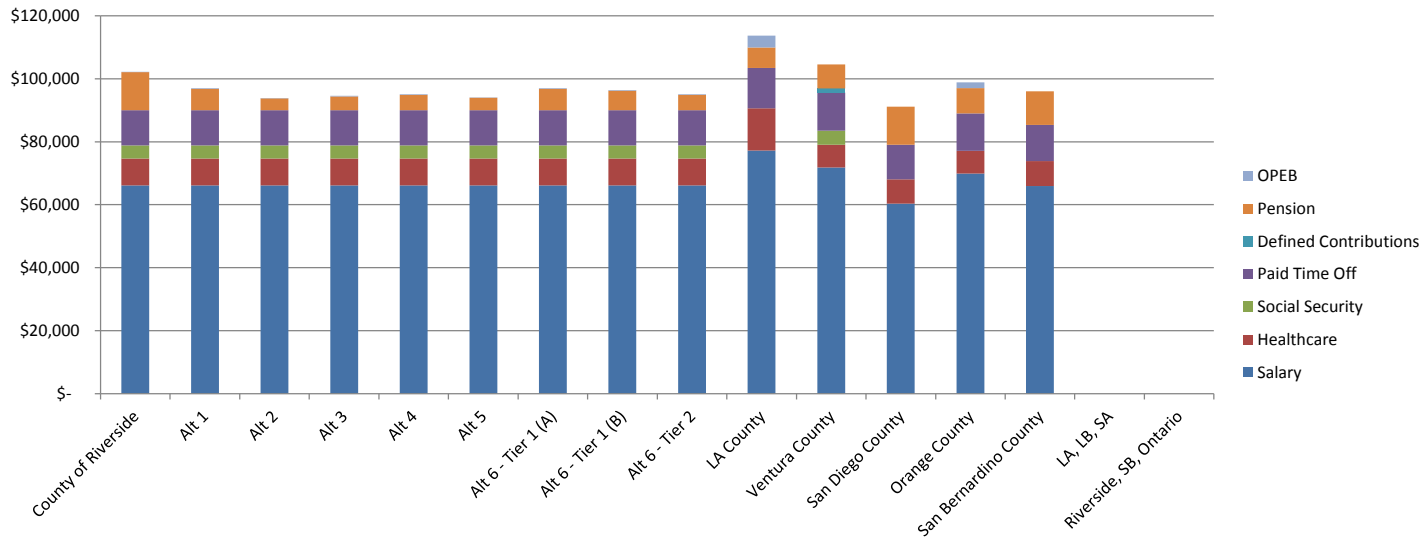


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CHILDREN'S SOCIAL SVC WKRR V

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 66,116	\$ 77,182	\$ 71,812	\$ 60,341	\$ 69,910	\$ 65,915	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ 4,099	\$ -	\$ 4,452	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 11,189	\$ 12,765	\$ 12,154	\$ 10,908	\$ 11,803	\$ 11,413	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,257	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 12,146	\$ 6,876	\$ 3,769	\$ 4,430	\$ 4,959	\$ 3,967	\$ 6,876	\$ 6,281	\$ 4,959	\$ 6,584	\$ 7,684	\$ 12,104	\$ 8,117	\$ 10,711	\$ -	\$ -
OPEB	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 3,705	\$ -	\$ -	\$ 1,748	\$ -	\$ -	
Total Benefits	\$ 36,151	\$ 30,882	\$ 27,774	\$ 28,435	\$ 28,964	\$ 27,972	\$ 30,882	\$ 30,286	\$ 28,964	\$ 36,515	\$ 32,769	\$ 30,773	\$ 28,919	\$ 30,100	\$ -	\$ -
Total Compensation	\$ 102,267	\$ 96,998	\$ 93,890	\$ 94,551	\$ 95,080	\$ 94,088	\$ 96,998	\$ 96,402	\$ 95,080	\$ 113,697	\$ 104,581	\$ 91,114	\$ 98,829	\$ 96,015	\$ -	\$ -

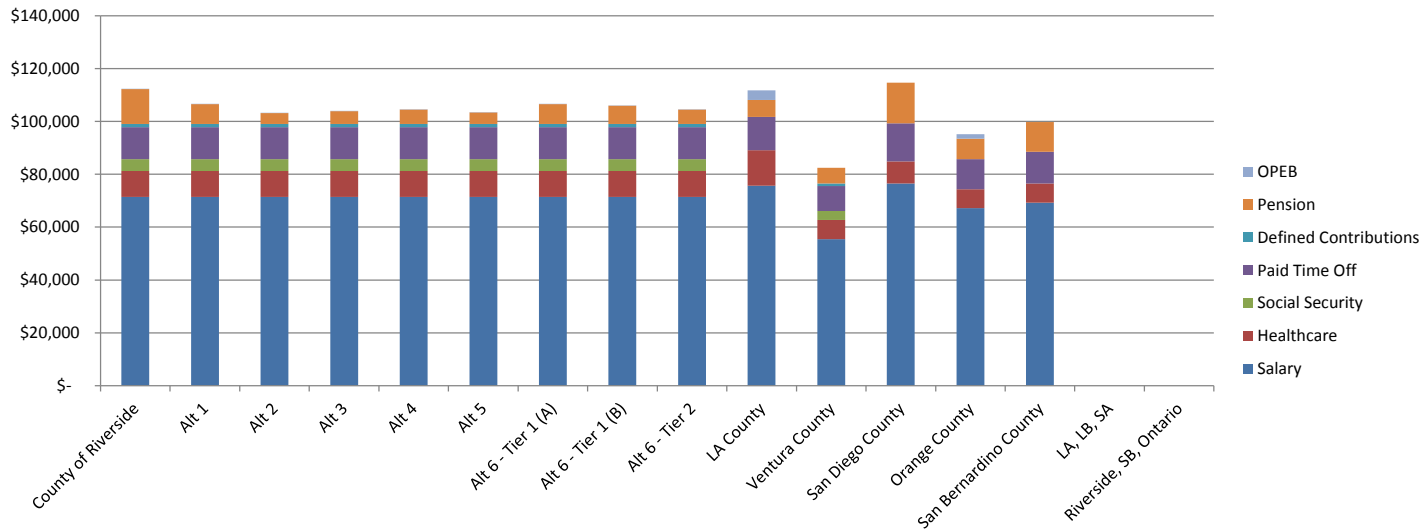


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CLAIMS ADJUSTER II

															BLS DATA	
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 71,493	\$ 75,672	\$ 55,455	\$ 76,502	\$ 67,137	\$ 69,222	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,348	\$ -	\$ -
Social Security	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ 4,433	\$ -	\$ 3,438	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,099	\$ 12,515	\$ 9,386	\$ 14,418	\$ 11,334	\$ 11,985	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 970	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 13,133	\$ 7,435	\$ 4,075	\$ 4,790	\$ 5,362	\$ 4,290	\$ 7,435	\$ 6,792	\$ 5,362	\$ 6,455	\$ 5,934	\$ 15,346	\$ 7,795	\$ 11,249	\$ -	\$ -
OPEB	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 143	\$ 3,632	\$ -	\$ -	\$ 1,678	\$ -	\$ -	\$ -
Total Benefits	\$ 40,874	\$ 35,176	\$ 31,816	\$ 32,531	\$ 33,103	\$ 32,031	\$ 35,176	\$ 34,533	\$ 33,103	\$ 36,064	\$ 26,951	\$ 38,110	\$ 28,060	\$ 30,582	\$ -	\$ -
Total Compensation	\$ 112,367	\$ 106,669	\$ 103,309	\$ 104,024	\$ 104,596	\$ 103,524	\$ 106,669	\$ 106,026	\$ 104,596	\$ 111,736	\$ 82,405	\$ 114,613	\$ 95,197	\$ 99,805	\$ -	\$ -

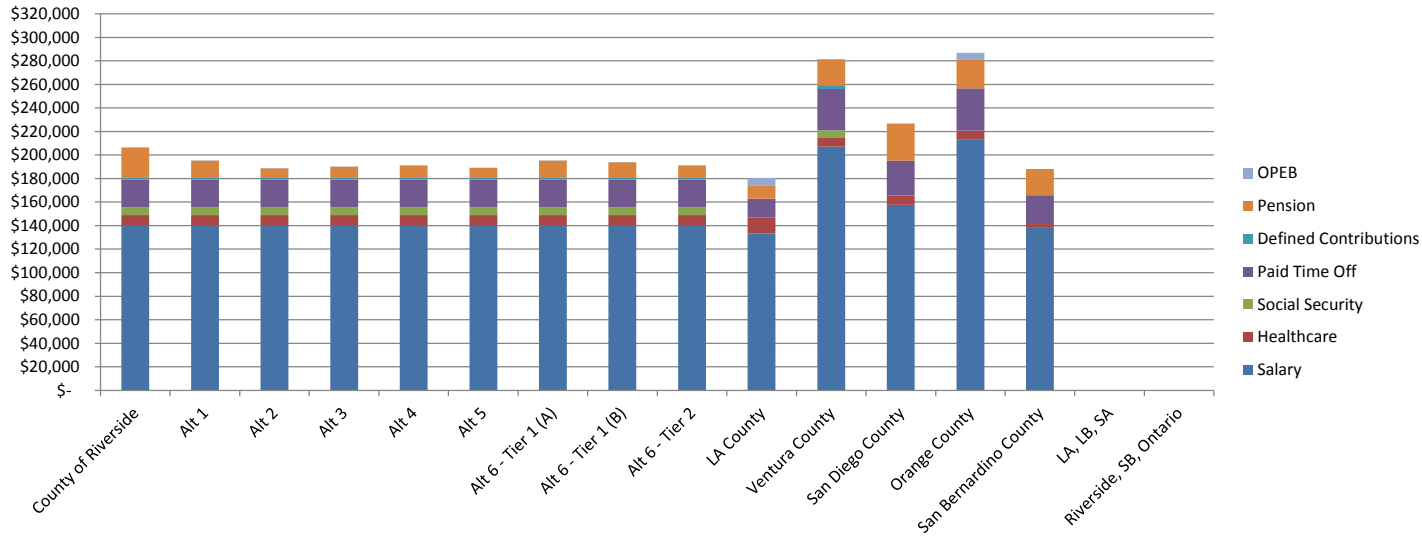


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

DEP COUNTY COUNSEL IV

	BLS DATA														
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario
Salary	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 140,587	\$ 133,415	\$ 207,215	\$ 157,643	\$ 213,421	\$ 137,987	\$ -
Healthcare	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 3,424	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 23,792	\$ 15,935	\$ 35,074	\$ 29,710	\$ 36,031	\$ 24,409	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,108	\$ -	\$ -	\$ -	\$ -
Pension	\$ 25,826	\$ 14,621	\$ 8,013	\$ 9,419	\$ 10,544	\$ 8,435	\$ 14,621	\$ 13,356	\$ 10,544	\$ 11,380	\$ 22,172	\$ 31,623	\$ 24,778	\$ 22,423	\$ -
OPEB	\$ 281	\$ 281	\$ 281	\$ 281	\$ 281	\$ 281	\$ 281	\$ 281	\$ 281	\$ 6,404	\$ -	\$ -	\$ 5,336	\$ -	\$ -
Total Benefits	\$ 66,080	\$ 54,876	\$ 48,268	\$ 49,674	\$ 50,799	\$ 48,690	\$ 54,876	\$ 53,610	\$ 50,799	\$ 47,182	\$ 74,198	\$ 69,094	\$ 73,397	\$ 50,256	\$ -
Total Compensation	\$ 206,667	\$ 195,463	\$ 188,855	\$ 190,261	\$ 191,386	\$ 189,277	\$ 195,463	\$ 194,197	\$ 191,386	\$ 180,597	\$ 281,413	\$ 226,737	\$ 286,817	\$ 188,243	\$ -



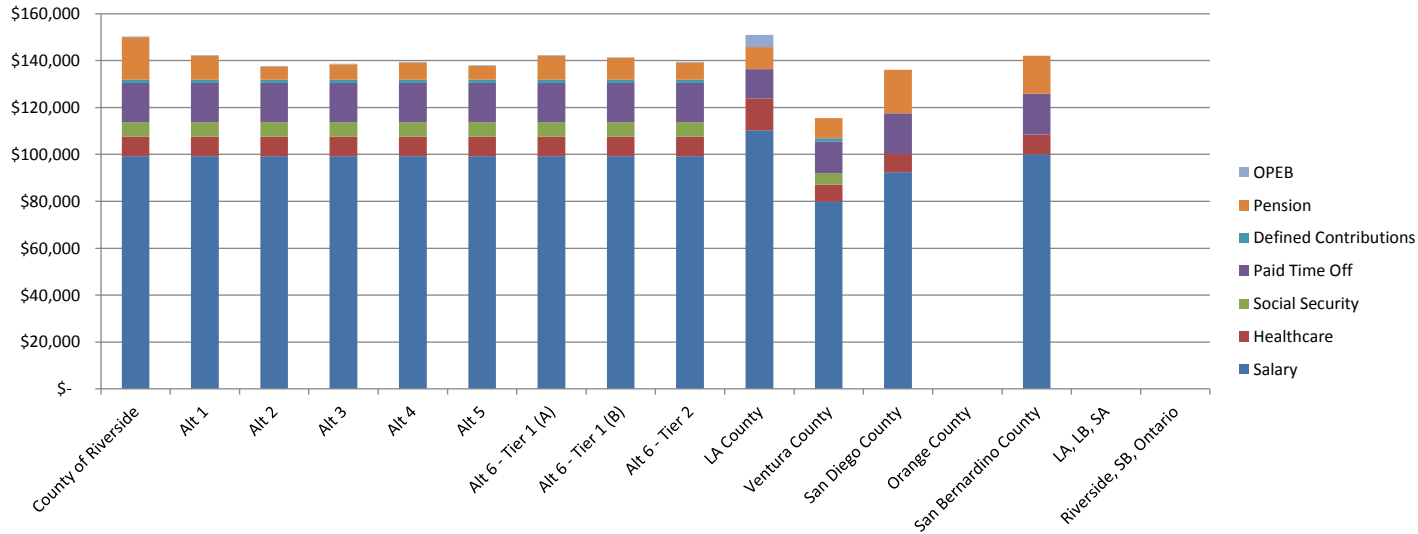
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

DEP PUBLIC DEFENDER II

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA Riverside, SB, Ontario	
Salary	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 99,283	\$ 110,347	\$ 79,807	\$ 92,373	\$ -	\$ 100,048	\$ -	\$ -
Healthcare	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 13,462	\$ 7,222	\$ 7,761	\$ -	\$ 8,435	\$ -	\$ -
Social Security	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ 6,156	\$ -	\$ 4,948	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 16,802	\$ 12,485	\$ 13,509	\$ 17,409	\$ -	\$ 17,323	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,397	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 18,238	\$ 10,325	\$ 5,659	\$ 6,652	\$ 7,446	\$ 5,957	\$ 10,325	\$ 9,432	\$ 7,446	\$ 9,413	\$ 8,539	\$ 18,530	\$ -	\$ 16,258	\$ -	\$ -
OPEB	\$ 199	\$ 199	\$ 199	\$ 199	\$ 199	\$ 199	\$ 199	\$ 199	\$ 199	\$ -	\$ 5,297	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 50,954	\$ 43,041	\$ 38,375	\$ 39,368	\$ 40,162	\$ 38,673	\$ 43,041	\$ 42,148	\$ 40,162	\$ 40,656	\$ 35,616	\$ 43,700	\$ -	\$ 42,015	\$ -	\$ -
Total Compensation	\$ 150,237	\$ 142,324	\$ 137,658	\$ 138,651	\$ 139,445	\$ 137,956	\$ 142,324	\$ 141,431	\$ 139,445	\$ 151,002	\$ 115,422	\$ 136,073	\$ -	\$ 142,063	\$ -	\$ -

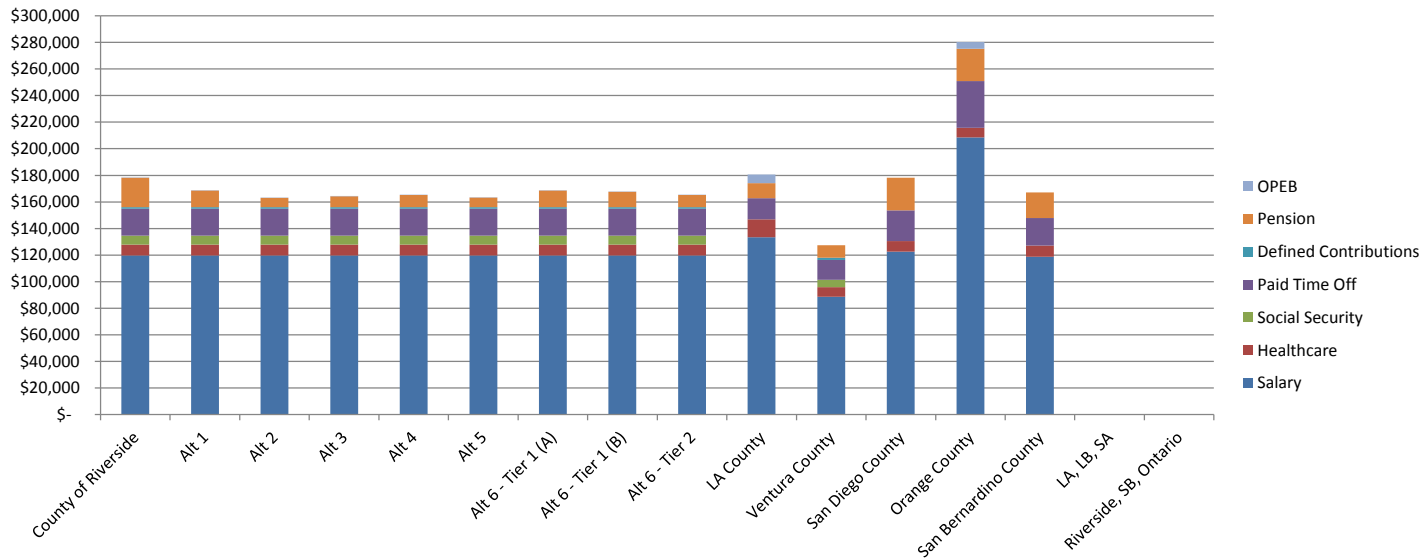


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

DEP PUBLIC DEFENDER III

	County of Riverside	BLS DATA															
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	
Salary	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 119,748	\$ 133,415	\$ 88,673	\$ 122,699	\$ 208,479	\$ 118,872	\$ -	\$ -
Healthcare	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 8,260	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 8,435	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 5,498	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 20,265	\$ 15,935	\$ 15,009	\$ 23,124	\$ 35,196	\$ 20,582	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ 1,552	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 21,998	\$ 12,454	\$ 6,826	\$ 8,023	\$ 8,981	\$ 7,185	\$ 12,454	\$ 11,376	\$ 8,981	\$ 11,380	\$ 9,488	\$ 24,613	\$ 24,204	\$ 19,317	\$ -	\$ -	\$ -
OPEB	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 239	\$ 6,404	\$ -	\$ -	\$ 5,212	\$ -	\$ -	\$ -
Total Benefits	\$ 58,684	\$ 49,140	\$ 43,512	\$ 44,709	\$ 45,667	\$ 43,871	\$ 49,140	\$ 48,062	\$ 45,667	\$ 47,182	\$ 38,769	\$ 55,499	\$ 71,865	\$ 48,333	\$ -	\$ -	\$ -
Total Compensation	\$ 178,432	\$ 168,888	\$ 163,260	\$ 164,457	\$ 165,415	\$ 163,619	\$ 168,888	\$ 167,810	\$ 165,415	\$ 180,597	\$ 127,442	\$ 178,198	\$ 280,344	\$ 167,205	\$ -	\$ -	\$ -

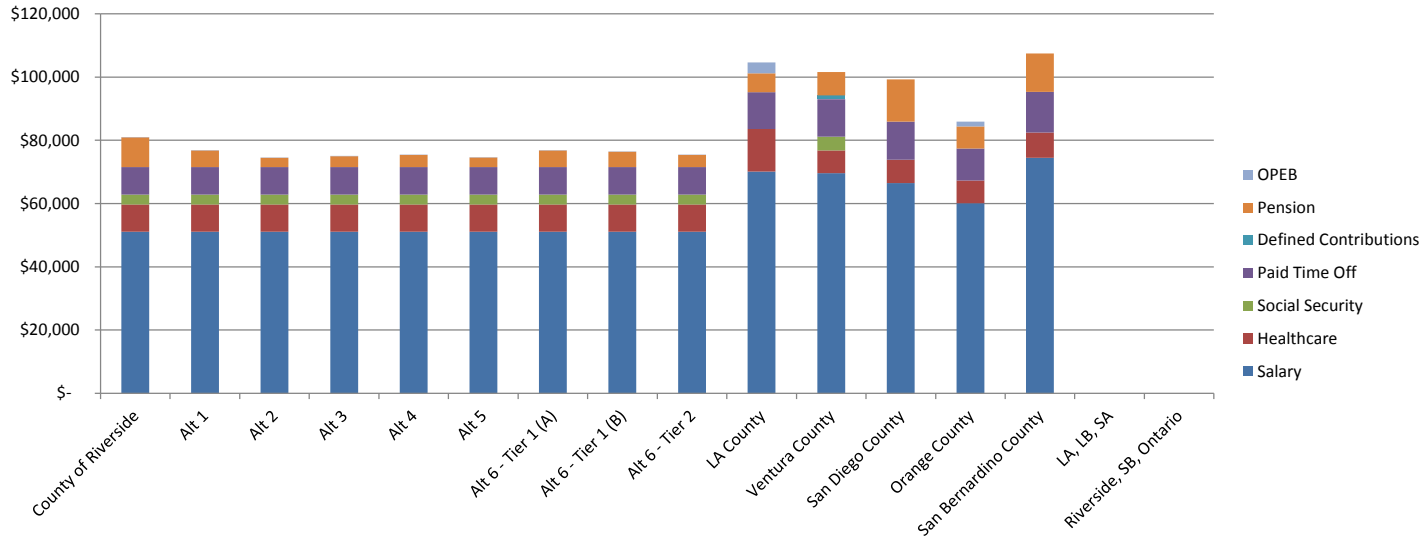


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

DEVELOPMENT SPECIALIST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	BLS DATA		
														San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 51,116	\$ 70,104	\$ 69,631	\$ 66,498	\$ 60,069	\$ 74,506	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ 3,169	\$ -	\$ 4,317	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 8,650	\$ 11,707	\$ 11,788	\$ 12,021	\$ 10,141	\$ 12,900	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,219	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 9,390	\$ 5,316	\$ 2,914	\$ 3,425	\$ 3,834	\$ 3,067	\$ 5,316	\$ 4,856	\$ 3,834	\$ 5,980	\$ 7,450	\$ 13,339	\$ 6,974	\$ 12,107	\$ -	\$ -
OPEB	\$ 102	\$ 102	\$ 102	\$ 102	\$ 102	\$ 102	\$ 102	\$ 102	\$ 102	\$ 3,365	\$ -	\$ -	\$ 1,502	\$ -	\$ -	\$ -
Total Benefits	\$ 29,897	\$ 25,823	\$ 23,421	\$ 23,932	\$ 24,341	\$ 23,574	\$ 25,823	\$ 25,363	\$ 24,341	\$ 34,514	\$ 31,996	\$ 32,757	\$ 25,869	\$ 32,983	\$ -	\$ -
Total Compensation	\$ 81,013	\$ 76,939	\$ 74,537	\$ 75,048	\$ 75,457	\$ 74,690	\$ 76,939	\$ 76,479	\$ 75,457	\$ 104,618	\$ 101,627	\$ 99,255	\$ 85,938	\$ 107,489	\$ -	\$ -

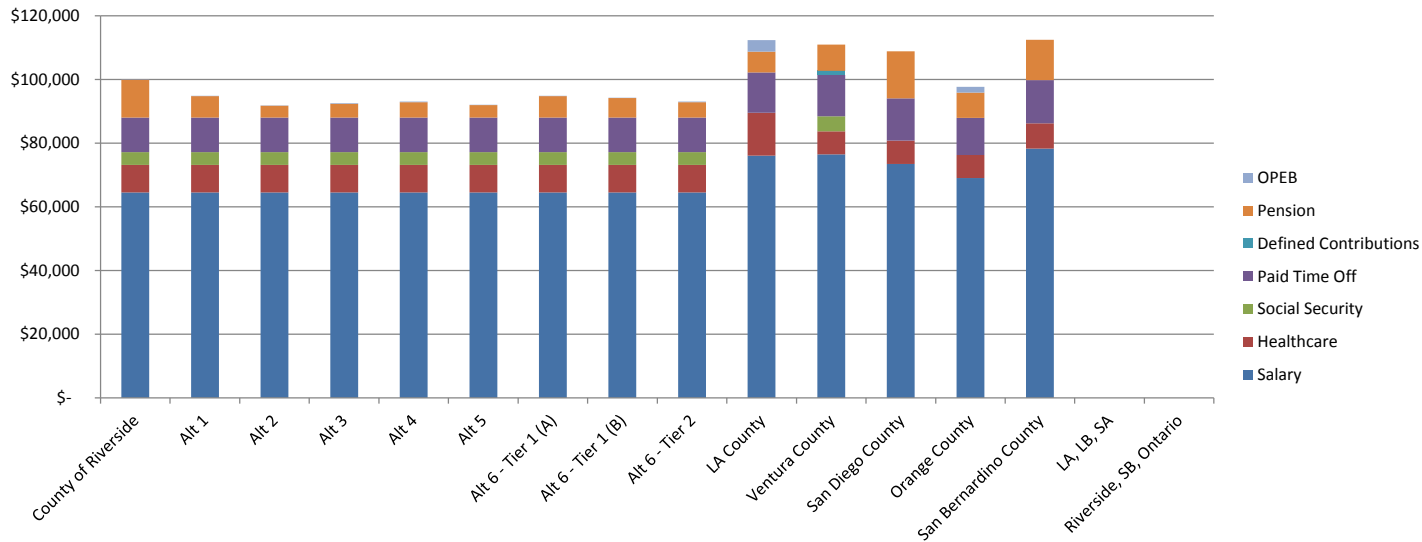


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

DEVELOPMENT SPECIALIST III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 64,539	\$ 76,049	\$ 76,500	\$ 73,403	\$ 68,993	\$ 78,229	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ 4,001	\$ -	\$ 4,743	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 10,922	\$ 12,700	\$ 12,950	\$ 13,269	\$ 11,648	\$ 13,545	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,339	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,856	\$ 6,712	\$ 3,679	\$ 4,324	\$ 4,840	\$ 3,872	\$ 6,712	\$ 6,131	\$ 4,840	\$ 6,487	\$ 8,185	\$ 14,725	\$ 8,010	\$ 12,712	\$ -	\$ -
OPEB	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 3,650	\$ -	\$ -	\$ 1,725	\$ -	\$ -	\$ -
Total Benefits	\$ 35,493	\$ 30,350	\$ 27,316	\$ 27,962	\$ 28,478	\$ 27,510	\$ 30,350	\$ 29,769	\$ 28,478	\$ 36,299	\$ 34,439	\$ 35,391	\$ 28,635	\$ 34,233	\$ -	\$ -
Total Compensation	\$ 100,032	\$ 94,889	\$ 91,855	\$ 92,501	\$ 93,017	\$ 92,049	\$ 94,889	\$ 94,308	\$ 93,017	\$ 112,348	\$ 110,939	\$ 108,794	\$ 97,628	\$ 112,462	\$ -	\$ -

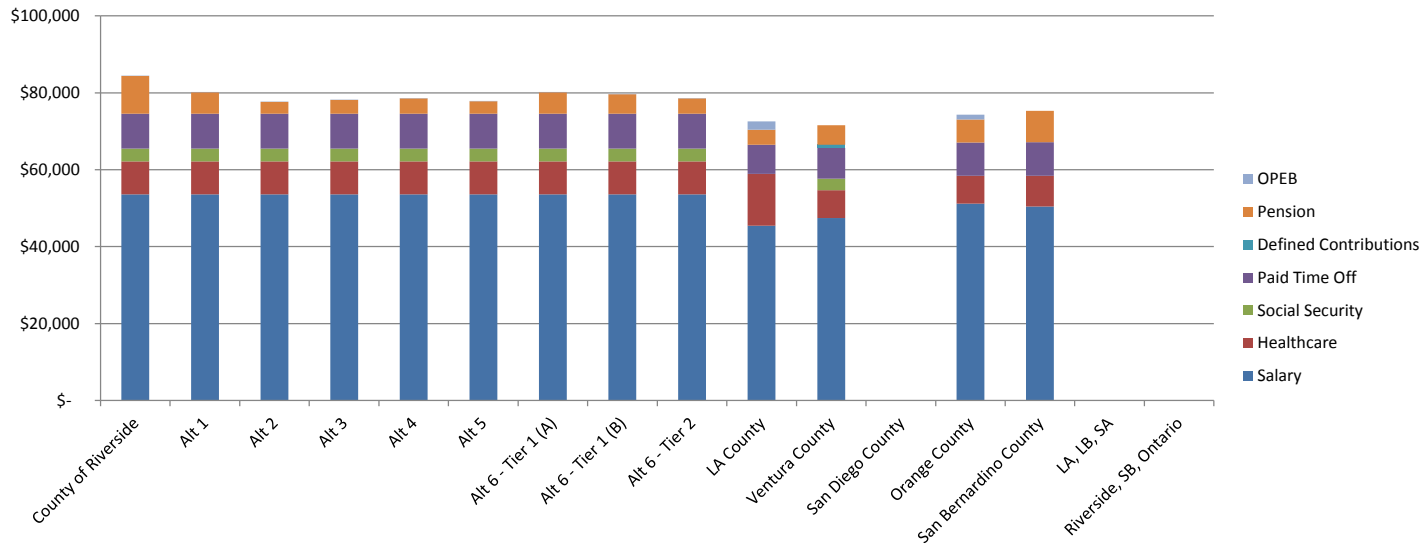


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

EMPLOYMENT SVCS COUNSELOR II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 53,579	\$ 45,463	\$ 47,475	\$ -	\$ 51,187	\$ 50,440	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ -	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ 3,322	\$ -	\$ 2,943	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 9,067	\$ 7,592	\$ 8,034	\$ -	\$ 8,642	\$ 8,733	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 831	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 9,842	\$ 5,572	\$ 3,054	\$ 3,590	\$ 4,018	\$ 3,215	\$ 5,572	\$ 5,090	\$ 4,018	\$ 3,878	\$ 5,080	\$ -	\$ 5,943	\$ 8,197	\$ -	\$ -
OPEB	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 2,182	\$ -	\$ -	\$ 1,280	\$ -	\$ -	\$ -
Total Benefits	\$ 30,924	\$ 26,654	\$ 24,136	\$ 24,671	\$ 25,100	\$ 24,296	\$ 26,654	\$ 26,172	\$ 25,100	\$ 27,114	\$ 24,111	\$ -	\$ 23,116	\$ 24,906	\$ -	\$ -
Total Compensation	\$ 84,503	\$ 80,233	\$ 77,715	\$ 78,250	\$ 78,679	\$ 77,875	\$ 80,233	\$ 79,751	\$ 78,679	\$ 72,577	\$ 71,586	\$ -	\$ 74,303	\$ 75,346	\$ -	\$ -

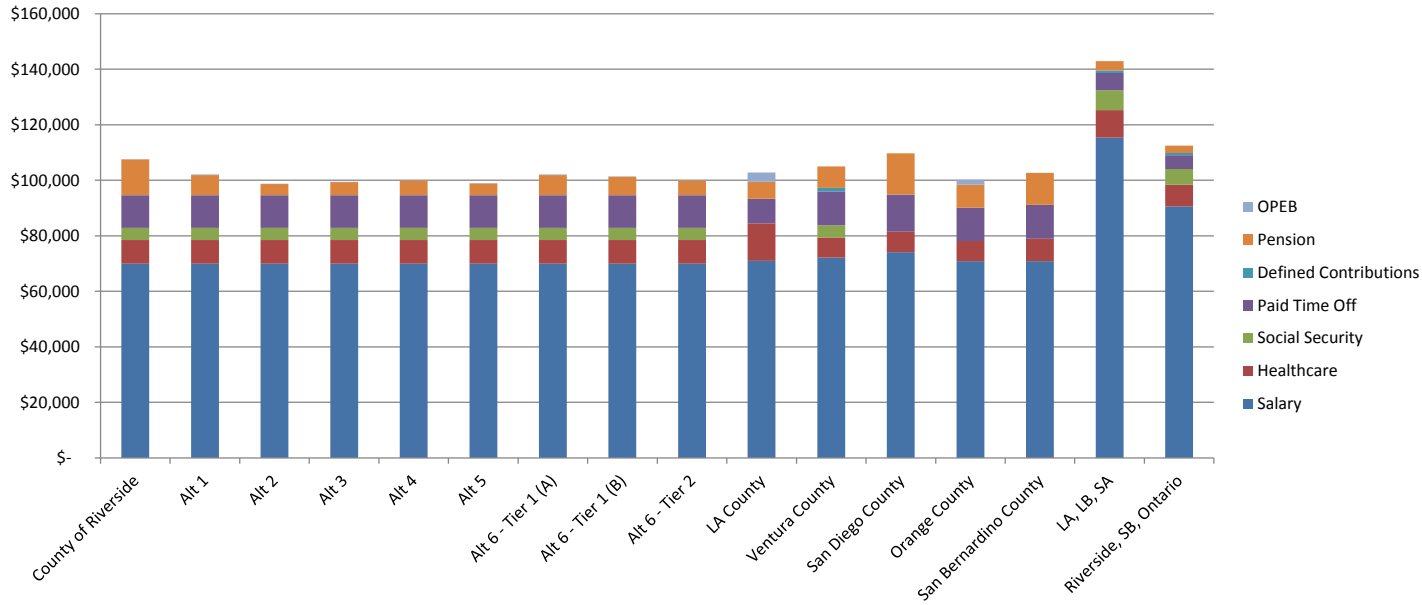


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ENV HEALTH SPEC III

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 69,916	\$ 70,978	\$ 72,140	\$ 74,090	\$ 70,932	\$ 70,928	\$ 115,372	\$ 90,601
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 9,870	\$ 7,882
Social Security	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ 4,335	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,153	\$ 5,617
Paid Time Off	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 11,832	\$ 8,950	\$ 12,210	\$ 13,393	\$ 11,975	\$ 12,281	\$ 6,239	\$ 4,983
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,262	\$ -	\$ -	\$ -	\$ 908	\$ 725
Pension	\$ 12,844	\$ 7,271	\$ 3,985	\$ 4,684	\$ 5,244	\$ 4,195	\$ 7,271	\$ 6,642	\$ 5,244	\$ 6,054	\$ 7,719	\$ 14,862	\$ 8,235	\$ 11,526	\$ 3,403	\$ 2,718
OPEB	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 3,407	\$ -	\$ -	\$ 1,773	\$ -	\$ -	\$ -
Total Benefits	\$ 37,735	\$ 32,163	\$ 28,877	\$ 29,576	\$ 30,135	\$ 29,087	\$ 32,163	\$ 31,534	\$ 30,135	\$ 31,873	\$ 32,886	\$ 35,652	\$ 29,236	\$ 31,783	\$ 27,573	\$ 21,925
Total Compensation	\$ 107,651	\$ 102,079	\$ 98,793	\$ 99,492	\$ 100,051	\$ 99,003	\$ 102,079	\$ 101,450	\$ 100,051	\$ 102,851	\$ 105,026	\$ 109,742	\$ 100,168	\$ 102,711	\$ 142,945	\$ 112,526

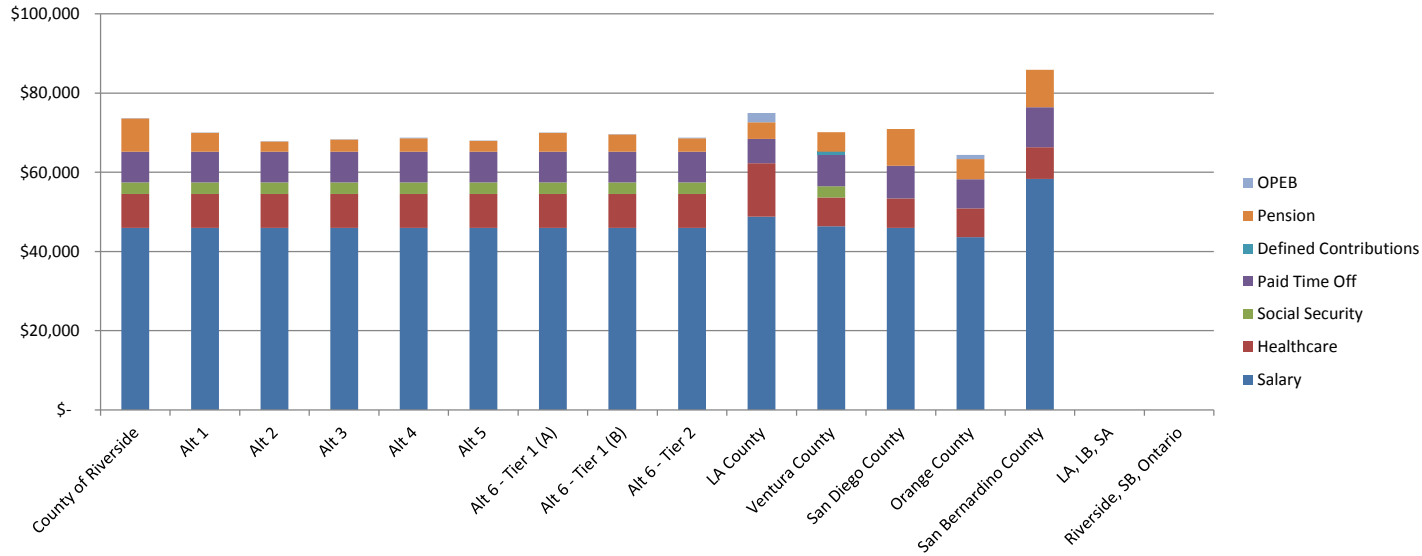


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

HEALTH EDUCATION ASST II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 45,963	\$ 48,794	\$ 46,404	\$ 45,968	\$ 43,618	\$ 58,323	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850	\$ -	\$ 2,877	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 7,778	\$ 6,172	\$ 7,855	\$ 8,310	\$ 7,364	\$ 10,098	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 812	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 8,443	\$ 4,780	\$ 2,620	\$ 3,080	\$ 3,447	\$ 2,758	\$ 4,780	\$ 4,366	\$ 3,447	\$ 4,162	\$ 4,965	\$ 9,221	\$ 5,064	\$ 9,478	\$ -	\$ -
OPEB	\$ 92	\$ 92	\$ 92	\$ 92	\$ 92	\$ 92	\$ 92	\$ 92	\$ 92	\$ 2,342	\$ -	\$ 1,090	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 27,749	\$ 24,085	\$ 21,925	\$ 22,385	\$ 22,752	\$ 22,063	\$ 24,085	\$ 23,672	\$ 22,752	\$ 26,139	\$ 23,731	\$ 24,928	\$ 20,771	\$ 27,552	\$ -	\$ -
Total Compensation	\$ 73,712	\$ 70,048	\$ 67,888	\$ 68,348	\$ 68,715	\$ 68,026	\$ 70,048	\$ 69,635	\$ 68,715	\$ 74,933	\$ 70,135	\$ 70,896	\$ 64,389	\$ 85,875	\$ -	\$ -

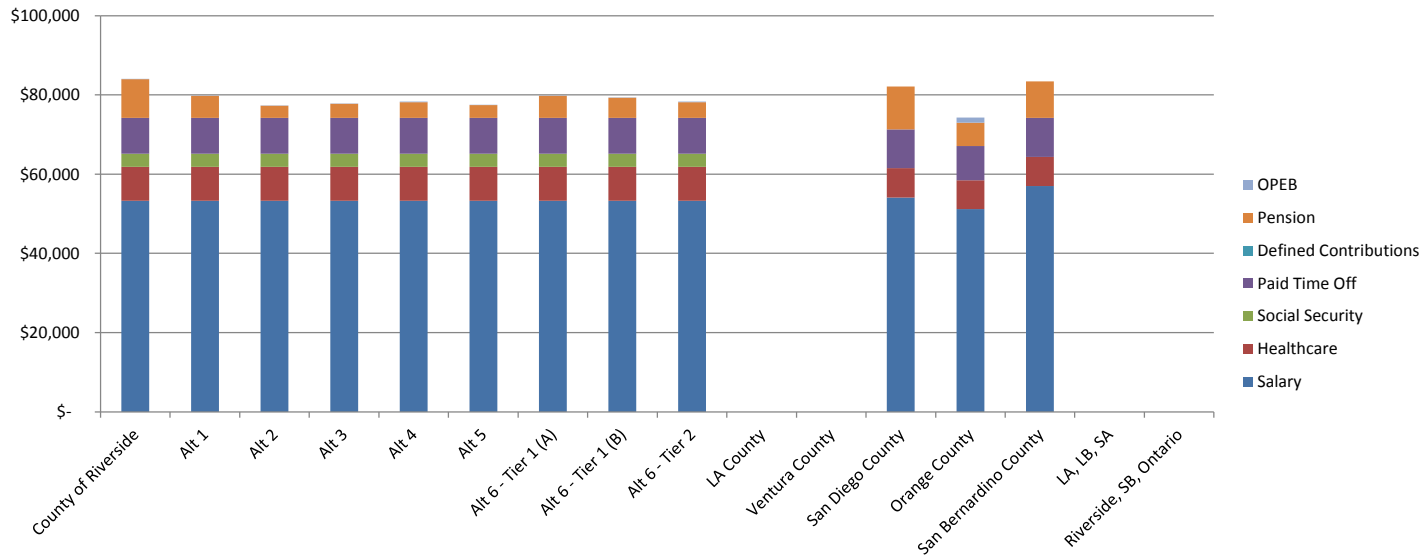


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

HOUSING SPECIALIST II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ 53,303	\$ -	\$ -	\$ 54,101	\$ 51,187	\$ 56,971	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ -	\$ 7,397	\$ 7,252	\$ 7,348	\$ -	\$ -
Social Security	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ 3,305	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ 9,020	\$ -	\$ -	\$ 9,780	\$ 8,642	\$ 9,864	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 9,792	\$ 5,544	\$ 3,038	\$ 3,571	\$ 3,998	\$ 3,198	\$ 5,544	\$ 5,064	\$ 3,998	\$ -	\$ -	\$ 10,853	\$ 5,943	\$ 9,258	\$ -	\$ -
OPEB	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ -	\$ -	\$ -	\$ 1,280	\$ -	\$ -	\$ -
Total Benefits	\$ 30,809	\$ 26,561	\$ 24,055	\$ 24,588	\$ 25,015	\$ 24,215	\$ 26,561	\$ 26,081	\$ 25,015	\$ -	\$ -	\$ 28,029	\$ 23,116	\$ 26,470	\$ -	\$ -
Total Compensation	\$ 84,112	\$ 79,864	\$ 77,358	\$ 77,891	\$ 78,318	\$ 77,518	\$ 79,864	\$ 79,384	\$ 78,318	\$ -	\$ -	\$ 82,130	\$ 74,303	\$ 83,441	\$ -	\$ -



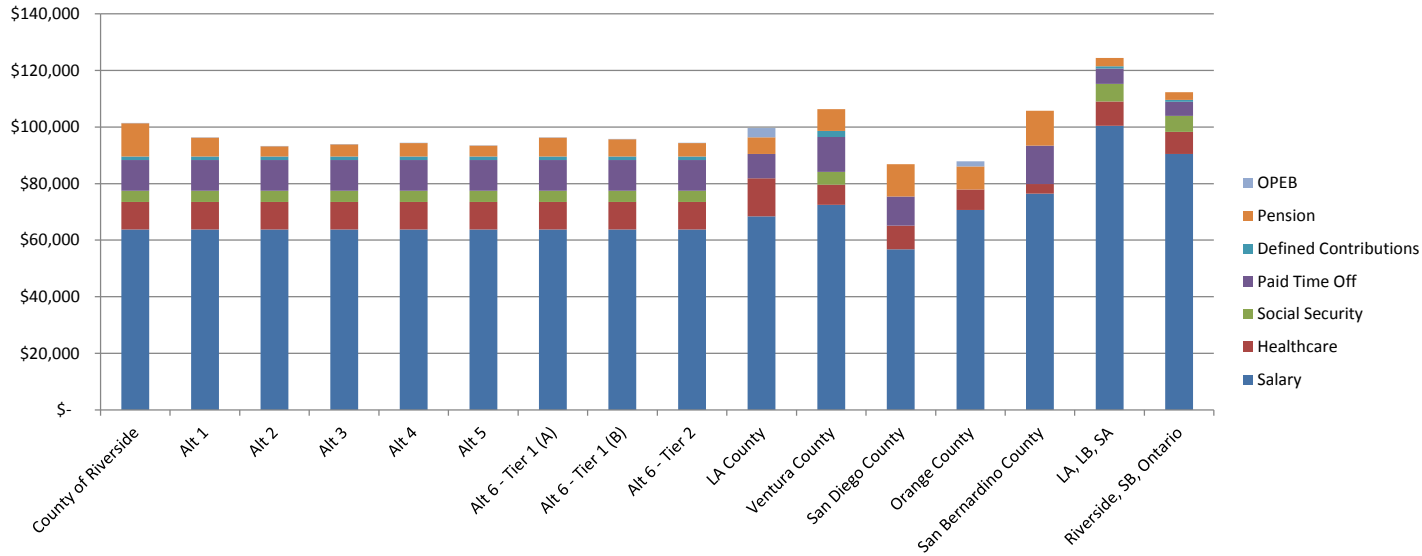
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

HUMAN RESOURCES ANALYST I

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 63,768	\$ 68,395	\$ 72,440	\$ 56,805	\$ 70,661	\$ 76,419	\$ 100,416	\$ 90,453
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ 8,590	\$ 7,869
Social Security	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ 3,954	\$ -	\$ 4,491	\$ -	\$ -	\$ -	\$ 6,226	\$ 5,608
Paid Time Off	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 10,792	\$ 8,624	\$ 12,263	\$ 10,269	-	\$ 13,518	\$ 5,431	\$ 4,975
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,173	\$ -	\$ -	\$ -	\$ 790	\$ 724
Pension	\$ 11,714	\$ 6,632	\$ 3,635	\$ 4,272	\$ 4,783	\$ 3,826	\$ 6,632	\$ 6,058	\$ 4,783	\$ 5,834	\$ 7,751	\$ 11,395	\$ 8,204	\$ 12,418	\$ 2,962	\$ 2,714
OPEB	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 3,283	\$ -	\$ -	\$ 1,767	\$ -	\$ -	\$ -
Total Benefits	\$ 37,654	\$ 32,571	\$ 29,574	\$ 30,212	\$ 30,722	\$ 29,765	\$ 32,571	\$ 31,997	\$ 30,722	\$ 31,203	\$ 33,901	\$ 30,010	\$ 17,223	\$ 29,360	\$ 23,999	\$ 21,890
Total Compensation	\$ 101,422	\$ 96,339	\$ 93,342	\$ 93,980	\$ 94,490	\$ 93,533	\$ 96,339	\$ 95,765	\$ 94,490	\$ 99,598	\$ 106,341	\$ 86,814	\$ 87,883	\$ 105,779	\$ 124,415	\$ 112,342

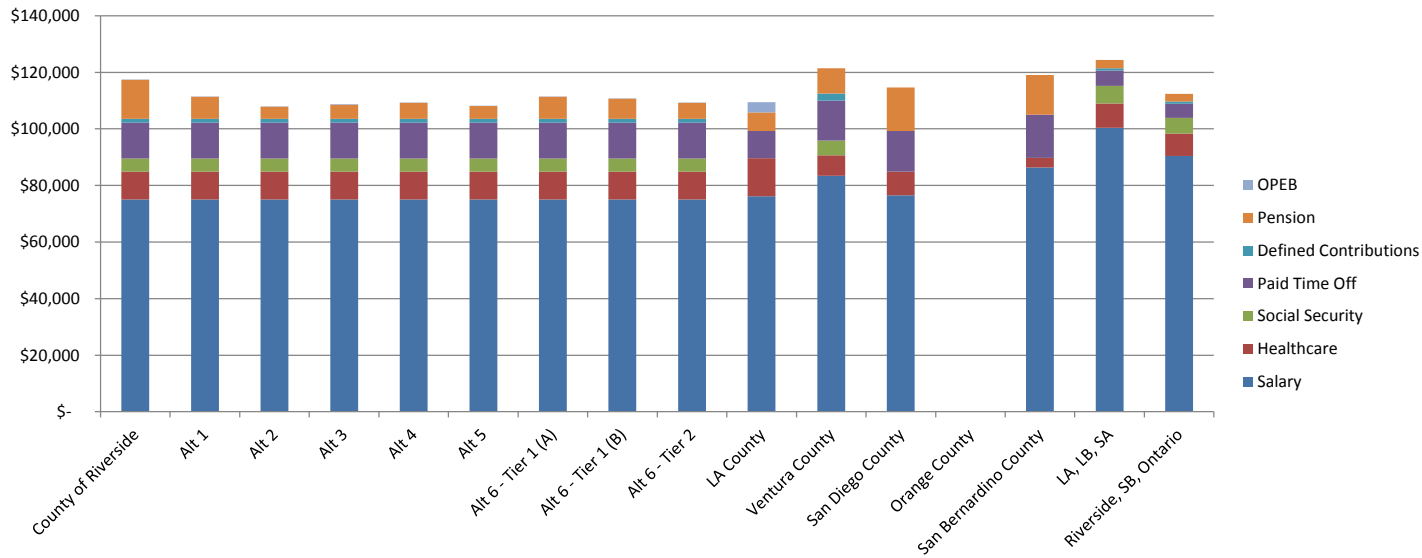


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

HUMAN RESOURCES ANALYST II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 75,101	\$ 76,238	\$ 83,452	\$ 76,502	\$ -	\$ 86,320	\$ 100,416	\$ 90,453
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 3,424	\$ 8,590	\$ 7,869
Social Security	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ 4,656	\$ -	\$ 5,174	\$ -	\$ -	\$ -	\$ 6,226	\$ 5,608
Paid Time Off	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 12,709	\$ 9,613	\$ 14,125	\$ 14,418	\$ -	\$ 15,270	\$ 5,431	\$ 4,975
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,504	\$ -	\$ -	\$ -	\$ 790	\$ 724
Pension	\$ 13,796	\$ 7,811	\$ 4,281	\$ 5,032	\$ 5,633	\$ 4,506	\$ 7,811	\$ 7,135	\$ 5,633	\$ 6,503	\$ 8,929	\$ 15,346	\$ -	\$ 14,027	\$ 2,962	\$ 2,714
OPEB	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 3,659	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 42,379	\$ 36,393	\$ 32,863	\$ 33,614	\$ 34,215	\$ 33,089	\$ 36,393	\$ 35,717	\$ 34,215	\$ 33,238	\$ 37,955	\$ 38,110	\$ -	\$ 32,720	\$ 23,999	\$ 21,890
Total Compensation	\$ 117,480	\$ 111,494	\$ 107,964	\$ 108,715	\$ 109,316	\$ 108,190	\$ 111,494	\$ 110,818	\$ 109,316	\$ 109,476	\$ 121,407	\$ 114,613	\$ -	\$ 119,040	\$ 124,415	\$ 112,342

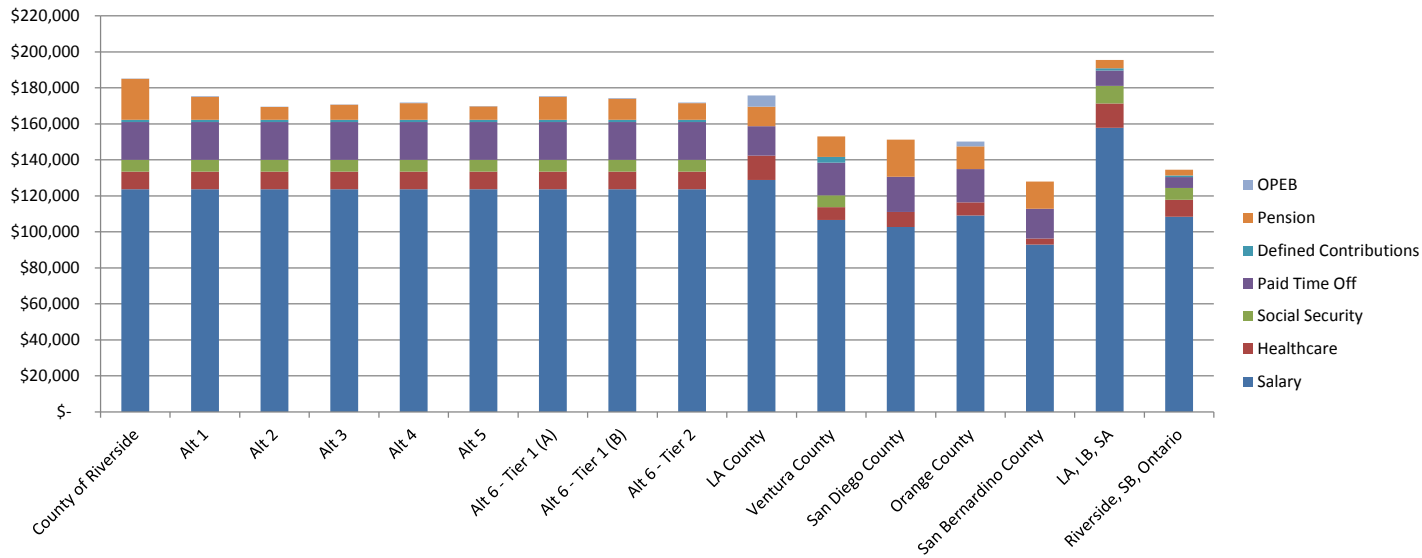


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

INFO SECURITY ANALYST III

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 123,658	\$ 128,899	\$ 106,554	\$ 102,773	\$ 109,171	\$ 92,955	\$ 157,827	\$ 108,328
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ 13,501	\$ 9,424
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,606	\$ -	\$ -	\$ -	\$ 9,785	\$ 6,716
Paid Time Off	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 20,927	\$ 16,253	\$ 18,037	\$ 19,447	\$ 18,431	\$ 16,443	\$ 8,535	\$ 5,958
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,197	\$ -	\$ -	\$ -	\$ 1,242	\$ 867
Pension	\$ 22,716	\$ 12,860	\$ 7,049	\$ 8,285	\$ 9,274	\$ 7,419	\$ 12,860	\$ 11,748	\$ 9,274	\$ 10,995	\$ 11,401	\$ 20,616	\$ 12,675	\$ 15,105	\$ 4,656	\$ 3,250
OPEB	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 247	\$ 6,187	\$ -	\$ -	\$ 2,729	\$ -	\$ -	\$ -
Total Benefits	\$ 61,578	\$ 51,723	\$ 45,911	\$ 47,147	\$ 48,137	\$ 46,282	\$ 51,723	\$ 50,610	\$ 48,137	\$ 46,898	\$ 46,464	\$ 48,409	\$ 41,087	\$ 34,972	\$ 37,719	\$ 26,215
Total Compensation	\$ 185,236	\$ 175,381	\$ 169,569	\$ 170,805	\$ 171,795	\$ 169,940	\$ 175,381	\$ 174,268	\$ 171,795	\$ 175,796	\$ 153,018	\$ 151,182	\$ 150,258	\$ 127,928	\$ 195,546	\$ 134,543

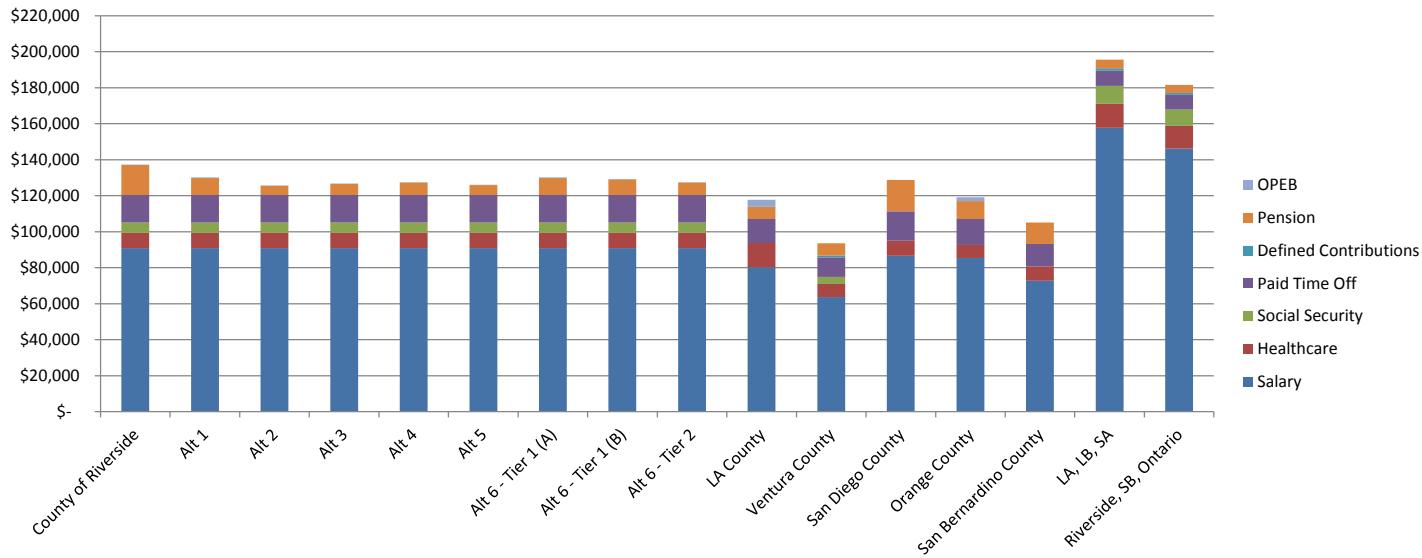


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT APPS DEVELOPER III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 90,877	\$ 80,283	\$ 63,752	\$ 86,674	\$ 85,368	\$ 72,738	\$ 157,827	\$ 146,171
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 13,501	\$ 12,717
Social Security	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ 5,634	\$ -	\$ 3,953	\$ -	\$ -	\$ -	\$ 9,785	\$ 9,063
Paid Time Off	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 15,379	\$ 13,278	\$ 10,791	\$ 16,335	\$ 14,446	\$ 12,594	\$ 8,535	\$ 8,039
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,116	\$ -	\$ -	\$ -	\$ 1,242	\$ 1,169
Pension	\$ 16,694	\$ 9,451	\$ 5,180	\$ 6,089	\$ 6,816	\$ 5,453	\$ 9,451	\$ 8,633	\$ 6,816	\$ 6,848	\$ 6,821	\$ 17,387	\$ 9,911	\$ 11,820	\$ 4,656	\$ 4,385
OPEB	\$ 182	\$ 182	\$ 182	\$ 182	\$ 182	\$ 182	\$ 182	\$ 182	\$ 182	\$ 3,854	\$ -	\$ 2,134	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 46,475	\$ 39,232	\$ 34,961	\$ 35,869	\$ 36,596	\$ 35,233	\$ 39,232	\$ 38,414	\$ 36,596	\$ 37,441	\$ 29,903	\$ 42,067	\$ 33,744	\$ 32,390	\$ 37,719	\$ 35,373
Total Compensation	\$ 137,352	\$ 130,109	\$ 125,838	\$ 126,746	\$ 127,473	\$ 126,110	\$ 130,109	\$ 129,291	\$ 127,473	\$ 117,725	\$ 93,655	\$ 128,741	\$ 119,112	\$ 105,128	\$ 195,546	\$ 181,545

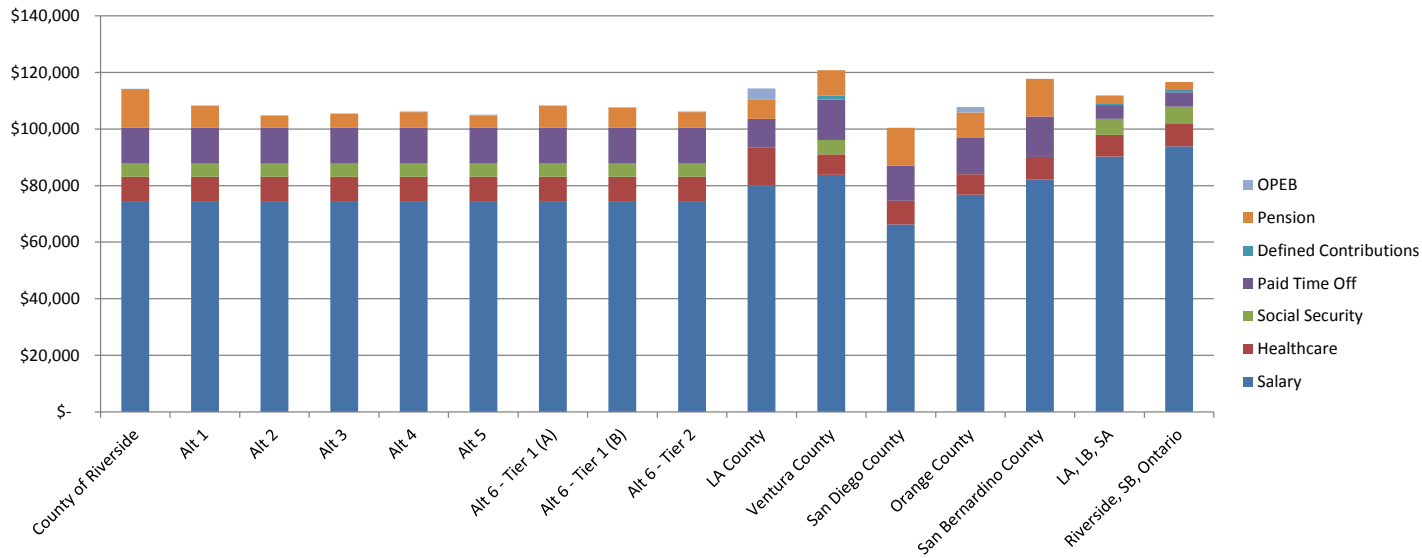


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT BUSINESS SYS ANALYST II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 74,570	\$ 80,084	\$ 83,755	\$ 66,248	\$ 76,770	\$ 82,160	\$ 90,241	\$ 93,859
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 7,720	\$ 8,166
Social Security	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ 4,623	\$ -	\$ 5,193	\$ -	\$ -	\$ -	\$ 5,595	\$ 5,819
Paid Time Off	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 12,620	\$ 10,099	\$ 14,178	\$ 12,485	\$ 12,961	\$ 14,226	\$ 4,880	\$ 5,162
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,466	\$ -	\$ -	\$ -	\$ 710	\$ 751
Pension	\$ 13,699	\$ 7,755	\$ 4,250	\$ 4,996	\$ 5,593	\$ 4,474	\$ 7,755	\$ 7,084	\$ 5,593	\$ 6,831	\$ 8,962	\$ 13,289	\$ 8,913	\$ 13,351	\$ 2,662	\$ 2,816
OPEB	\$ 149	\$ 149	\$ 149	\$ 149	\$ 149	\$ 149	\$ 149	\$ 149	\$ 149	\$ 3,844	\$ -	\$ -	\$ 1,919	\$ -	\$ -	\$ -
Total Benefits	\$ 39,676	\$ 33,732	\$ 30,228	\$ 30,973	\$ 31,570	\$ 30,451	\$ 33,732	\$ 33,061	\$ 31,570	\$ 34,236	\$ 37,021	\$ 34,121	\$ 31,045	\$ 35,553	\$ 21,567	\$ 22,714
Total Compensation	\$ 114,246	\$ 108,302	\$ 104,798	\$ 105,543	\$ 106,140	\$ 105,021	\$ 108,302	\$ 107,631	\$ 106,140	\$ 114,320	\$ 120,775	\$ 100,369	\$ 107,815	\$ 117,713	\$ 111,808	\$ 116,572

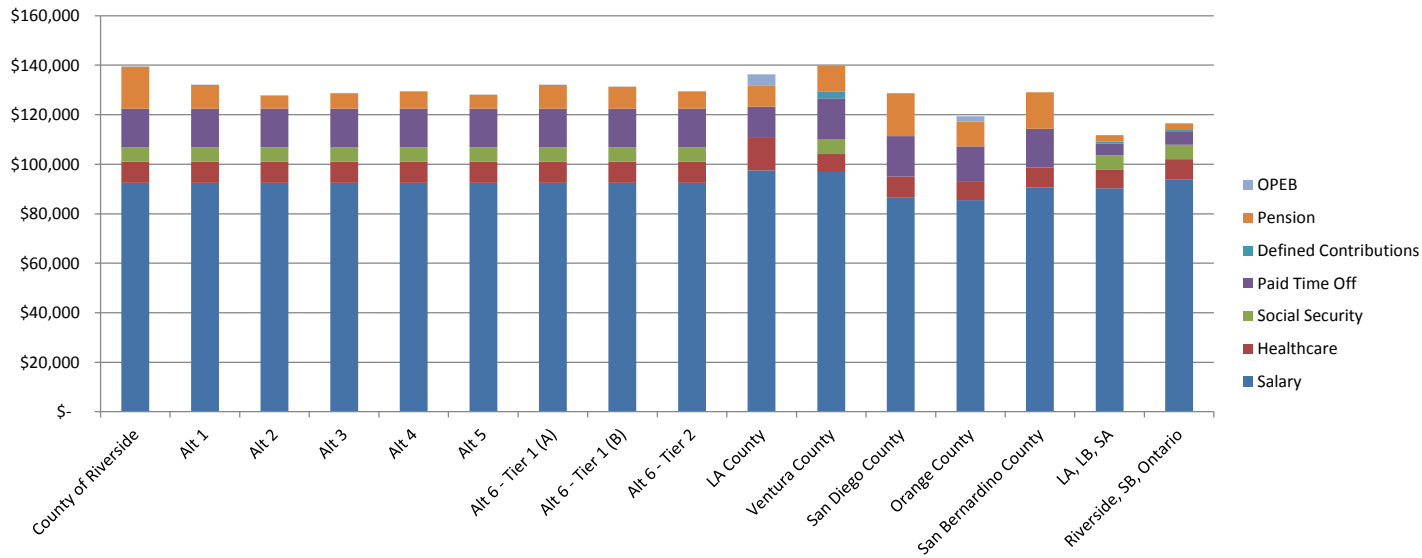


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT BUSINESS SYS ANALYST III

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	BLS DATA		
														San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 92,466	\$ 97,552	\$ 96,916	\$ 86,674	\$ 85,568	\$ 90,667	\$ 90,241	\$ 93,859
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 7,720	\$ 8,166
Social Security	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ 5,733	\$ -	\$ 6,009	\$ -	\$ -	\$ -	\$ 5,595	\$ 5,819
Paid Time Off	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 15,648	\$ 12,302	\$ 16,403	\$ 16,335	\$ 14,446	\$ 15,699	\$ 4,880	\$ 5,162
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,907	\$ -	\$ -	\$ -	\$ 710	\$ 751
Pension	\$ 16,986	\$ 9,616	\$ 5,271	\$ 6,195	\$ 6,935	\$ 5,548	\$ 9,616	\$ 8,784	\$ 6,935	\$ 8,321	\$ 10,370	\$ 17,387	\$ 9,934	\$ 14,733	\$ 2,662	\$ 2,816
OPEB	\$ 185	\$ 185	\$ 185	\$ 185	\$ 185	\$ 185	\$ 185	\$ 185	\$ 185	\$ 4,683	\$ -	\$ -	\$ 2,139	\$ -	\$ -	\$ -
Total Benefits	\$ 47,137	\$ 39,768	\$ 35,422	\$ 36,346	\$ 37,086	\$ 35,699	\$ 39,768	\$ 38,935	\$ 37,086	\$ 38,767	\$ 42,912	\$ 42,067	\$ 33,772	\$ 38,408	\$ 21,567	\$ 22,714
Total Compensation	\$ 139,603	\$ 132,234	\$ 127,888	\$ 128,812	\$ 129,552	\$ 128,165	\$ 132,234	\$ 131,401	\$ 129,552	\$ 136,320	\$ 139,828	\$ 128,741	\$ 119,341	\$ 129,075	\$ 111,808	\$ 116,572

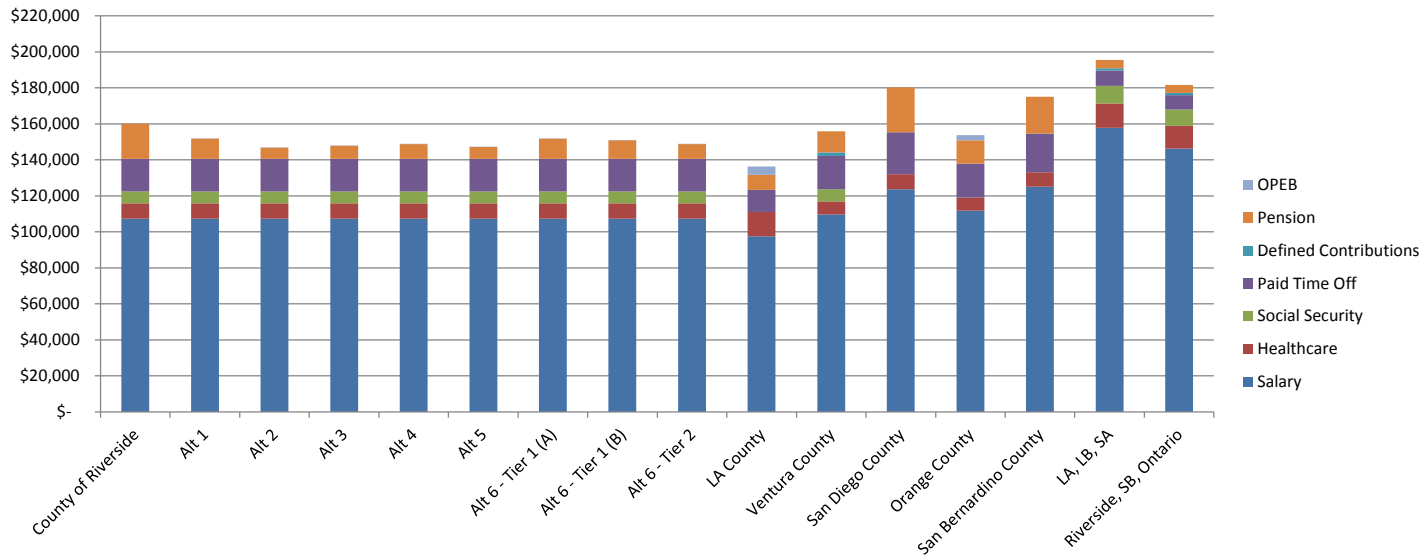


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT SUPV BUSINESS SYS ANALYST

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 107,261	\$ 97,552	\$ 109,609	\$ 123,697	\$ 111,819	\$ 125,029	\$ 157,827	\$ 146,171
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 13,501	\$ 12,717
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,796	\$ -	\$ -	\$ -	\$ 9,785	\$ 9,063
Paid Time Off	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 18,152	\$ 12,302	\$ 18,555	\$ 23,312	\$ 18,878	\$ 21,648	\$ 8,535	\$ 8,039
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,918	\$ -	\$ -	\$ -	\$ 1,242	\$ 1,169
Pension	\$ 19,704	\$ 11,155	\$ 6,114	\$ 7,186	\$ 8,045	\$ 6,436	\$ 11,155	\$ 10,190	\$ 8,045	\$ 8,321	\$ 11,728	\$ 24,814	\$ 12,982	\$ 20,317	\$ 4,656	\$ 4,385
OPEB	\$ 215	\$ 215	\$ 215	\$ 215	\$ 215	\$ 215	\$ 215	\$ 215	\$ 215	\$ 4,683	\$ -	\$ -	\$ 2,795	\$ -	\$ -	\$ -
Total Benefits	\$ 53,277	\$ 44,728	\$ 39,687	\$ 40,760	\$ 41,618	\$ 40,009	\$ 44,728	\$ 43,763	\$ 41,618	\$ 38,767	\$ 46,219	\$ 56,472	\$ 41,908	\$ 49,941	\$ 37,719	\$ 35,373
Total Compensation	\$ 160,538	\$ 151,989	\$ 146,948	\$ 148,021	\$ 148,879	\$ 147,270	\$ 151,989	\$ 151,024	\$ 148,879	\$ 136,320	\$ 155,827	\$ 180,169	\$ 153,726	\$ 174,970	\$ 195,546	\$ 181,545

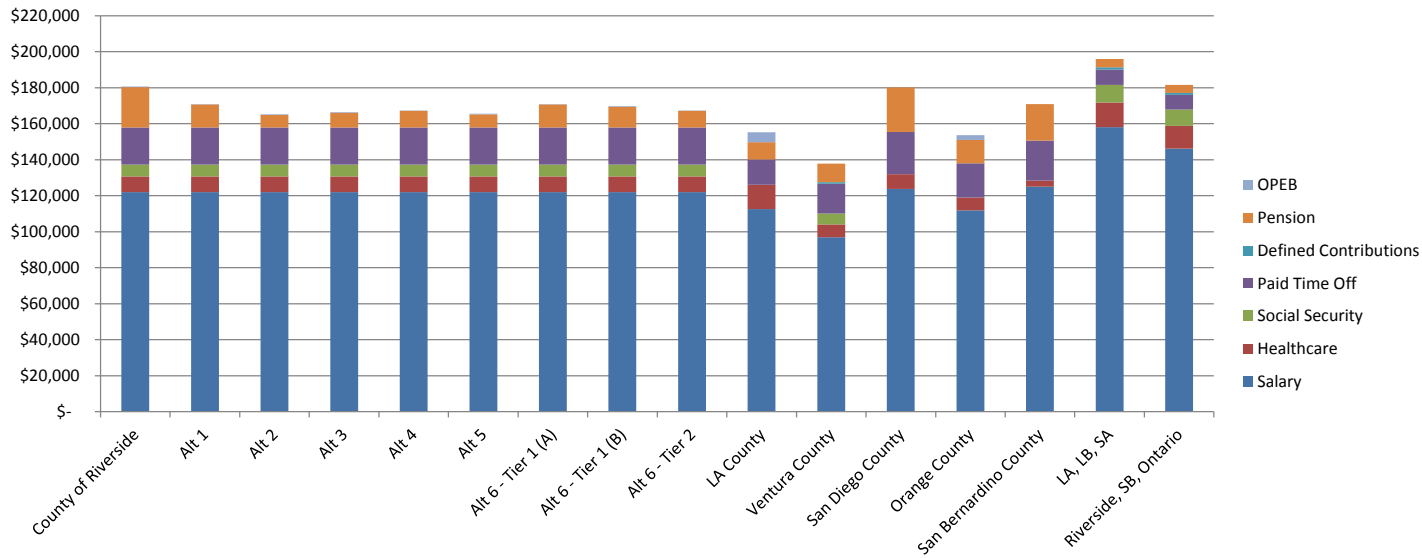


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT SUPV SYSTEMS ADMINISTRATOR

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 122,089	\$ 112,548	\$ 96,907	\$ 123,698	\$ 111,819	\$ 125,029	\$ 158,165	\$ 146,171
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ 13,530	\$ 12,717
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,008	\$ -	\$ -	\$ -	\$ 9,806	\$ 9,063
Paid Time Off	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 20,661	\$ 14,192	\$ 16,403	\$ 23,312	\$ 18,878	\$ 22,117	\$ 8,554	\$ 8,039
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 969	\$ -	\$ -	\$ -	\$ 1,244	\$ 1,169
Pension	\$ 22,428	\$ 12,697	\$ 6,959	\$ 8,180	\$ 9,157	\$ 7,325	\$ 12,697	\$ 11,598	\$ 9,157	\$ 9,600	\$ 10,369	\$ 24,814	\$ 12,982	\$ 20,317	\$ 4,666	\$ 4,385
OPEB	\$ 244	\$ 244	\$ 244	\$ 244	\$ 244	\$ 244	\$ 244	\$ 244	\$ 244	\$ 5,402	\$ -	\$ -	\$ 2,795	\$ -	\$ -	\$ -
Total Benefits	\$ 58,540	\$ 48,809	\$ 43,071	\$ 44,292	\$ 45,269	\$ 43,437	\$ 48,809	\$ 47,711	\$ 45,269	\$ 42,656	\$ 40,972	\$ 56,472	\$ 41,908	\$ 45,858	\$ 37,800	\$ 35,373
Total Compensation	\$ 180,629	\$ 170,898	\$ 165,160	\$ 166,381	\$ 167,358	\$ 165,526	\$ 170,898	\$ 169,800	\$ 167,358	\$ 155,204	\$ 137,879	\$ 180,170	\$ 153,726	\$ 170,887	\$ 195,966	\$ 181,545



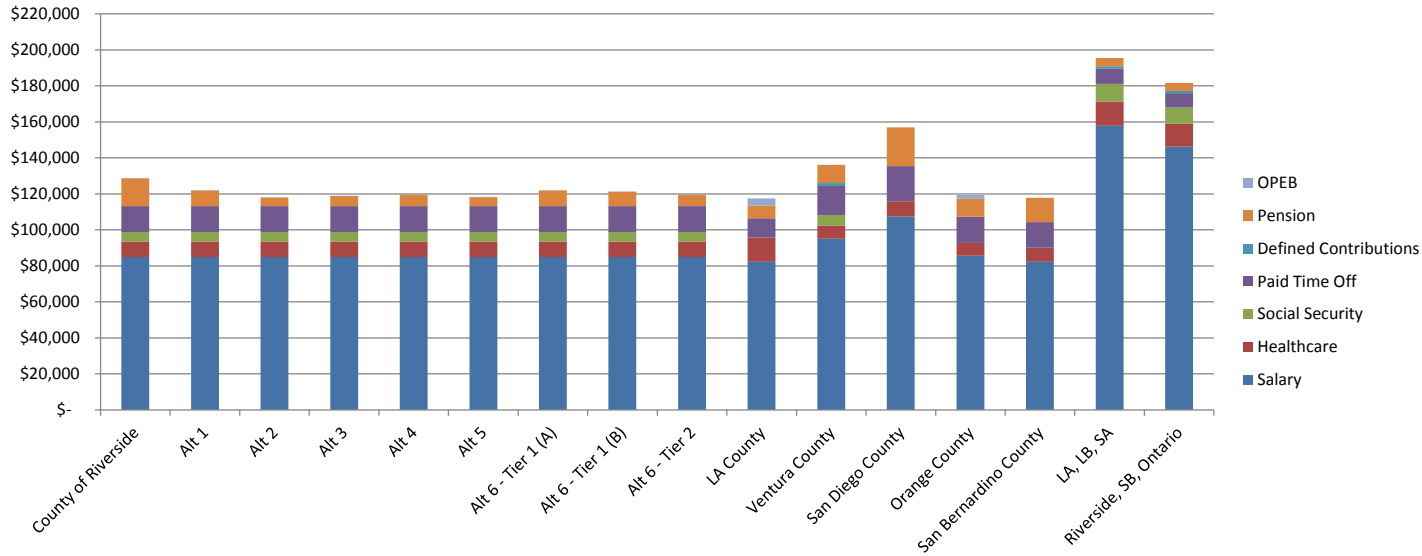
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

IT SYSTEMS ADMINISTRATOR II

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 84,878	\$ 82,230	\$ 95,100	\$ 107,557	\$ 85,568	\$ 82,160	\$ 157,827	\$ 146,171
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 13,501	\$ 12,717
Social Security	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ 5,262	\$ -	\$ 5,896	\$ -	\$ -	\$ -	\$ 9,785	\$ 9,063
Paid Time Off	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 14,364	\$ 10,768	\$ 16,097	\$ 19,443	\$ 14,446	\$ 14,226	\$ 8,535	\$ 8,039
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,664	\$ -	\$ -	\$ -	\$ 1,242	\$ 1,169
Pension	\$ 15,592	\$ 8,827	\$ 4,838	\$ 5,687	\$ 6,366	\$ 5,093	\$ 8,827	\$ 8,063	\$ 6,366	\$ 7,014	\$ 10,176	\$ 21,576	\$ 9,934	\$ 13,351	\$ 4,656	\$ 4,385
OPEB	\$ 170	\$ 170	\$ 170	\$ 170	\$ 170	\$ 170	\$ 170	\$ 170	\$ 170	\$ 3,947	\$ -	\$ -	\$ 2,139	\$ -	\$ -	\$ -
Total Benefits	\$ 43,973	\$ 37,209	\$ 33,219	\$ 34,068	\$ 34,747	\$ 33,474	\$ 37,209	\$ 36,445	\$ 34,747	\$ 35,192	\$ 41,056	\$ 49,365	\$ 33,772	\$ 35,553	\$ 37,719	\$ 35,373
Total Compensation	\$ 128,851	\$ 122,087	\$ 118,097	\$ 118,946	\$ 119,625	\$ 118,352	\$ 122,087	\$ 121,323	\$ 119,625	\$ 117,422	\$ 136,156	\$ 156,922	\$ 119,341	\$ 117,713	\$ 195,546	\$ 181,545

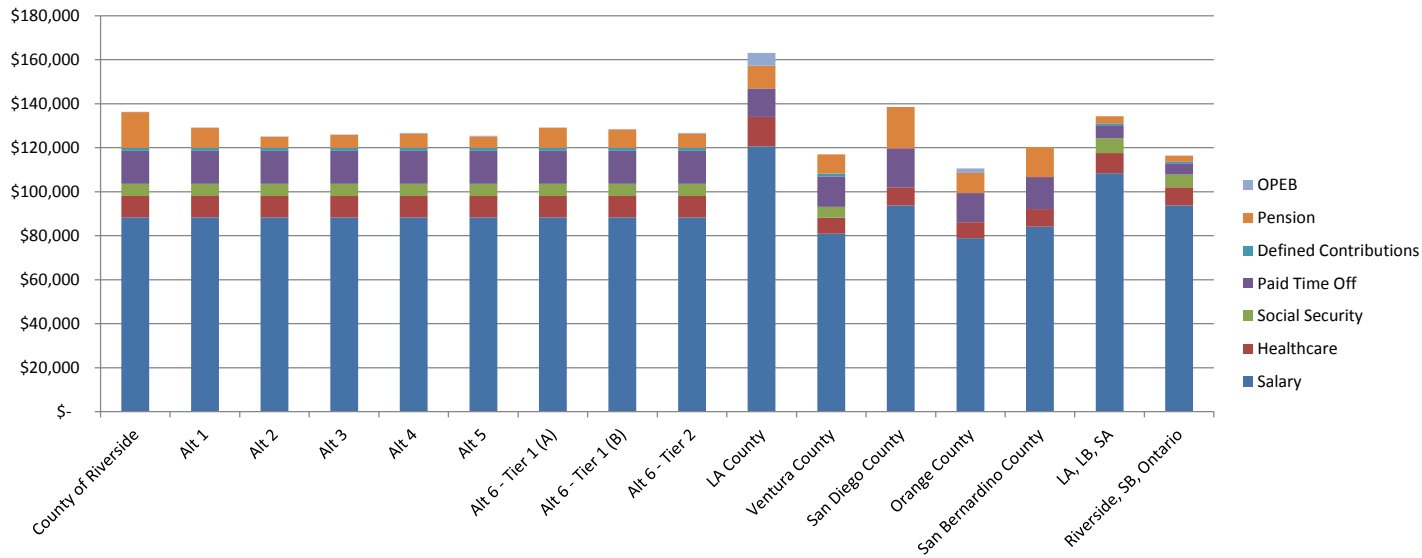


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PRINCIPAL ACCOUNTANT

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 88,373	\$ 120,588	\$ 80,938	\$ 93,704	\$ 78,834	\$ 84,157	\$ 108,328	\$ 93,774
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 9,267	\$ 8,158
Social Security	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ 5,479	\$ -	\$ 5,018	\$ -	\$ -	\$ -	\$ 6,716	\$ 5,814
Paid Time Off	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 14,955	\$ 12,923	\$ 13,699	\$ 17,660	\$ 13,309	\$ 14,571	\$ 5,858	\$ 5,158
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,416	\$ -	\$ -	\$ -	\$ 852	\$ 750
Pension	\$ 16,234	\$ 9,191	\$ 5,037	\$ 5,921	\$ 6,628	\$ 5,302	\$ 9,191	\$ 8,395	\$ 6,628	\$ 10,286	\$ 8,660	\$ 18,797	\$ 9,153	\$ 13,675	\$ 3,196	\$ 2,813
OPEB	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 5,788	\$ -	\$ -	\$ 1,971	\$ -	\$ -	\$ -
Total Benefits	\$ 47,912	\$ 40,869	\$ 36,715	\$ 37,599	\$ 38,306	\$ 36,980	\$ 40,869	\$ 40,073	\$ 38,306	\$ 42,459	\$ 36,017	\$ 44,803	\$ 31,685	\$ 36,223	\$ 25,889	\$ 22,693
Total Compensation	\$ 136,285	\$ 129,242	\$ 125,088	\$ 125,972	\$ 126,679	\$ 125,353	\$ 129,242	\$ 128,446	\$ 126,679	\$ 163,047	\$ 116,955	\$ 138,507	\$ 110,519	\$ 120,380	\$ 134,217	\$ 116,467

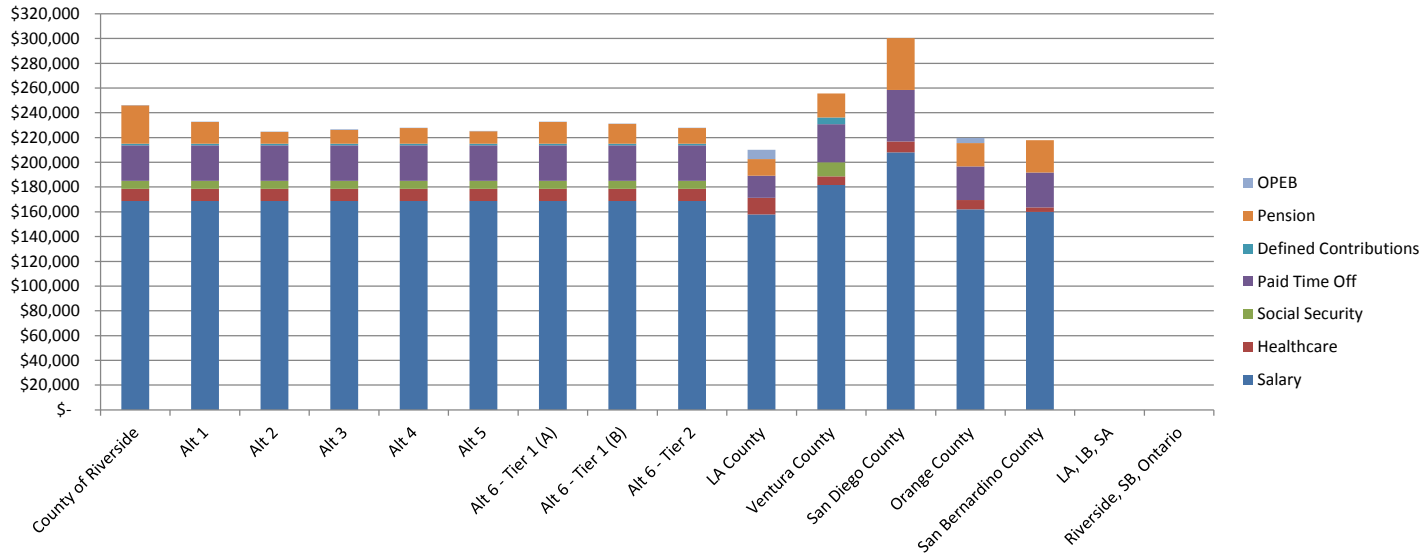


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PRINCIPAL DEP COUNTY COUNSEL

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 168,705	\$ 157,762	\$ 181,555	\$ 208,000	\$ 162,150	\$ 160,035	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,918	\$ 7,252	\$ 3,424	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 11,256	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 28,550	\$ 17,849	\$ 30,733	\$ 41,600	\$ 27,375	\$ 28,309	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 5,447	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 30,991	\$ 17,545	\$ 9,616	\$ 11,303	\$ 12,653	\$ 10,122	\$ 17,545	\$ 16,027	\$ 12,653	\$ 13,457	\$ 19,426	\$ 41,725	\$ 18,826	\$ 26,006	\$ -	\$ -
OPEB	\$ 337	\$ 337	\$ 337	\$ 337	\$ 337	\$ 337	\$ 337	\$ 337	\$ 337	\$ 7,573	\$ -	\$ -	\$ 4,054	\$ -	\$ -	\$ -
Total Benefits	\$ 77,567	\$ 64,121	\$ 56,192	\$ 57,879	\$ 59,229	\$ 56,698	\$ 64,121	\$ 62,603	\$ 59,229	\$ 52,340	\$ 74,085	\$ 92,243	\$ 57,507	\$ 57,739	\$ -	\$ -
Total Compensation	\$ 246,272	\$ 232,826	\$ 224,897	\$ 226,584	\$ 227,934	\$ 225,403	\$ 232,826	\$ 231,308	\$ 227,934	\$ 210,102	\$ 255,640	\$ 300,243	\$ 219,657	\$ 217,774	\$ -	\$ -

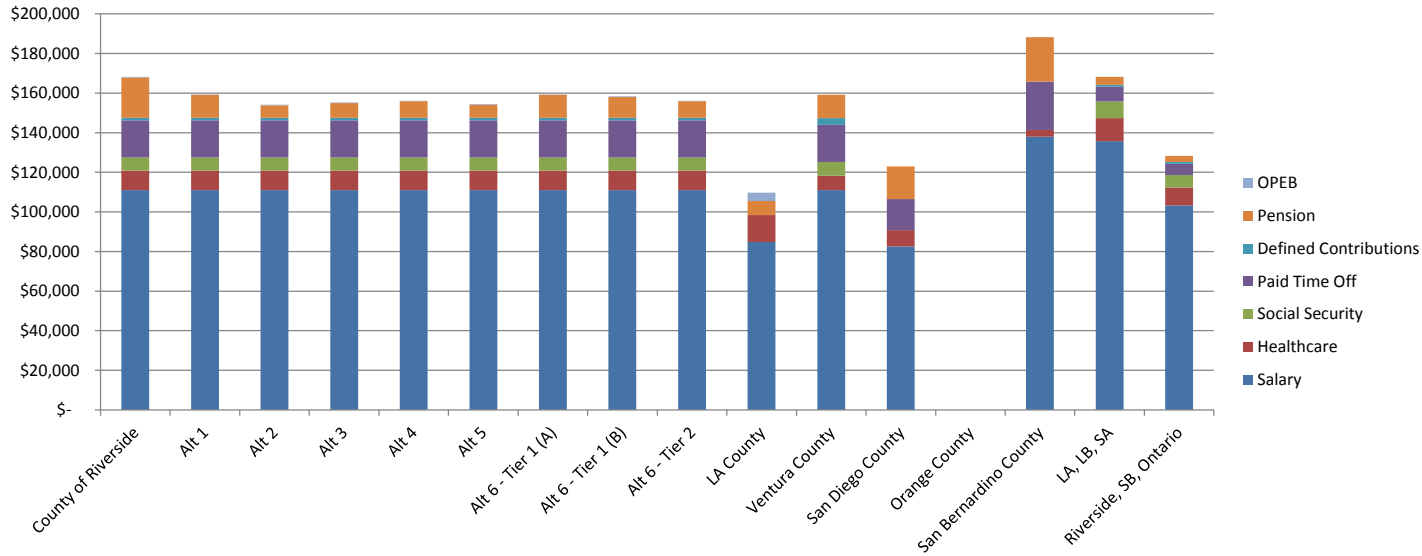


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PRINCIPAL MGMT ANALYST

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, SB, Ontario	
Salary	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 111,070	\$ 84,872	\$ 111,088	\$ 82,534	\$ -	\$ 137,987	\$ 135,806	\$ 103,272
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 3,424	\$ 11,618	\$ 8,985
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,887	\$ -	\$ -	\$ -	\$ 8,420	\$ 6,403
Paid Time Off	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ 18,796	\$ -	\$ 18,805	\$ 15,555	\$ -	\$ 24,409	\$ 7,344	\$ 5,680
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,333	\$ -	\$ -	\$ -	\$ 1,068	\$ 826
Pension	\$ 20,404	\$ 11,551	\$ 6,331	\$ 7,442	\$ 8,330	\$ 6,664	\$ 11,551	\$ 10,552	\$ 8,330	\$ 7,240	\$ 11,886	\$ 16,556	\$ -	\$ 22,423	\$ 4,006	\$ 3,098
OPEB	\$ 222	\$ 222	\$ 222	\$ 222	\$ 222	\$ 222	\$ 222	\$ 222	\$ 222	\$ 4,074	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 57,110	\$ 48,258	\$ 43,038	\$ 44,149	\$ 45,037	\$ 43,371	\$ 48,258	\$ 47,259	\$ 45,037	\$ 24,776	\$ 48,133	\$ 40,457	\$ -	\$ 50,256	\$ 32,456	\$ 24,992
Total Compensation	\$ 168,180	\$ 159,328	\$ 154,108	\$ 155,219	\$ 156,107	\$ 154,441	\$ 159,328	\$ 158,329	\$ 156,107	\$ 109,648	\$ 159,222	\$ 122,991	\$ -	\$ 188,243	\$ 168,263	\$ 128,264

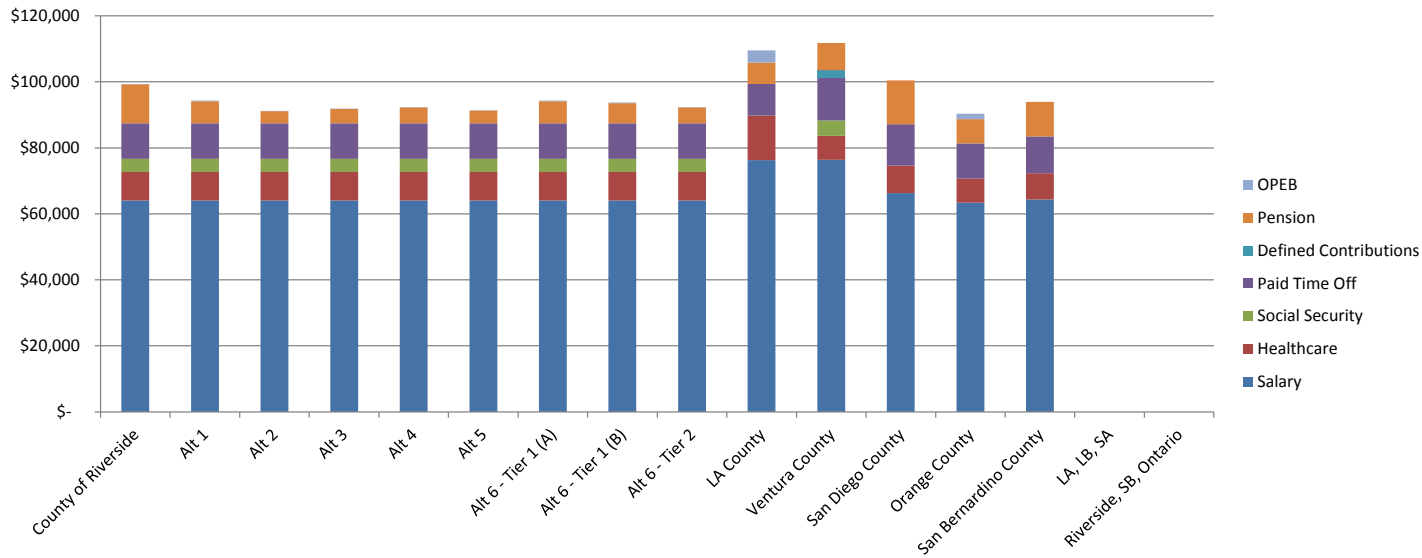


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PROGRAM SPECIALIST II

															BLS DATA	
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 64,065	\$ 76,238	\$ 76,372	\$ 66,248	\$ 63,384	\$ 64,314	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ 3,972	\$ -	\$ 4,735	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 10,842	\$ 9,613	\$ 12,928	\$ 12,485	\$ 10,701	\$ 11,136	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,291	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,769	\$ 6,663	\$ 3,652	\$ 4,292	\$ 4,805	\$ 3,844	\$ 6,663	\$ 6,086	\$ 4,805	\$ 6,503	\$ 8,172	\$ 13,289	\$ 7,359	\$ 10,451	\$ -	\$ -
OPEB	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 128	\$ 3,659	\$ -	\$ -	\$ 1,585	\$ -	\$ -	\$ -
Total Benefits	\$ 35,296	\$ 30,190	\$ 27,179	\$ 27,820	\$ 28,332	\$ 27,371	\$ 30,190	\$ 29,613	\$ 28,332	\$ 33,238	\$ 35,349	\$ 34,121	\$ 26,897	\$ 29,563	\$ -	\$ -
Total Compensation	\$ 99,361	\$ 94,255	\$ 91,244	\$ 91,885	\$ 92,397	\$ 91,436	\$ 94,255	\$ 93,678	\$ 92,397	\$ 109,476	\$ 111,721	\$ 100,369	\$ 90,281	\$ 93,876	\$ -	\$ -

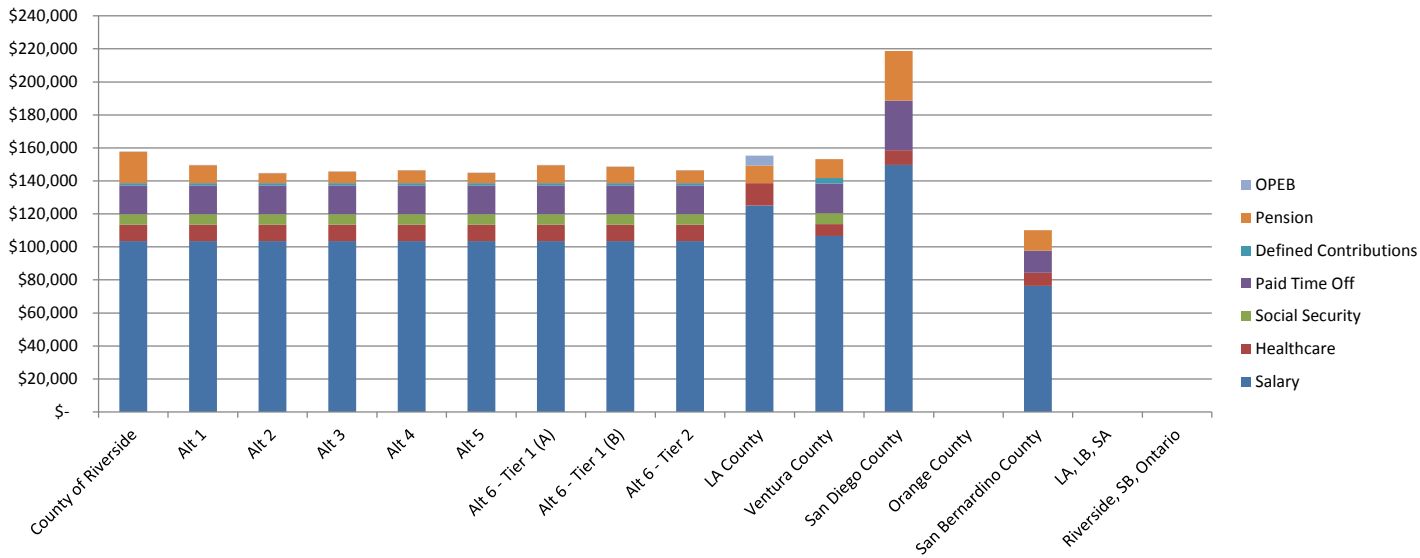


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

REGIONAL MGR, CHILD SOC SVCS

	County of Riverside	BLS DATA															
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	
Salary	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 103,622	\$ 125,081	\$ 106,644	\$ 149,760	\$ -	\$ 76,419	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,918	\$ -	\$ 7,976	\$ -	\$ -
Social Security	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ 6,425	\$ -	\$ 6,612	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ 17,536	\$ -	\$ 18,051	\$ -	\$ 13,232	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,199	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 19,035	\$ 10,777	\$ 5,906	\$ 6,943	\$ 7,772	\$ 6,217	\$ 10,777	\$ 9,844	\$ 7,772	\$ 10,669	\$ 11,411	\$ 30,042	\$ -	\$ 12,418	\$ -	\$ -	\$ -
OPEB	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207	\$ 6,004	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 54,270	\$ 46,011	\$ 41,141	\$ 42,177	\$ 43,006	\$ 41,452	\$ 46,011	\$ 45,079	\$ 43,006	\$ 30,135	\$ 46,496	\$ 68,912	\$ -	\$ 33,626	\$ -	\$ -	\$ -
Total Compensation	\$ 157,892	\$ 149,633	\$ 144,763	\$ 145,799	\$ 146,628	\$ 145,074	\$ 149,633	\$ 148,701	\$ 146,628	\$ 155,216	\$ 153,140	\$ 218,672	\$ -	\$ 110,045	\$ -	\$ -	\$ -

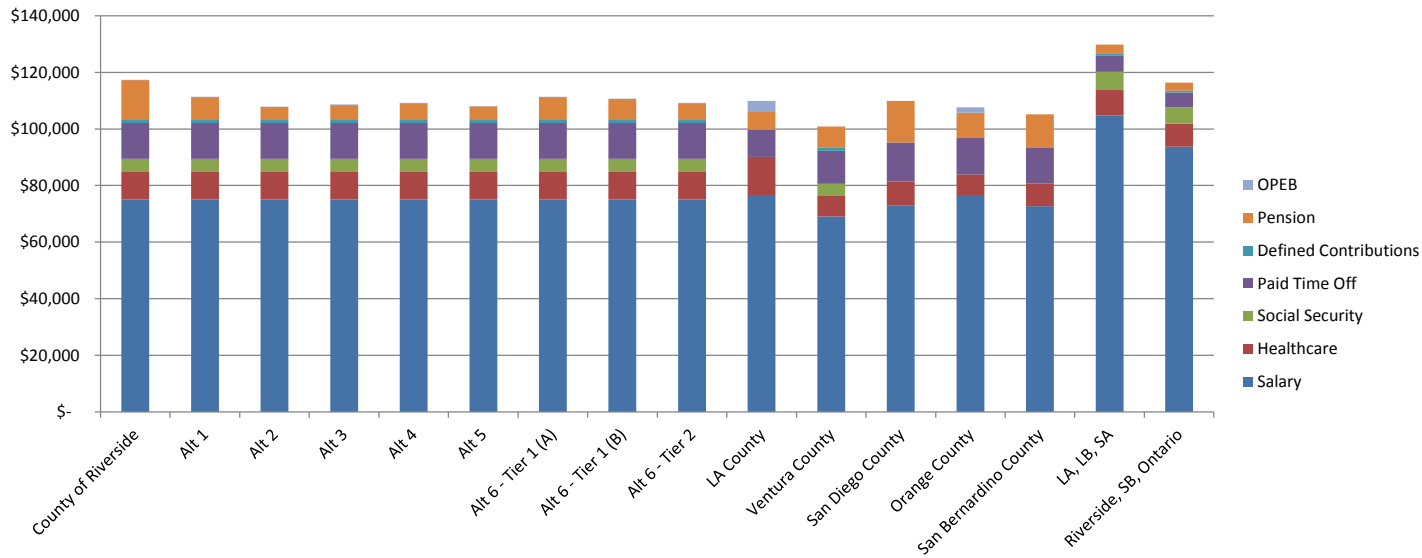


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SAFETY COORDINATOR - C

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 75,020	\$ 76,616	\$ 69,051	\$ 73,070	\$ 76,603	\$ 72,738	\$ 104,774	\$ 93,689
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 8,963	\$ 8,151
Social Security	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ 4,651	\$ -	\$ 4,281	\$ -	\$ -	\$ -	\$ 6,496	\$ 5,809
Paid Time Off	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 12,696	\$ 9,661	\$ 11,689	\$ 13,771	\$ 12,932	\$ 12,594	\$ 5,666	\$ 5,153
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,208	\$ -	\$ -	\$ -	\$ 824	\$ 750
Pension	\$ 13,781	\$ 7,802	\$ 4,276	\$ 5,026	\$ 5,627	\$ 4,501	\$ 7,802	\$ 7,127	\$ 5,627	\$ 6,535	\$ 7,388	\$ 14,658	\$ 8,894	\$ 11,820	\$ 3,091	\$ 2,811
OPEB	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 3,678	\$ -	\$ -	\$ 1,915	\$ -	\$ -	\$ -
Total Benefits	\$ 42,345	\$ 36,366	\$ 32,840	\$ 33,590	\$ 34,190	\$ 33,065	\$ 36,366	\$ 35,691	\$ 34,190	\$ 33,336	\$ 31,789	\$ 36,775	\$ 30,993	\$ 32,390	\$ 25,040	\$ 22,673
Total Compensation	\$ 117,365	\$ 111,386	\$ 107,860	\$ 108,610	\$ 109,210	\$ 108,085	\$ 111,386	\$ 110,711	\$ 109,210	\$ 109,952	\$ 100,841	\$ 109,845	\$ 107,596	\$ 105,128	\$ 129,814	\$ 116,362

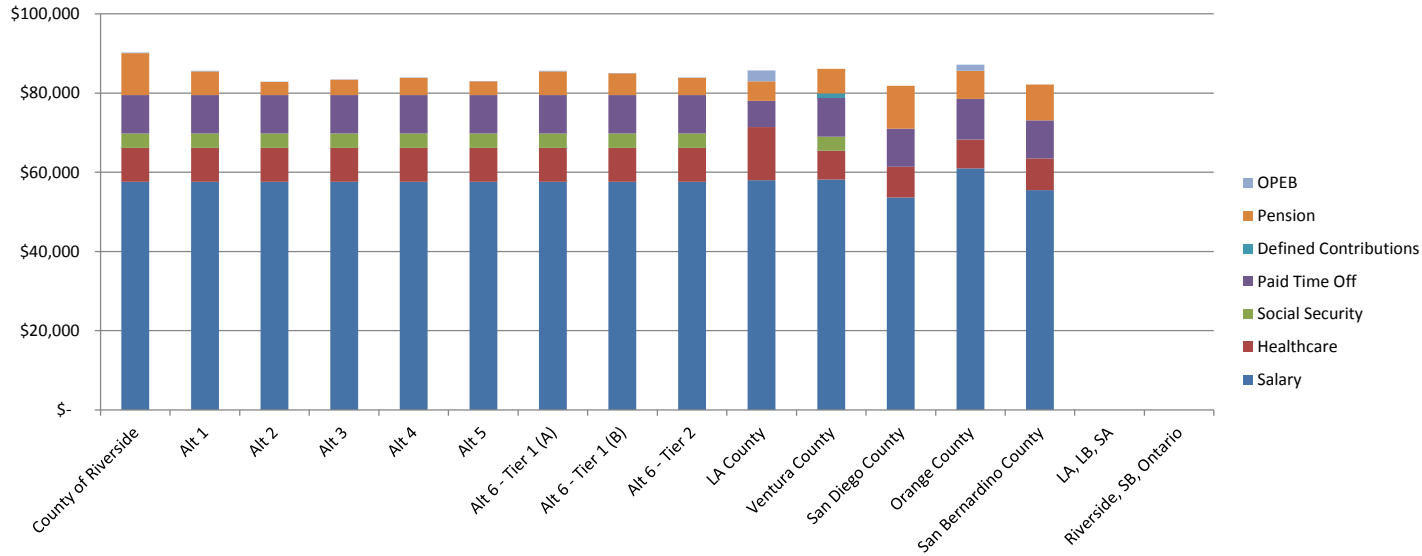


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SOCIAL SERVICES WORKER III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,610	\$ 57,984	\$ 58,178	\$ 53,602	\$ 60,986	\$ 55,536	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ 3,572	\$ -	\$ 3,607	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 9,749	\$ 6,576	\$ 9,848	\$ 9,690	\$ 10,296	\$ 9,616	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,018	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 10,583	\$ 5,991	\$ 3,284	\$ 3,860	\$ 4,321	\$ 3,457	\$ 5,991	\$ 5,473	\$ 4,321	\$ 4,946	\$ 6,225	\$ 10,752	\$ 7,081	\$ 9,025	\$ -	\$ -
OPEB	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 2,783	\$ -	\$ -	\$ 1,525	\$ -	\$ -	
Total Benefits	\$ 32,605	\$ 28,013	\$ 25,305	\$ 25,881	\$ 26,342	\$ 25,478	\$ 28,013	\$ 27,494	\$ 26,342	\$ 27,767	\$ 27,920	\$ 28,203	\$ 26,153	\$ 26,616	\$ -	\$ -
Total Compensation	\$ 90,215	\$ 85,623	\$ 82,915	\$ 83,491	\$ 83,952	\$ 83,088	\$ 85,623	\$ 85,104	\$ 83,952	\$ 85,751	\$ 86,098	\$ 81,805	\$ 87,140	\$ 82,152	\$ -	\$ -



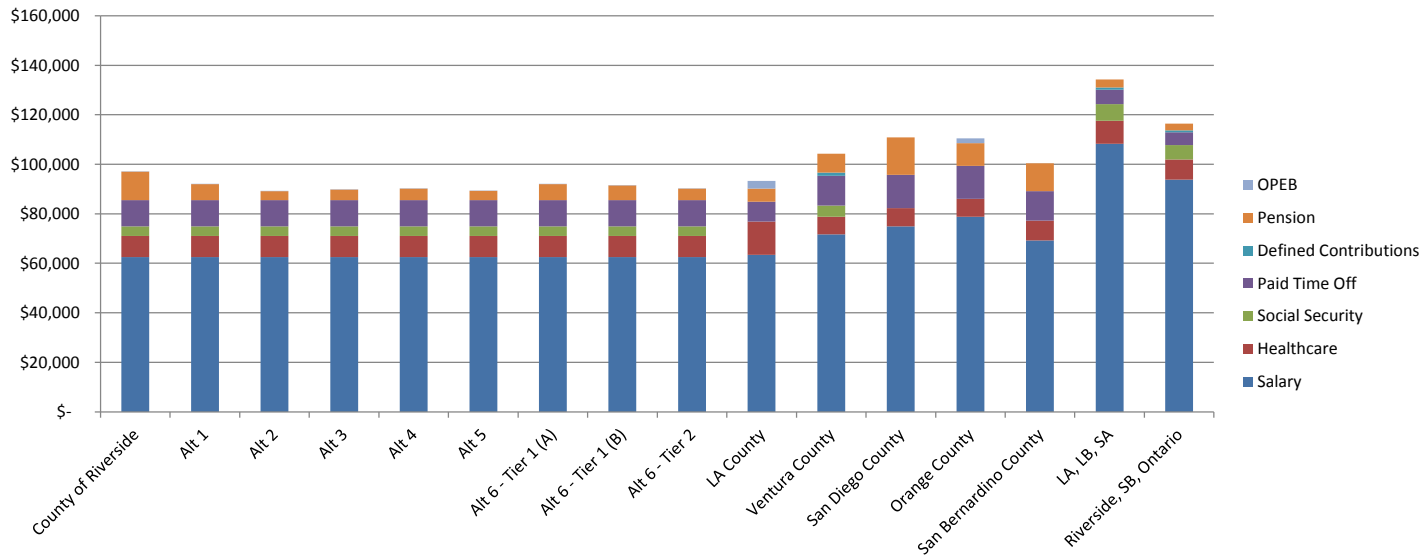
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

SR ACCOUNTANT

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 63,372	\$ 71,623	\$ 74,859	\$ 78,834	\$ 69,222	\$ 108,328	\$ 93,774
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 9,267	\$ 8,158
Social Security	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ -	\$ 4,441	\$ -	\$ -	\$ -	\$ 6,716	\$ 5,814
Paid Time Off	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 7,991	\$ 12,122	\$ 13,532	\$ 13,309	\$ 11,985	\$ 5,858	\$ 5,158
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,253	\$ -	\$ -	\$ -	\$ 852	\$ 750
Pension	\$ 11,482	\$ 6,500	\$ 3,563	\$ 4,188	\$ 4,688	\$ 3,750	\$ 6,500	\$ 5,938	\$ 4,688	\$ 5,406	\$ 7,664	\$ 15,017	\$ 9,153	\$ 11,249	\$ 3,196	\$ 2,813
OPEB	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 3,042	\$ -	\$ -	\$ 1,971	\$ -	\$ -	\$ -
Total Benefits	\$ 34,645	\$ 29,663	\$ 26,725	\$ 27,350	\$ 27,850	\$ 26,913	\$ 29,663	\$ 29,101	\$ 27,850	\$ 29,901	\$ 32,702	\$ 35,946	\$ 31,685	\$ 31,210	\$ 25,889	\$ 22,693
Total Compensation	\$ 97,148	\$ 92,166	\$ 89,228	\$ 89,853	\$ 90,353	\$ 89,416	\$ 92,166	\$ 91,604	\$ 90,353	\$ 93,273	\$ 104,325	\$ 110,805	\$ 110,519	\$ 100,433	\$ 134,217	\$ 116,467

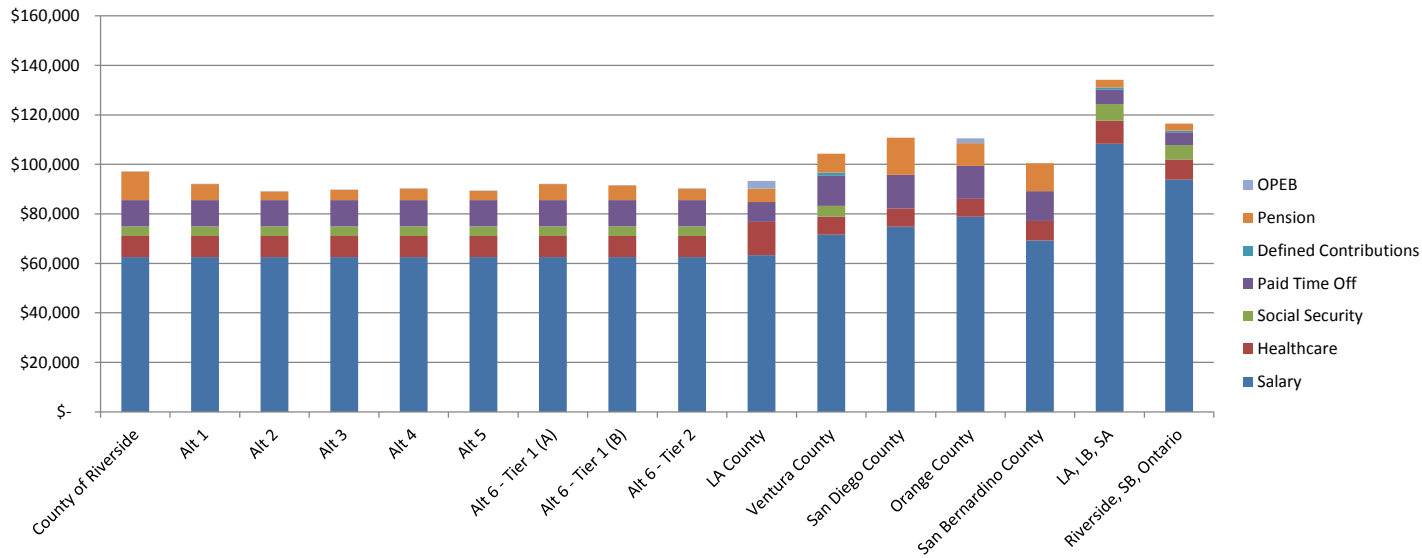


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR ACCOUNTANT

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 62,503	\$ 63,372	\$ 71,623	\$ 74,859	\$ 78,834	\$ 69,222	\$ 108,328	\$ 93,774
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 9,267	\$ 8,158
Social Security	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ 3,875	\$ -	\$ 4,441	\$ -	\$ -	\$ -	\$ 6,716	\$ 5,814
Paid Time Off	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 10,577	\$ 7,991	\$ 12,122	\$ 13,532	\$ 13,309	\$ 11,985	\$ 5,858	\$ 5,158
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,253	\$ -	\$ -	\$ -	\$ 852	\$ 750
Pension	\$ 11,482	\$ 6,500	\$ 3,563	\$ 4,188	\$ 4,688	\$ 3,750	\$ 6,500	\$ 5,938	\$ 4,688	\$ 5,406	\$ 7,664	\$ 15,017	\$ 9,153	\$ 11,249	\$ 3,196	\$ 2,813
OPEB	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 3,042	\$ -	\$ -	\$ 1,971	\$ -	\$ -	\$ -
Total Benefits	\$ 34,645	\$ 29,663	\$ 26,725	\$ 27,350	\$ 27,850	\$ 26,913	\$ 29,663	\$ 29,101	\$ 27,850	\$ 29,901	\$ 32,702	\$ 35,946	\$ 31,685	\$ 31,210	\$ 25,889	\$ 22,693
Total Compensation	\$ 97,148	\$ 92,166	\$ 89,228	\$ 89,853	\$ 90,353	\$ 89,416	\$ 92,166	\$ 91,604	\$ 90,353	\$ 93,273	\$ 104,325	\$ 110,805	\$ 110,519	\$ 100,433	\$ 134,217	\$ 116,467

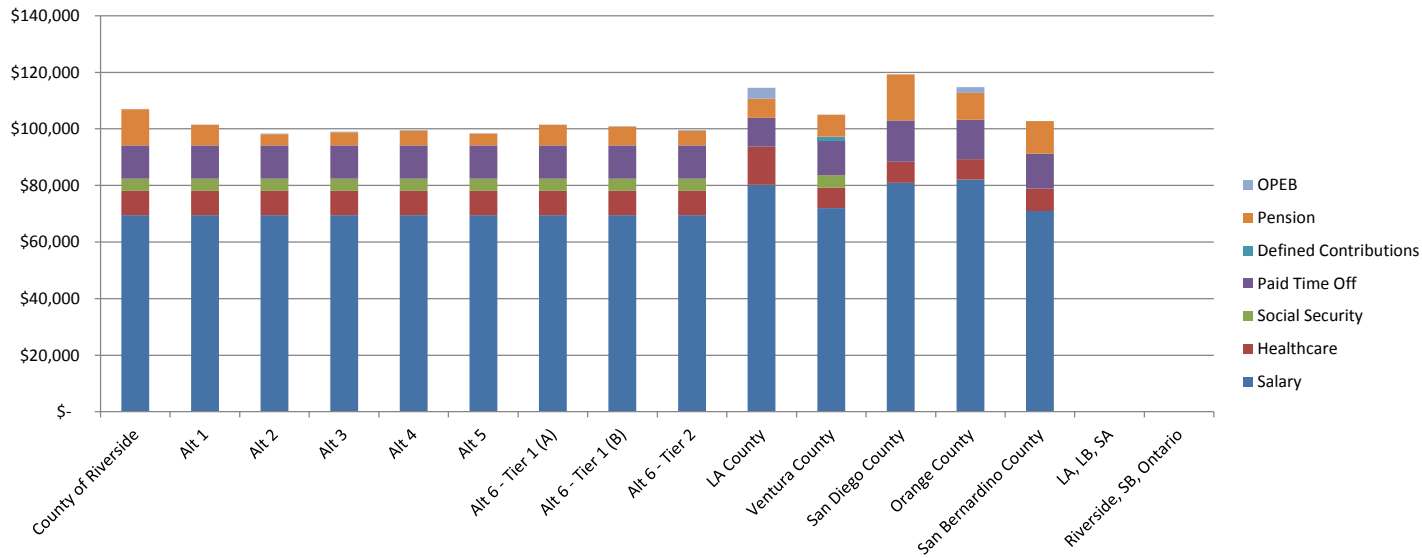


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR APPRAISER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 69,538	\$ 80,283	\$ 71,969	\$ 80,974	\$ 82,086	\$ 70,928	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ 4,311	\$ -	\$ 4,462	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 11,768	\$ 10,124	\$ 12,182	\$ 14,638	\$ 13,858	\$ 12,281	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,439	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 12,774	\$ 7,232	\$ 3,964	\$ 4,659	\$ 5,215	\$ 4,172	\$ 7,232	\$ 6,606	\$ 5,215	\$ 6,848	\$ 7,701	\$ 16,243	\$ 9,530	\$ 11,526	\$ -	\$ -
OPEB	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 3,854	\$ -	\$ -	\$ 2,052	\$ -	\$ -	\$ -
Total Benefits	\$ 37,578	\$ 32,036	\$ 28,767	\$ 29,463	\$ 30,019	\$ 28,976	\$ 32,036	\$ 31,410	\$ 30,019	\$ 34,288	\$ 33,006	\$ 38,278	\$ 32,693	\$ 31,783	\$ -	\$ -
Total Compensation	\$ 107,116	\$ 101,574	\$ 98,305	\$ 99,001	\$ 99,557	\$ 98,514	\$ 101,574	\$ 100,948	\$ 99,557	\$ 114,571	\$ 104,976	\$ 119,253	\$ 114,779	\$ 102,711	\$ -	\$ -

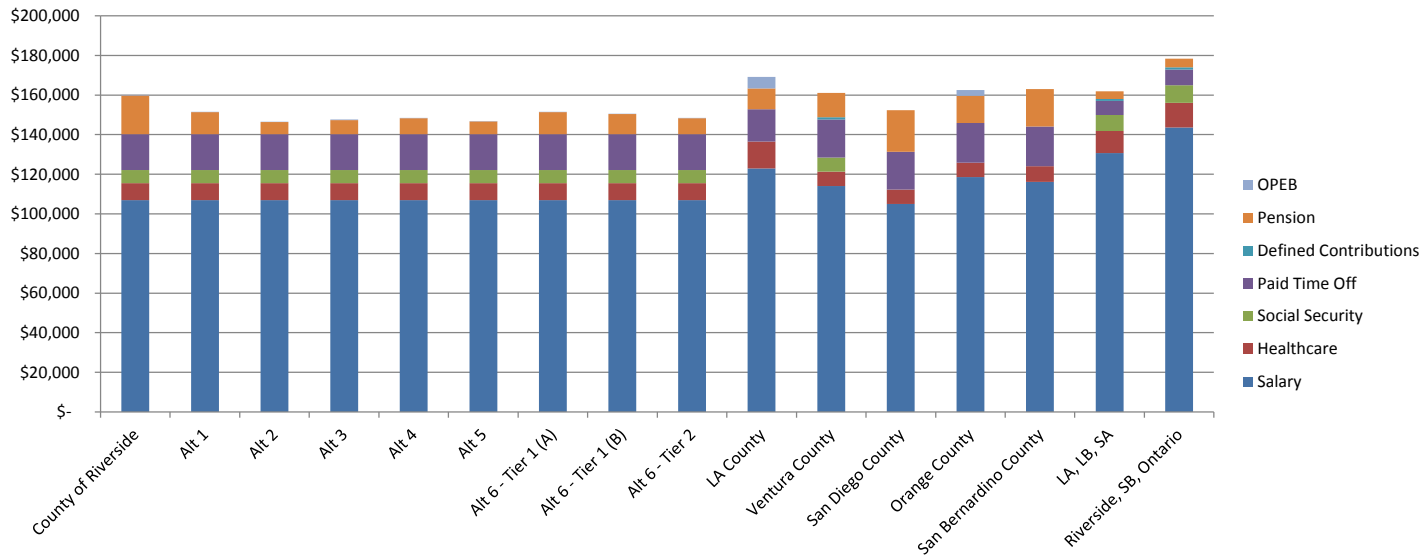


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR CIVIL ENGINEER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 106,918	\$ 122,988	\$ 114,073	\$ 104,957	\$ 118,574	\$ 116,106	\$ 130,666	\$ 143,569
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 11,178	\$ 12,491
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 7,073	\$ -	\$ -	\$ -	\$ 8,101	\$ 8,901
Paid Time Off	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 18,094	\$ 16,373	\$ 19,308	\$ 18,973	\$ 20,018	\$ 20,103	\$ 7,066	\$ 7,896
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,141	\$ -	\$ -	\$ -	\$ 1,028	\$ 1,149
Pension	\$ 19,641	\$ 11,119	\$ 6,094	\$ 7,164	\$ 8,019	\$ 6,415	\$ 11,119	\$ 10,157	\$ 8,019	\$ 10,491	\$ 12,206	\$ 21,054	\$ 13,766	\$ 18,867	\$ 3,854	\$ 4,307
OPEB	\$ 214	\$ 214	\$ 214	\$ 214	\$ 214	\$ 214	\$ 214	\$ 214	\$ 214	\$ 5,903	\$ -	\$ -	\$ 2,964	\$ -	\$ -	\$ -
Total Benefits	\$ 53,155	\$ 44,634	\$ 39,609	\$ 40,678	\$ 41,533	\$ 39,930	\$ 44,634	\$ 43,672	\$ 41,533	\$ 46,229	\$ 46,949	\$ 47,424	\$ 44,001	\$ 46,946	\$ 31,228	\$ 34,744
Total Compensation	\$ 160,073	\$ 151,552	\$ 146,527	\$ 147,596	\$ 148,451	\$ 146,848	\$ 151,552	\$ 150,590	\$ 148,451	\$ 169,217	\$ 161,022	\$ 152,381	\$ 162,575	\$ 163,052	\$ 161,894	\$ 178,313

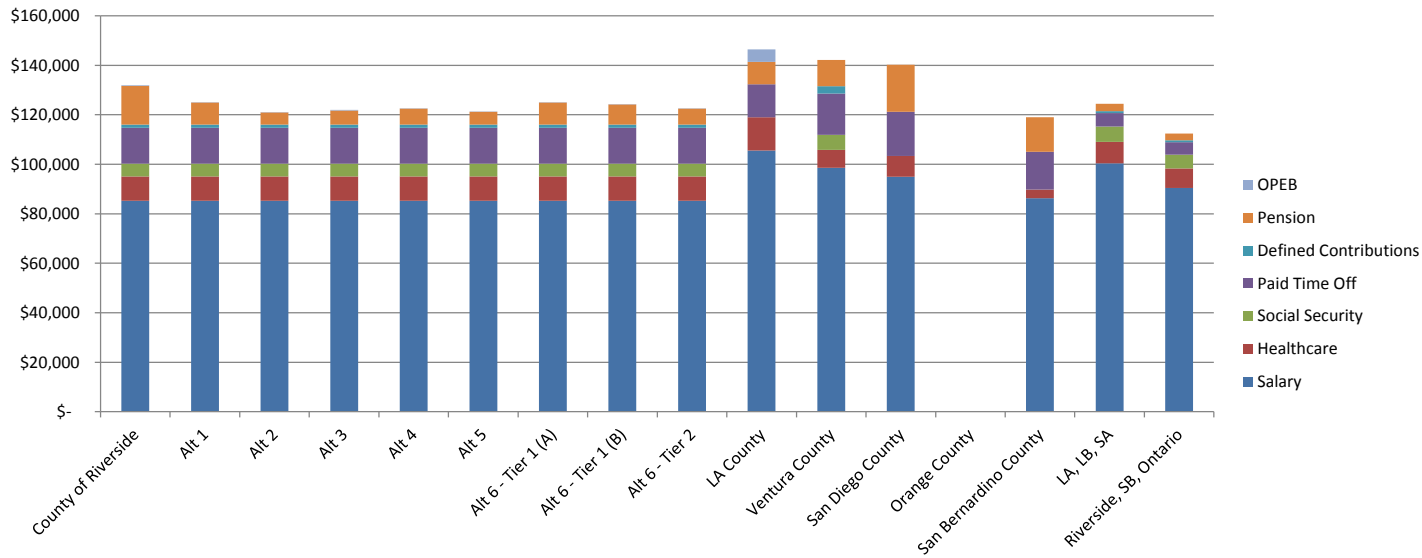


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR HUMAN RESOURCES ANALYST

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, SB, Ontario	
Salary	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 85,253	\$ 105,557	\$ 98,568	\$ 94,952	\$ -	\$ 86,320	\$ 100,416	\$ 90,453
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ -	\$ 3,424	\$ 8,590	\$ 7,869
Social Security	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ 5,286	\$ -	\$ 6,111	\$ -	\$ -	\$ -	\$ 6,226	\$ 5,608
Paid Time Off	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 14,427	\$ 13,311	\$ 16,685	\$ 17,895	\$ -	\$ 15,270	\$ 5,431	\$ 4,975
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,957	\$ -	\$ -	\$ -	\$ 790	\$ 724
Pension	\$ 15,661	\$ 8,866	\$ 4,859	\$ 5,712	\$ 6,394	\$ 5,115	\$ 8,866	\$ 8,099	\$ 6,394	\$ 9,004	\$ 10,547	\$ 19,047	\$ -	\$ 14,027	\$ 2,962	\$ 2,714
OPEB	\$ 171	\$ 171	\$ 171	\$ 171	\$ 171	\$ 171	\$ 171	\$ 171	\$ 171	\$ 5,067	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 46,611	\$ 39,817	\$ 35,810	\$ 36,662	\$ 37,344	\$ 36,065	\$ 39,817	\$ 39,049	\$ 37,344	\$ 40,844	\$ 43,522	\$ 45,288	\$ -	\$ 32,720	\$ 23,999	\$ 21,890
Total Compensation	\$ 131,864	\$ 125,070	\$ 121,063	\$ 121,915	\$ 122,597	\$ 121,318	\$ 125,070	\$ 124,302	\$ 122,597	\$ 146,401	\$ 142,091	\$ 140,240	\$ -	\$ 119,040	\$ 124,415	\$ 112,342

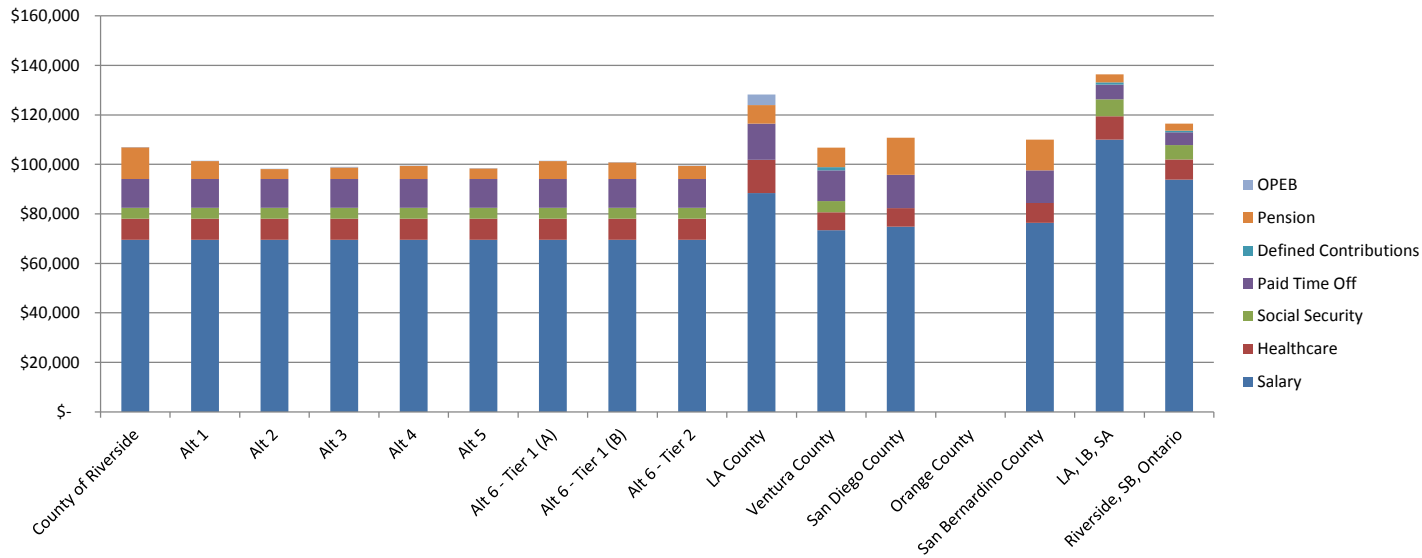


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV ACCOUNTANT

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, SB, Ontario	
Salary	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 69,491	\$ 88,389	\$ 73,414	\$ 74,859	\$ -	\$ 76,419	\$ 110,041	\$ 93,774
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ -	\$ 7,976	\$ 9,414	\$ 8,158
Social Security	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ 4,308	\$ -	\$ 4,552	\$ -	\$ -	\$ -	\$ 6,823	\$ 5,814
Paid Time Off	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 11,760	\$ 14,618	\$ 12,428	\$ 13,532	\$ -	\$ 13,232	\$ 5,951	\$ 5,158
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,285	\$ -	\$ -	\$ -	\$ 866	\$ 750
Pension	\$ 12,765	\$ 7,227	\$ 3,961	\$ 4,656	\$ 5,212	\$ 4,169	\$ 7,227	\$ 6,602	\$ 5,212	\$ 7,540	\$ 7,855	\$ 15,017	\$ -	\$ 12,418	\$ 3,246	\$ 2,813
OPEB	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 4,243	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 37,558	\$ 32,020	\$ 28,754	\$ 29,448	\$ 30,004	\$ 28,962	\$ 32,020	\$ 31,394	\$ 30,004	\$ 39,862	\$ 33,342	\$ 35,946	\$ -	\$ 33,626	\$ 26,299	\$ 22,693
Total Compensation	\$ 107,049	\$ 101,511	\$ 98,245	\$ 98,939	\$ 99,495	\$ 98,453	\$ 101,511	\$ 100,885	\$ 99,495	\$ 128,251	\$ 106,756	\$ 110,805	\$ -	\$ 110,045	\$ 136,340	\$ 116,467

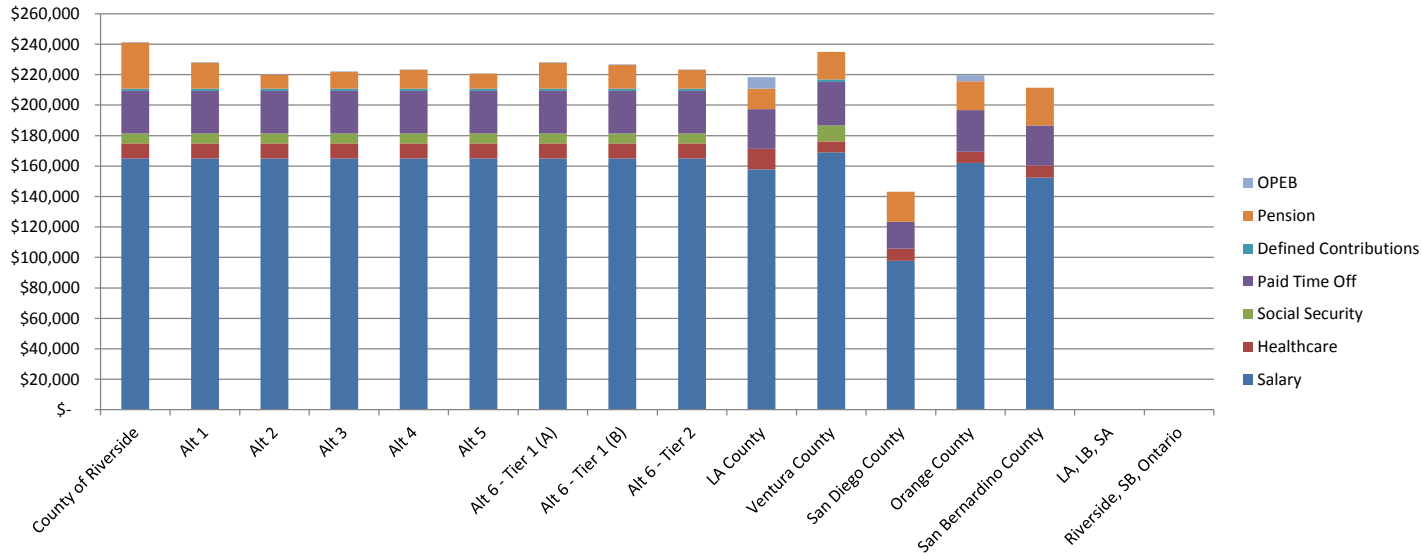


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV DEP DISTRICT ATTORNEY

	BLS DATA														
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario
Salary	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 165,089	\$ 157,762	\$ 168,889	\$ 97,718	\$ 162,150	\$ 152,318	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,099	\$ 7,252	\$ 7,976	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 10,471	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 27,938	\$ 26,091	\$ 28,589	\$ 17,664	\$ 27,375	\$ 26,373	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,689	\$ -	\$ -	\$ -	\$ -
Pension	\$ 30,327	\$ 17,169	\$ 9,410	\$ 11,061	\$ 12,382	\$ 9,905	\$ 17,169	\$ 15,683	\$ 12,382	\$ 13,457	\$ 18,071	\$ 19,602	\$ 18,826	\$ 24,752	\$ -
OPEB	\$ 330	\$ 330	\$ 330	\$ 330	\$ 330	\$ 330	\$ 330	\$ 330	\$ 330	\$ 7,573	\$ -	\$ -	\$ 4,054	\$ -	
Total Benefits	\$ 76,283	\$ 63,126	\$ 55,367	\$ 57,017	\$ 58,338	\$ 55,862	\$ 63,126	\$ 61,640	\$ 58,338	\$ 60,583	\$ 66,042	\$ 45,366	\$ 57,507	\$ 59,101	\$ -
Total Compensation	\$ 241,372	\$ 228,215	\$ 220,456	\$ 222,106	\$ 223,427	\$ 220,951	\$ 228,215	\$ 226,729	\$ 223,427	\$ 218,345	\$ 234,931	\$ 143,084	\$ 219,657	\$ 211,419	\$ -

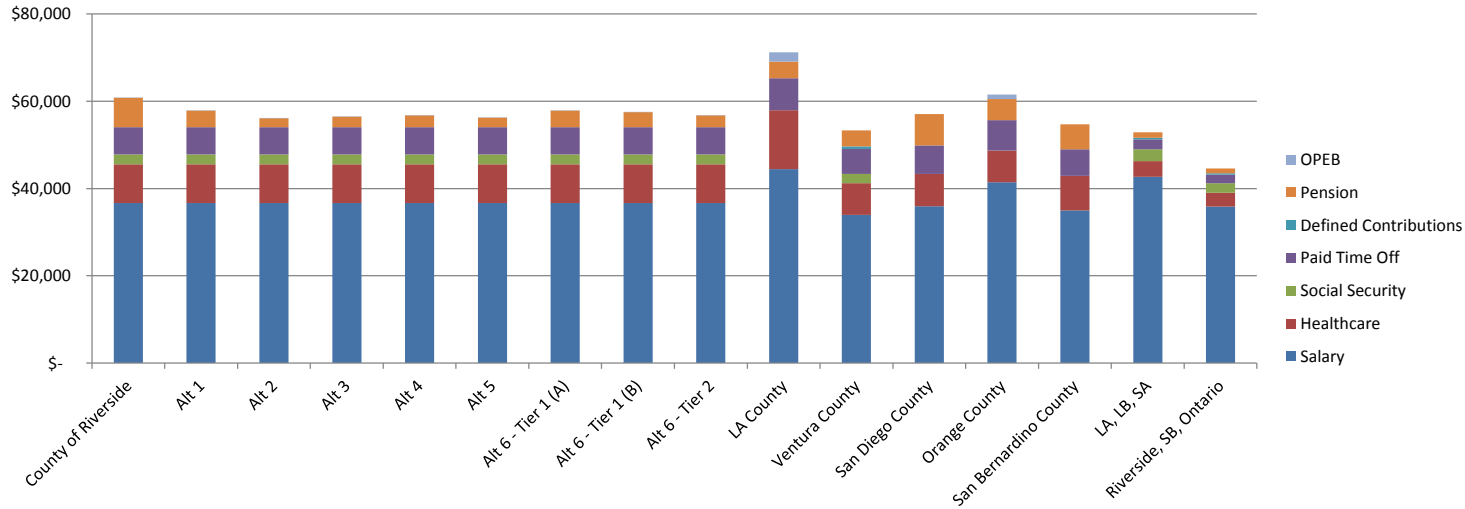


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CERTIFIED MEDICAL ASSISTANT

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 44,469	\$ 33,999	\$ 35,942	\$ 41,429	\$ 34,965	\$ 42,667	\$ 35,898
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 3,650	\$ 3,123
Social Security	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ -	\$ 2,108	\$ -	\$ -	\$ -	\$ 2,645	\$ 2,226
Paid Time Off	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 7,354	\$ 5,757	\$ 6,497	\$ 6,994	\$ 6,054	\$ 2,307	\$ 1,974
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 595	\$ -	\$ -	\$ -	\$ 336	\$ 287
Pension	\$ 6,738	\$ 3,815	\$ 2,091	\$ 2,458	\$ 2,751	\$ 2,201	\$ 3,815	\$ 3,485	\$ 2,751	\$ 3,793	\$ 3,638	\$ 7,210	\$ 4,810	\$ 5,682	\$ 1,259	\$ 1,077
OPEB	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 2,135	\$ -	\$ -	\$ 1,036	\$ -	\$ -	\$ -
Total Benefits	\$ 24,170	\$ 21,247	\$ 19,523	\$ 19,890	\$ 20,183	\$ 19,633	\$ 21,247	\$ 20,917	\$ 20,183	\$ 26,744	\$ 19,320	\$ 21,104	\$ 20,092	\$ 19,712	\$ 10,197	\$ 8,687
Total Compensation	\$ 60,850	\$ 57,927	\$ 56,203	\$ 56,570	\$ 56,863	\$ 56,313	\$ 57,927	\$ 57,597	\$ 56,863	\$ 71,213	\$ 53,318	\$ 57,047	\$ 61,521	\$ 54,677	\$ 52,864	\$ 44,585



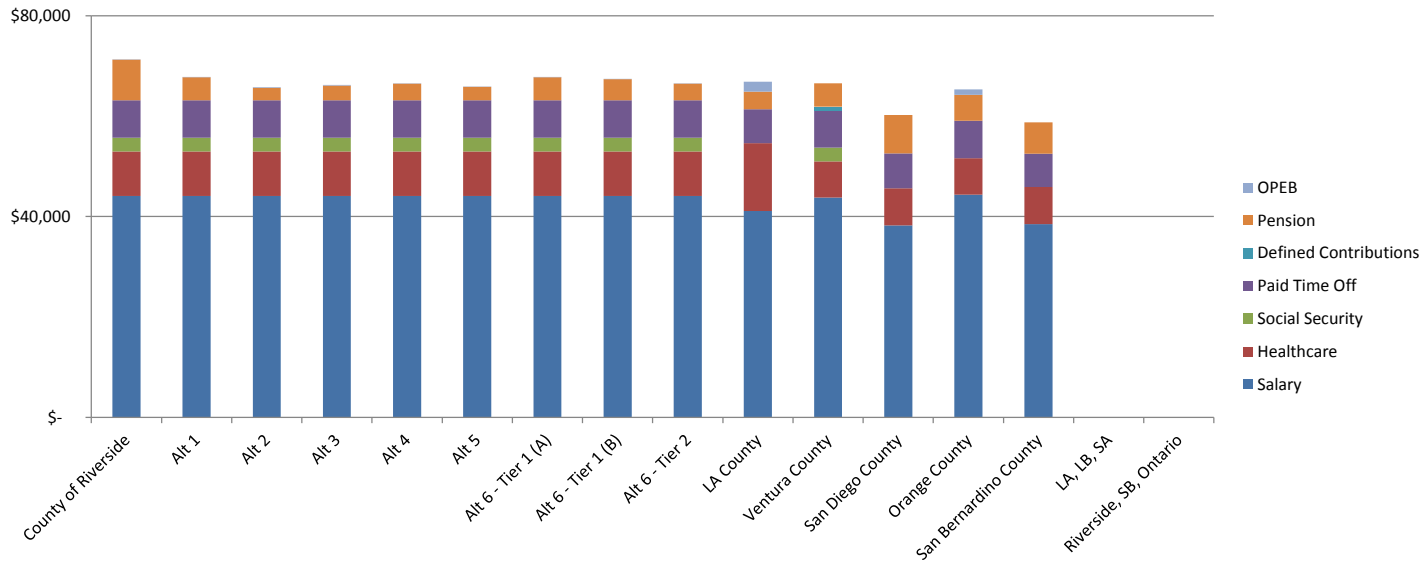
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

CHILD SUPPORT INTERVIEWER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 44,104	\$ 41,140	\$ 43,779	\$ 38,251	\$ 44,369	\$ 38,522	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ 2,734	\$ -	\$ 2,714	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 7,464	\$ 6,804	\$ 7,411	\$ 6,915	\$ 7,491	\$ 6,670	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 766	\$ -	\$ -	\$ -	-	-
Pension	\$ 8,102	\$ 4,587	\$ 2,514	\$ 2,955	\$ 3,308	\$ 2,646	\$ 4,587	\$ 4,190	\$ 3,308	\$ 3,509	\$ 4,684	\$ 7,673	\$ 5,151	\$ 6,260	-	-
OPEB	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 1,975	\$ -	\$ -	\$ 1,109	\$ -	\$ -	\$ -
Total Benefits	\$ 27,266	\$ 23,751	\$ 21,678	\$ 22,119	\$ 22,472	\$ 21,810	\$ 23,751	\$ 23,354	\$ 22,472	\$ 25,750	\$ 22,798	\$ 21,985	\$ 21,003	\$ 20,278	\$ -	\$ -
Total Compensation	\$ 71,370	\$ 67,855	\$ 65,782	\$ 66,223	\$ 66,576	\$ 65,914	\$ 67,855	\$ 67,458	\$ 66,576	\$ 66,890	\$ 66,577	\$ 60,236	\$ 65,372	\$ 58,799	\$ -	\$ -

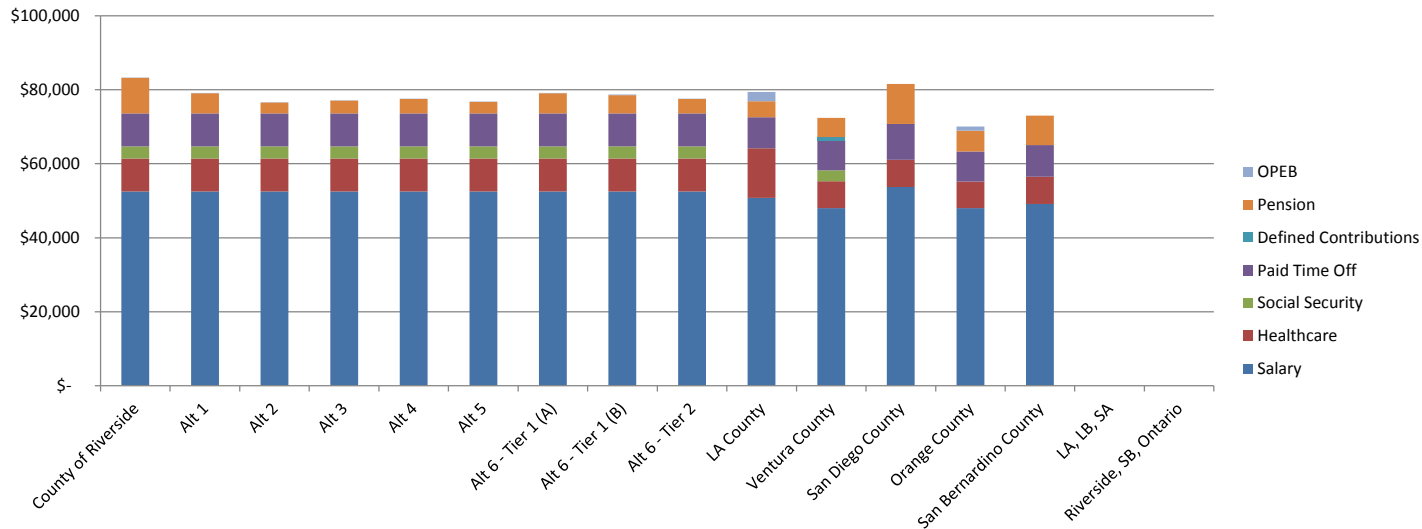


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CHILD SUPPORT SPECIALIST

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA	
															LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 52,546	\$ 50,752	\$ 48,047	\$ 53,685	\$ 47,976	\$ 49,171	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ 3,258	\$ -	\$ 2,979	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,892	\$ 8,394	\$ 8,133	\$ 9,705	\$ 8,100	\$ 8,514	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 841	\$ -	\$ -	\$ -	-	-
Pension	\$ 9,653	\$ 5,465	\$ 2,995	\$ 3,521	\$ 3,941	\$ 3,153	\$ 5,465	\$ 4,992	\$ 3,941	\$ 4,329	\$ 5,141	\$ 10,769	\$ 5,570	\$ 7,990	-	-
OPEB	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 2,436	\$ -	\$ -	\$ 1,199	\$ -	\$ -	\$ -
Total Benefits	\$ 30,786	\$ 26,598	\$ 24,128	\$ 24,653	\$ 25,074	\$ 24,286	\$ 26,598	\$ 26,125	\$ 25,074	\$ 28,621	\$ 24,316	\$ 27,871	\$ 22,121	\$ 23,852	\$ -	\$ -
Total Compensation	\$ 83,332	\$ 79,144	\$ 76,674	\$ 77,199	\$ 77,620	\$ 76,832	\$ 79,144	\$ 78,671	\$ 77,620	\$ 79,373	\$ 72,363	\$ 81,556	\$ 70,097	\$ 73,023	\$ -	\$ -

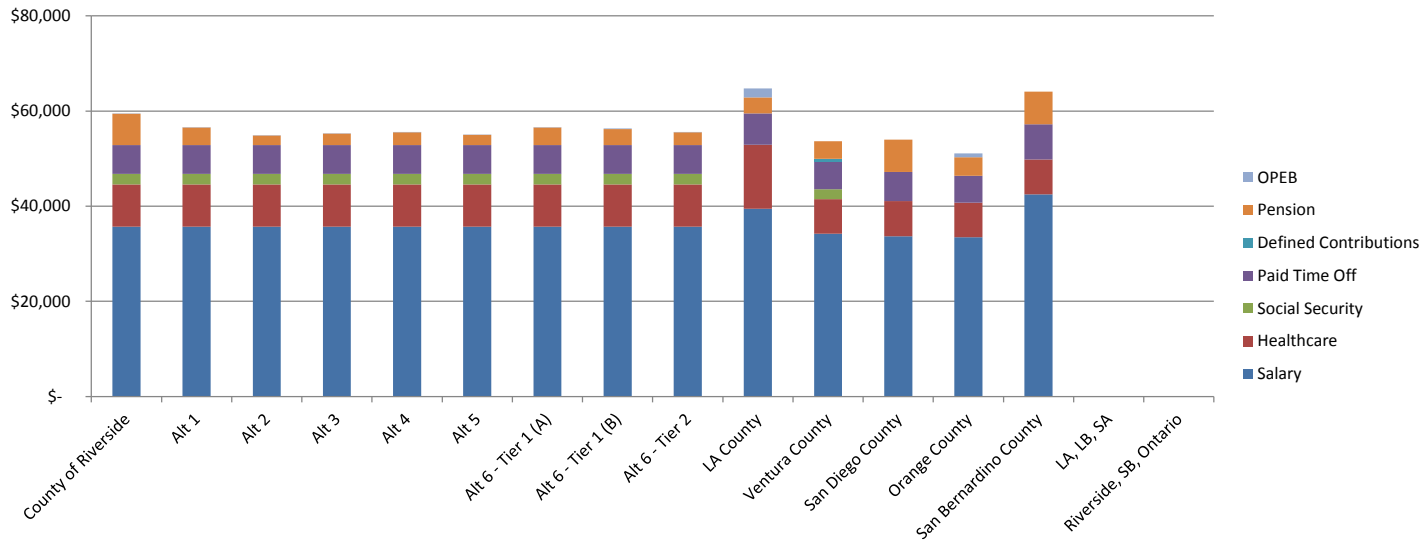


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

COMMUNITY SERVICES ASSISTANT

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 35,716	\$ 39,469	\$ 34,233	\$ 33,716	\$ 33,468	\$ 42,494	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,214	\$ -	\$ 2,122	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,044	\$ 6,591	\$ 5,795	\$ 6,095	\$ 5,664	\$ 7,358	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 599	\$ -	\$ -	\$ -	-	-
Pension	\$ 6,561	\$ 3,714	\$ 2,036	\$ 2,393	\$ 2,679	\$ 2,143	\$ 3,714	\$ 3,393	\$ 2,679	\$ 3,367	\$ 3,663	\$ 6,763	\$ 3,886	\$ 6,905	-	-
OPEB	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 1,895	\$ -	\$ -	\$ 837	\$ -	\$ -	\$ -
Total Benefits	\$ 23,768	\$ 20,922	\$ 19,243	\$ 19,600	\$ 19,886	\$ 19,350	\$ 20,922	\$ 20,600	\$ 19,886	\$ 25,314	\$ 19,402	\$ 20,255	\$ 17,638	\$ 21,611	\$ -	\$ -
Total Compensation	\$ 59,484	\$ 56,638	\$ 54,959	\$ 55,316	\$ 55,602	\$ 55,066	\$ 56,638	\$ 56,316	\$ 55,602	\$ 64,783	\$ 53,634	\$ 53,971	\$ 51,106	\$ 64,106	\$ -	\$ -

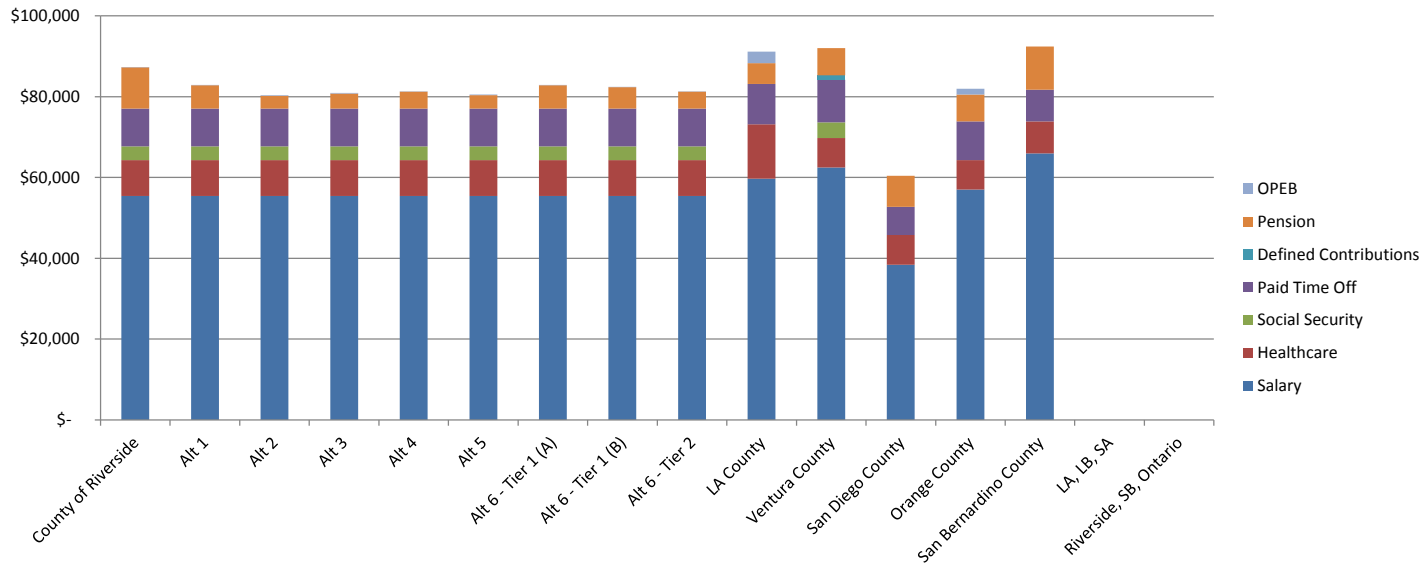


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

COMMUNITY SERVICES OFFICER II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 55,380	\$ 59,725	\$ 62,504	\$ 38,397	\$ 57,025	\$ 65,915	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	-
Social Security	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ 3,434	\$ -	\$ 3,875	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,372	\$ 9,974	\$ 10,580	\$ 6,941	\$ 9,627	\$ 7,811	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,094	\$ -	\$ -	\$ -	-	-
Pension	\$ 10,173	\$ 5,760	\$ 3,157	\$ 3,710	\$ 4,154	\$ 3,323	\$ 5,760	\$ 5,261	\$ 4,154	\$ 5,095	\$ 6,688	\$ 7,702	\$ 6,621	\$ 10,711	-	-
OPEB	\$ 111	\$ 111	\$ 111	\$ 111	\$ 111	\$ 111	\$ 111	\$ 111	\$ 111	\$ 2,867	\$ -	\$ -	\$ 1,426	\$ -	\$ -	\$ -
Total Benefits	\$ 31,967	\$ 27,553	\$ 24,950	\$ 25,504	\$ 25,947	\$ 25,117	\$ 27,553	\$ 27,055	\$ 25,947	\$ 31,397	\$ 29,459	\$ 22,040	\$ 24,926	\$ 26,499	\$ -	\$ -
Total Compensation	\$ 87,347	\$ 82,933	\$ 80,330	\$ 80,884	\$ 81,327	\$ 80,497	\$ 82,933	\$ 82,435	\$ 81,327	\$ 91,122	\$ 91,963	\$ 60,437	\$ 81,950	\$ 92,414	\$ -	\$ -

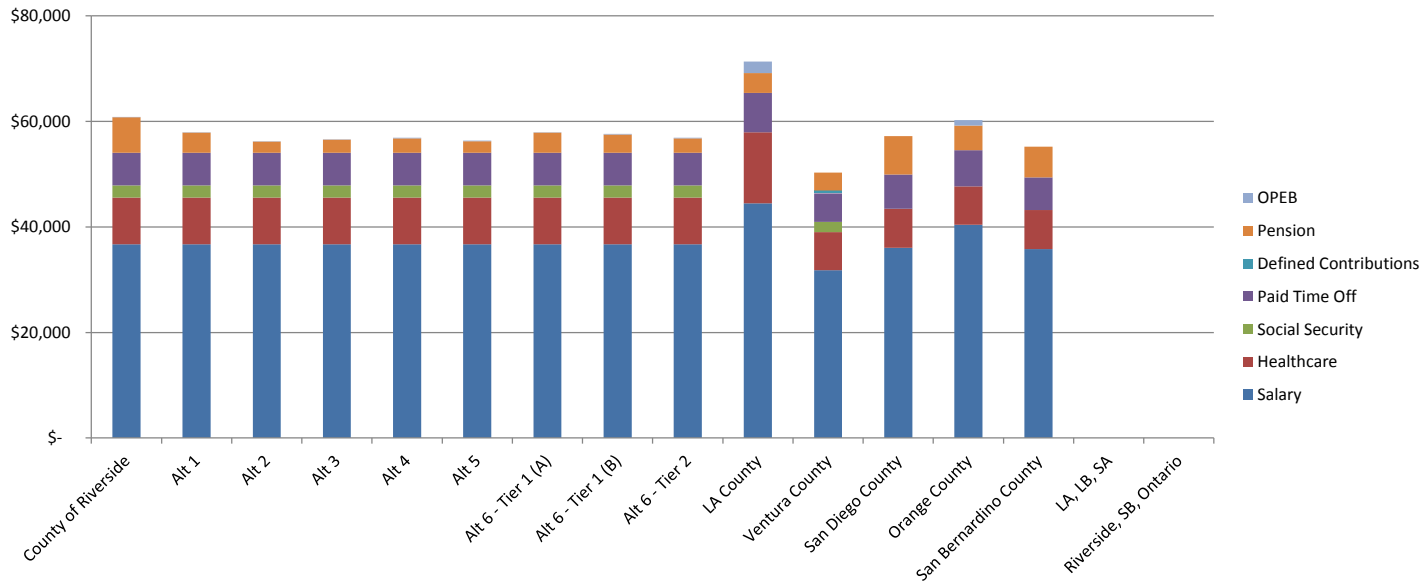


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

HEALTH SERVICES ASSISTANT

	County of Riverside	BLS DATA													LA, LB, SA	Riverside, SB, Ontario	
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County			
Salary	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 36,680	\$ 44,469	\$ 31,772	\$ 36,026	\$ 40,428	\$ 35,818	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ 2,274	\$ -	\$ 1,970	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 6,207	\$ 7,426	\$ 5,376	\$ 6,512	\$ 6,825	\$ 6,202	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 556	\$ -	\$ -	\$ -	-	-
Pension	\$ 6,738	\$ 3,815	\$ 2,091	\$ 2,458	\$ 2,751	\$ 2,201	\$ 3,815	\$ 3,485	\$ 2,751	\$ 3,793	\$ 3,400	\$ 7,227	\$ 4,694	\$ 5,820	\$ -	-	-
OPEB	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 73	\$ 2,135	\$ -	\$ -	\$ 1,011	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 24,170	\$ 21,247	\$ 19,523	\$ 19,890	\$ 20,183	\$ 19,633	\$ 21,247	\$ 20,917	\$ 20,183	\$ 26,816	\$ 18,524	\$ 21,136	\$ 19,782	\$ 19,370	\$ -	\$ -	\$ -
Total Compensation	\$ 60,850	\$ 57,927	\$ 56,203	\$ 56,570	\$ 56,863	\$ 56,313	\$ 57,927	\$ 57,597	\$ 56,863	\$ 71,284	\$ 50,296	\$ 57,162	\$ 60,210	\$ 55,188	\$ -	\$ -	\$ -

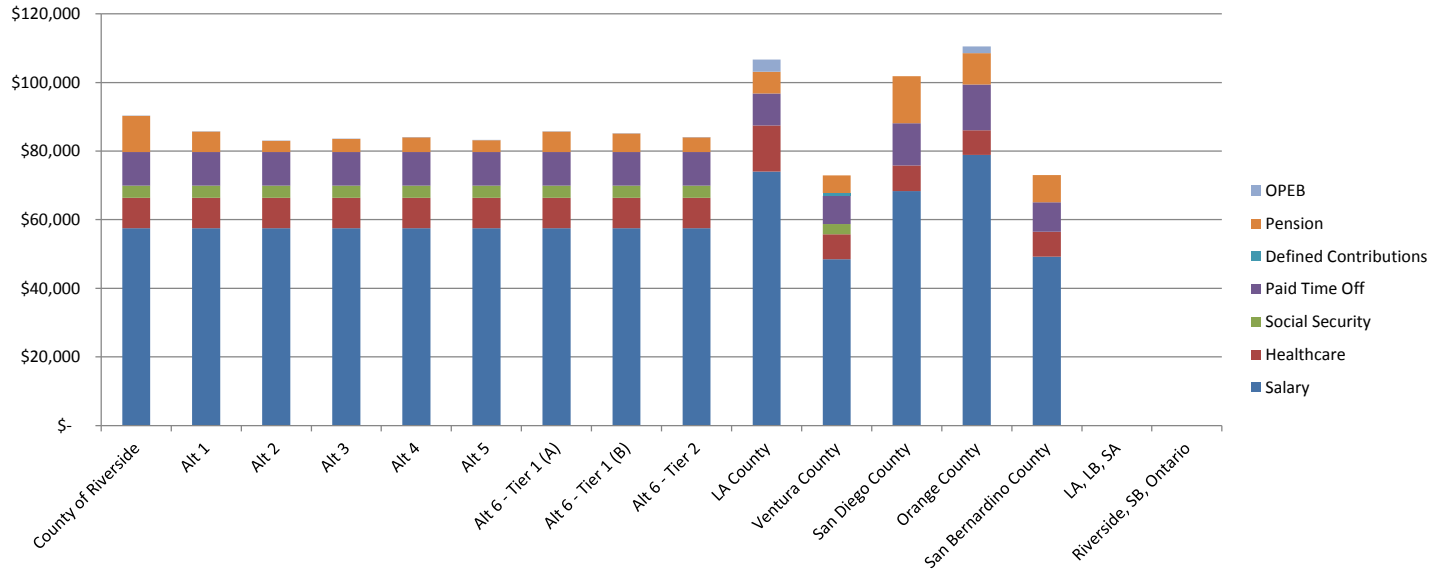


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

INVESTIGATIVE TECH II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 57,497	\$ 74,013	\$ 48,473	\$ 68,370	\$ 78,834	\$ 49,171	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ 3,565	\$ -	\$ 3,005	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,730	\$ 9,333	\$ 8,203	\$ 12,359	\$ 13,309	\$ 8,514	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 848	\$ -	\$ -	\$ -	-	-
Pension	\$ 10,562	\$ 5,980	\$ 3,277	\$ 3,852	\$ 4,312	\$ 3,450	\$ 5,980	\$ 5,462	\$ 4,312	\$ 6,313	\$ 5,187	\$ 13,715	\$ 9,153	\$ 7,990	-	-
OPEB	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 115	\$ 3,553	\$ -	\$ -	\$ 1,971	\$ -	\$ -	\$ -
Total Benefits	\$ 32,850	\$ 28,267	\$ 25,565	\$ 26,140	\$ 26,600	\$ 25,737	\$ 28,267	\$ 27,750	\$ 26,600	\$ 32,661	\$ 24,466	\$ 33,471	\$ 31,685	\$ 23,852	\$ -	\$ -
Total Compensation	\$ 90,347	\$ 85,764	\$ 83,062	\$ 83,637	\$ 84,097	\$ 83,234	\$ 85,764	\$ 85,247	\$ 84,097	\$ 106,673	\$ 72,939	\$ 101,841	\$ 110,519	\$ 73,023	\$ -	\$ -

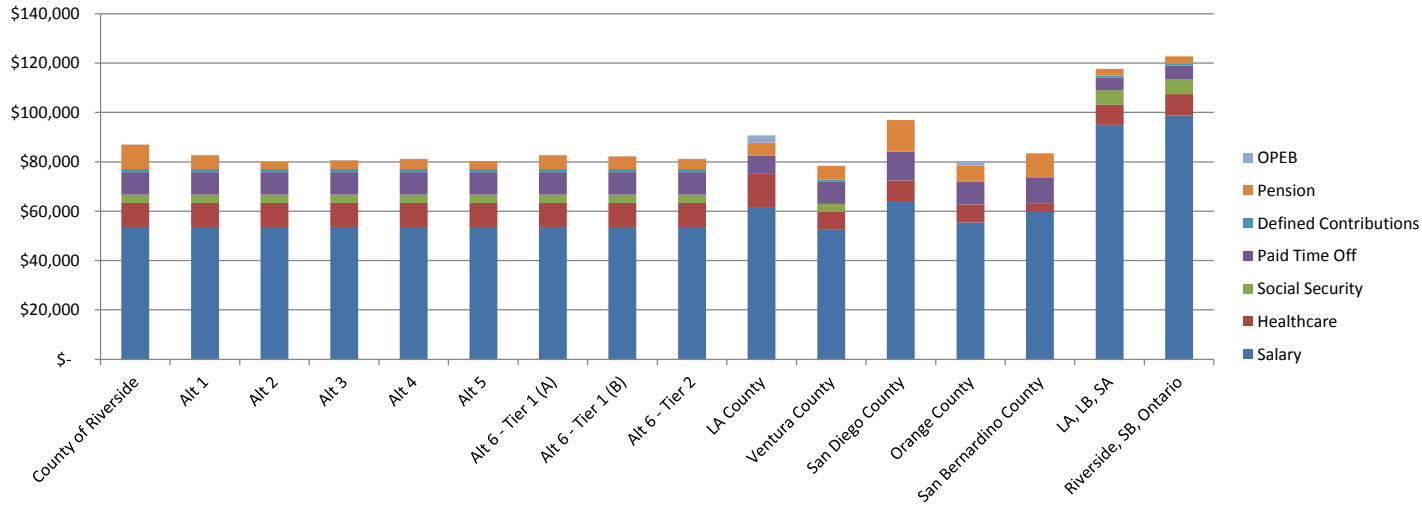


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PARALEGAL I - C

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 53,603	\$ 61,676	\$ 52,522	\$ 64,126	\$ 55,461	\$ 59,758	\$ 95,001	\$ 98,787
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ 8,127	\$ 8,594
Social Security	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ 3,323	\$ -	\$ 3,256	\$ -	\$ -	\$ -	\$ 5,890	\$ 6,125
Paid Time Off	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 9,071	\$ 7,373	\$ 8,890	\$ 11,592	\$ 9,363	\$ 10,571	\$ 5,138	\$ 5,433
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 919	\$ -	\$ -	\$ -	\$ 747	\$ 790
Pension	\$ 9,847	\$ 5,575	\$ 3,055	\$ 3,591	\$ 4,020	\$ 3,216	\$ 5,575	\$ 5,092	\$ 4,020	\$ 5,261	\$ 5,620	\$ 12,864	\$ 6,439	\$ 9,711	\$ 2,802	\$ 2,964
OPEB	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 107	\$ 2,960	\$ -	\$ -	\$ 1,387	\$ -	\$ -	\$ -
Total Benefits	\$ 33,415	\$ 29,143	\$ 26,624	\$ 27,160	\$ 27,589	\$ 26,785	\$ 29,143	\$ 28,661	\$ 27,589	\$ 29,056	\$ 25,908	\$ 32,802	\$ 24,441	\$ 23,706	\$ 22,704	\$ 23,907
Total Compensation	\$ 87,018	\$ 82,746	\$ 80,227	\$ 80,763	\$ 81,192	\$ 80,388	\$ 82,746	\$ 82,264	\$ 81,192	\$ 90,732	\$ 78,429	\$ 96,928	\$ 79,902	\$ 83,464	\$ 117,705	\$ 122,694

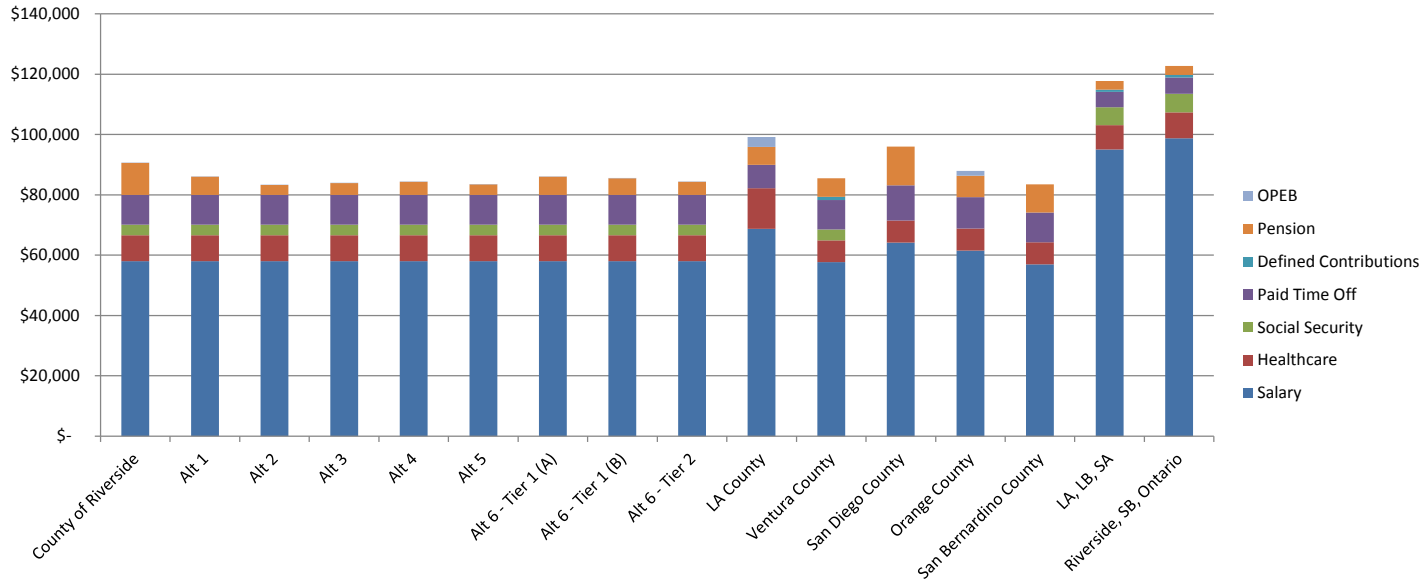


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARALEGAL II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 57,981	\$ 68,735	\$ 57,719	\$ 64,126	\$ 61,549	\$ 56,971	\$ 95,001	\$ 98,787
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 8,127	\$ 8,594
Social Security	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ 3,595	\$ -	\$ 3,579	\$ -	\$ -	\$ -	\$ 5,890	\$ 6,125
Paid Time Off	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 9,812	\$ 7,779	\$ 9,770	\$ 11,592	\$ 10,391	\$ 9,864	\$ 5,138	\$ 5,433
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,010	\$ -	\$ -	\$ -	\$ 747	\$ 790
Pension	\$ 10,651	\$ 6,030	\$ 3,305	\$ 3,885	\$ 4,349	\$ 3,479	\$ 6,030	\$ 5,508	\$ 4,349	\$ 5,863	\$ 6,176	\$ 12,864	\$ 7,146	\$ 9,258	\$ 2,802	\$ 2,964
OPEB	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 116	\$ 3,299	\$ -	\$ -	\$ 1,539	\$ -	\$ -	\$ -
Total Benefits	\$ 32,759	\$ 28,138	\$ 25,413	\$ 25,993	\$ 26,457	\$ 25,587	\$ 28,138	\$ 27,616	\$ 26,457	\$ 30,404	\$ 27,757	\$ 31,853	\$ 26,328	\$ 26,470	\$ 22,704	\$ 23,907
Total Compensation	\$ 90,740	\$ 86,119	\$ 83,394	\$ 83,974	\$ 84,438	\$ 83,568	\$ 86,119	\$ 85,597	\$ 84,438	\$ 99,139	\$ 85,476	\$ 95,979	\$ 87,877	\$ 83,441	\$ 117,705	\$ 122,694



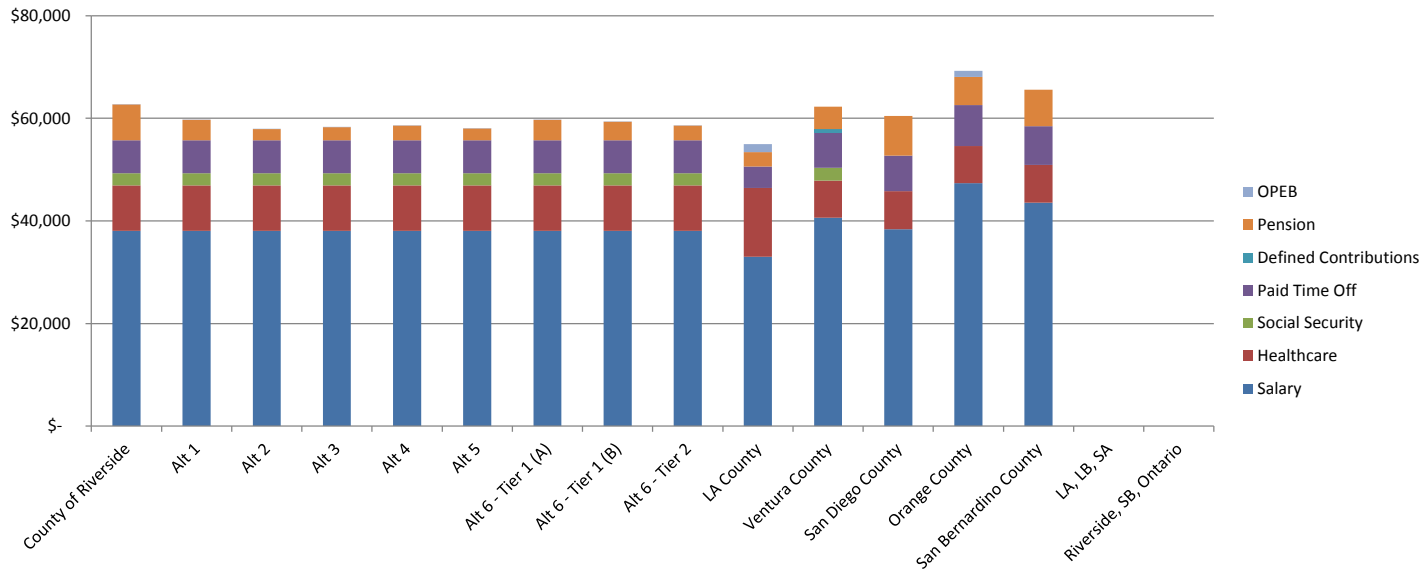
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

SHERIFF SERVICE OFFICER II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 38,054	\$ 32,979	\$ 40,608	\$ 38,397	\$ 47,330	\$ 43,576	-	-
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-
Social Security	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ 2,359	\$ -	\$ 2,518	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 6,440	\$ 4,157	\$ 6,873	\$ 6,941	\$ 7,990	\$ 7,545	-	-
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 711	\$ -	\$ -	\$ -	-	-
Pension	\$ 6,991	\$ 3,958	\$ 2,169	\$ 2,550	\$ 2,854	\$ 2,283	\$ 3,958	\$ 3,615	\$ 2,854	\$ 2,813	\$ 4,345	\$ 7,702	\$ 5,495	\$ 7,081	-	-
OPEB	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76	\$ 1,583	\$ -	\$ -	\$ 1,183	\$ -	\$ -	\$ -
Total Benefits	\$ 24,743	\$ 21,710	\$ 19,922	\$ 20,302	\$ 20,607	\$ 20,036	\$ 21,710	\$ 21,368	\$ 20,607	\$ 22,015	\$ 21,668	\$ 22,040	\$ 21,921	\$ 21,974	\$ -	\$ -
Total Compensation	\$ 62,797	\$ 59,764	\$ 57,976	\$ 58,356	\$ 58,661	\$ 58,090	\$ 59,764	\$ 59,422	\$ 58,661	\$ 54,994	\$ 62,276	\$ 60,437	\$ 69,250	\$ 65,550	\$ -	\$ -

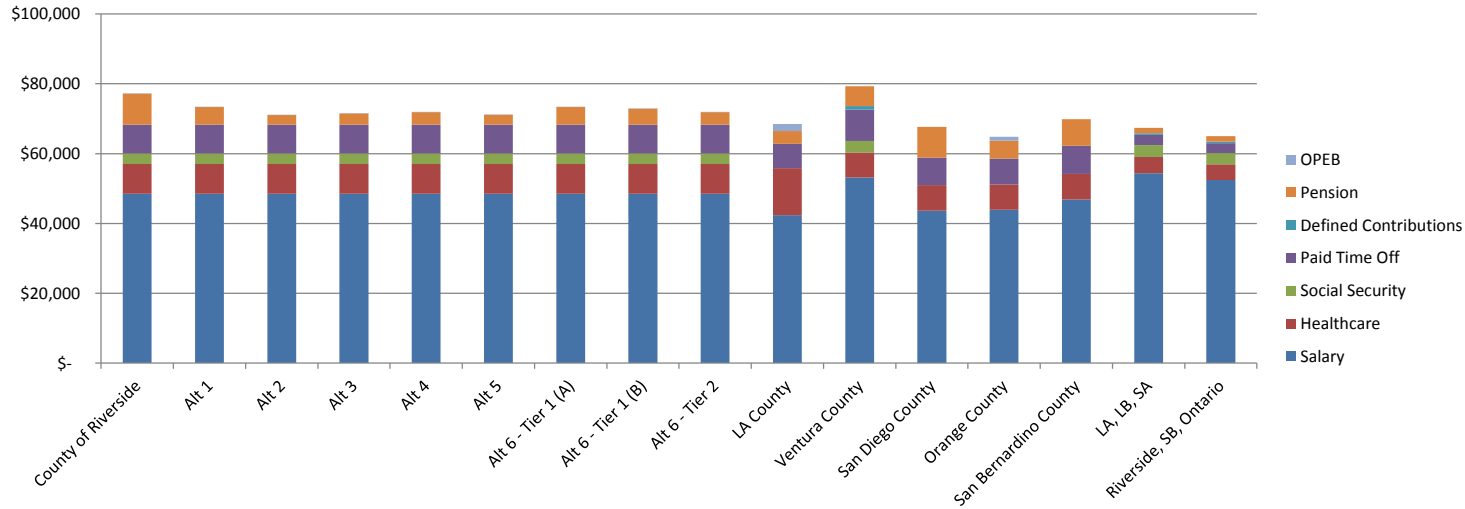


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ACCOUNTING TECHNICIAN I

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 48,476	\$ 42,358	\$ 53,136	\$ 43,618	\$ 43,910	\$ 46,821	\$ 54,386	\$ 52,440
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 4,652	\$ 4,486
Social Security	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ 3,006	\$ -	\$ 3,294	\$ -	\$ -	\$ -	\$ 3,372	\$ 3,251
Paid Time Off	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 8,204	\$ 7,005	\$ 8,996	\$ 7,885	\$ 7,413	\$ 8,107	\$ 2,941	\$ 2,836
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 930	\$ -	\$ -	\$ -	\$ 428	\$ 413
Pension	\$ 8,905	\$ 5,042	\$ 2,763	\$ 3,248	\$ 3,636	\$ 2,909	\$ 5,042	\$ 4,605	\$ 3,636	\$ 3,613	\$ 5,686	\$ 8,750	\$ 5,098	\$ 7,608	\$ 1,604	\$ 1,547
OPEB	\$ 97	\$ 97	\$ 97	\$ 97	\$ 97	\$ 97	\$ 97	\$ 97	\$ 97	\$ 2,033	\$ -	\$ -	\$ 1,098	\$ -	\$ -	\$ -
Total Benefits	\$ 28,796	\$ 24,933	\$ 22,654	\$ 23,139	\$ 23,527	\$ 22,800	\$ 24,933	\$ 24,497	\$ 23,527	\$ 26,114	\$ 26,128	\$ 24,031	\$ 20,861	\$ 23,063	\$ 12,998	\$ 12,533
Total Compensation	\$ 77,272	\$ 73,409	\$ 71,130	\$ 71,615	\$ 72,003	\$ 71,276	\$ 73,409	\$ 72,973	\$ 72,003	\$ 68,472	\$ 79,263	\$ 67,649	\$ 64,771	\$ 69,884	\$ 67,384	\$ 64,972

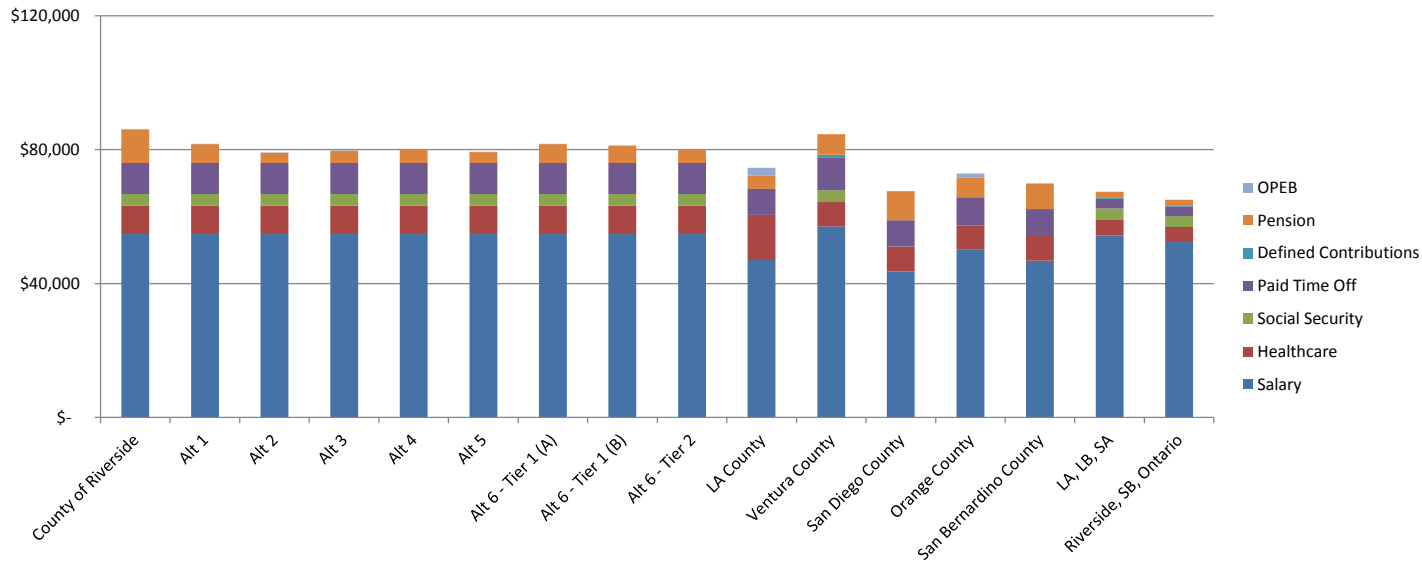


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ACCOUNTING TECHNICIAN II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 54,747	\$ 47,037	\$ 57,090	\$ 43,618	\$ 50,082	\$ 46,821	\$ 54,386	\$ 52,440
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 4,652	\$ 4,486
Social Security	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ 3,394	\$ -	\$ 3,540	\$ -	\$ -	\$ -	\$ 3,372	\$ 3,251
Paid Time Off	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 9,265	\$ 7,779	\$ 9,665	\$ 7,885	\$ 8,455	\$ 8,107	\$ 2,941	\$ 2,836
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 999	\$ -	\$ -	\$ -	\$ 428	\$ 413
Pension	\$ 10,057	\$ 5,694	\$ 3,121	\$ 3,668	\$ 4,106	\$ 3,285	\$ 5,694	\$ 5,201	\$ 4,106	\$ 4,012	\$ 6,109	\$ 8,750	\$ 5,814	\$ 7,608	\$ 1,604	\$ 1,547
OPEB	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 2,258	\$ -	\$ -	\$ 1,252	\$ -	\$ -	\$ -
Total Benefits	\$ 31,411	\$ 27,048	\$ 24,475	\$ 25,022	\$ 25,460	\$ 24,639	\$ 27,048	\$ 26,555	\$ 25,460	\$ 27,511	\$ 27,534	\$ 24,031	\$ 22,774	\$ 23,063	\$ 12,998	\$ 12,533
Total Compensation	\$ 86,158	\$ 81,795	\$ 79,222	\$ 79,769	\$ 80,207	\$ 79,386	\$ 81,795	\$ 81,302	\$ 80,207	\$ 74,548	\$ 84,625	\$ 67,649	\$ 72,856	\$ 69,884	\$ 67,384	\$ 64,972

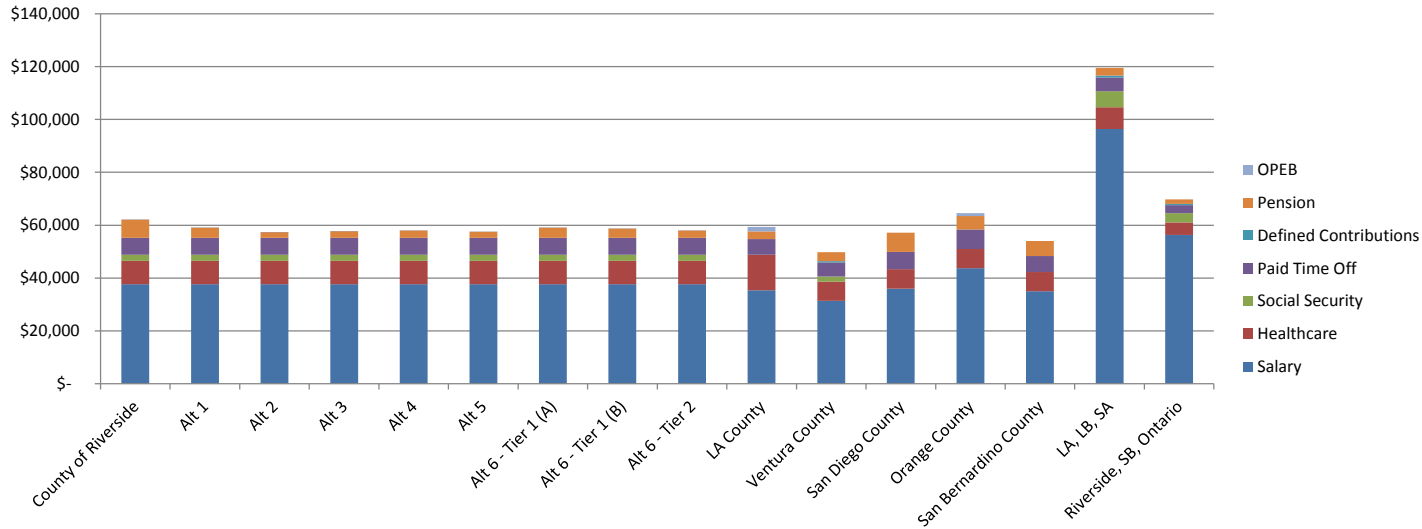


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CLINICAL LAB ASSISTANT

	BLS DATA														
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario
Salary	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 37,641	\$ 35,376	\$ 31,380	\$ 36,026	\$ 43,722	\$ 34,965	\$ 96,439
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 8,250
Social Security	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ 2,334	\$ -	\$ 1,946	\$ -	\$ -	\$ -	\$ 5,979
Paid Time Off	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 6,370	\$ 5,851	\$ 5,313	\$ 6,512	\$ 7,381	\$ 6,054	\$ 5,215
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 549	\$ -	\$ -	\$ -	\$ 759
Pension	\$ 6,915	\$ 3,915	\$ 2,146	\$ 2,522	\$ 2,823	\$ 2,258	\$ 3,915	\$ 3,576	\$ 2,823	\$ 3,018	\$ 3,358	\$ 7,227	\$ 5,076	\$ 5,682	\$ 2,845
OPEB	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 1,698	\$ -	\$ -	\$ 1,093	\$ -	\$ -
Total Benefits	\$ 24,571	\$ 21,571	\$ 19,802	\$ 20,178	\$ 20,480	\$ 19,915	\$ 21,571	\$ 21,232	\$ 20,480	\$ 24,028	\$ 18,388	\$ 21,136	\$ 20,803	\$ 19,084	\$ 23,048
Total Compensation	\$ 62,212	\$ 59,212	\$ 57,443	\$ 57,819	\$ 58,121	\$ 57,556	\$ 59,212	\$ 58,873	\$ 58,121	\$ 59,404	\$ 49,768	\$ 57,162	\$ 64,525	\$ 54,049	\$ 119,487

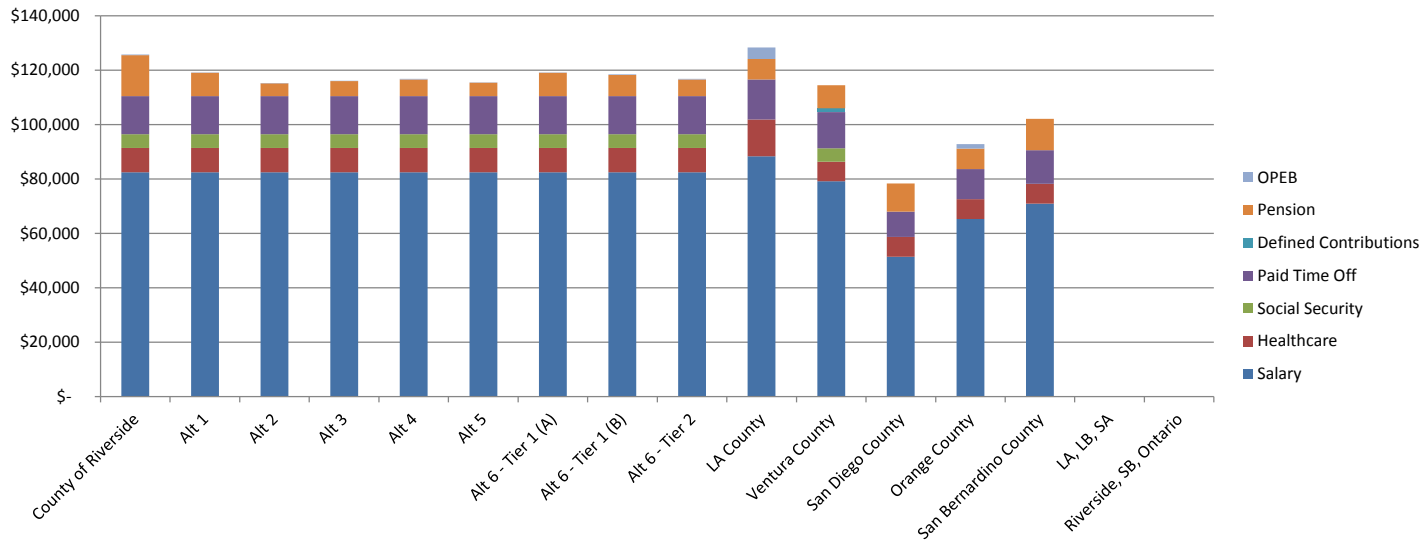


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CODE ENFORCEMENT OFFICER III

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 82,497	\$ 88,389	\$ 79,137	\$ 51,355	\$ 65,344	\$ 70,928	-	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	\$ -
Social Security	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ 5,115	\$ -	\$ 4,907	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 13,961	\$ 14,760	\$ 13,397	\$ 9,283	\$ 11,032	\$ 12,281	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,385	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 15,155	\$ 8,580	\$ 4,702	\$ 5,527	\$ 6,187	\$ 4,950	\$ 8,580	\$ 7,837	\$ 6,187	\$ 7,540	\$ 8,468	\$ 10,302	\$ 7,586	\$ 11,526	-	\$ -
OPEB	\$ 165	\$ 165	\$ 165	\$ 165	\$ 165	\$ 165	\$ 165	\$ 165	\$ 165	\$ 4,243	\$ -	\$ -	\$ 1,634	\$ -	\$ -	\$ -
Total Benefits	\$ 43,273	\$ 36,698	\$ 32,821	\$ 33,646	\$ 34,306	\$ 33,068	\$ 36,698	\$ 35,956	\$ 34,306	\$ 40,004	\$ 35,378	\$ 26,982	\$ 27,504	\$ 31,155	\$ -	\$ -
Total Compensation	\$ 125,770	\$ 119,195	\$ 115,318	\$ 116,143	\$ 116,803	\$ 115,565	\$ 119,195	\$ 118,453	\$ 116,803	\$ 128,393	\$ 114,515	\$ 78,337	\$ 92,848	\$ 102,083	\$ -	\$ -

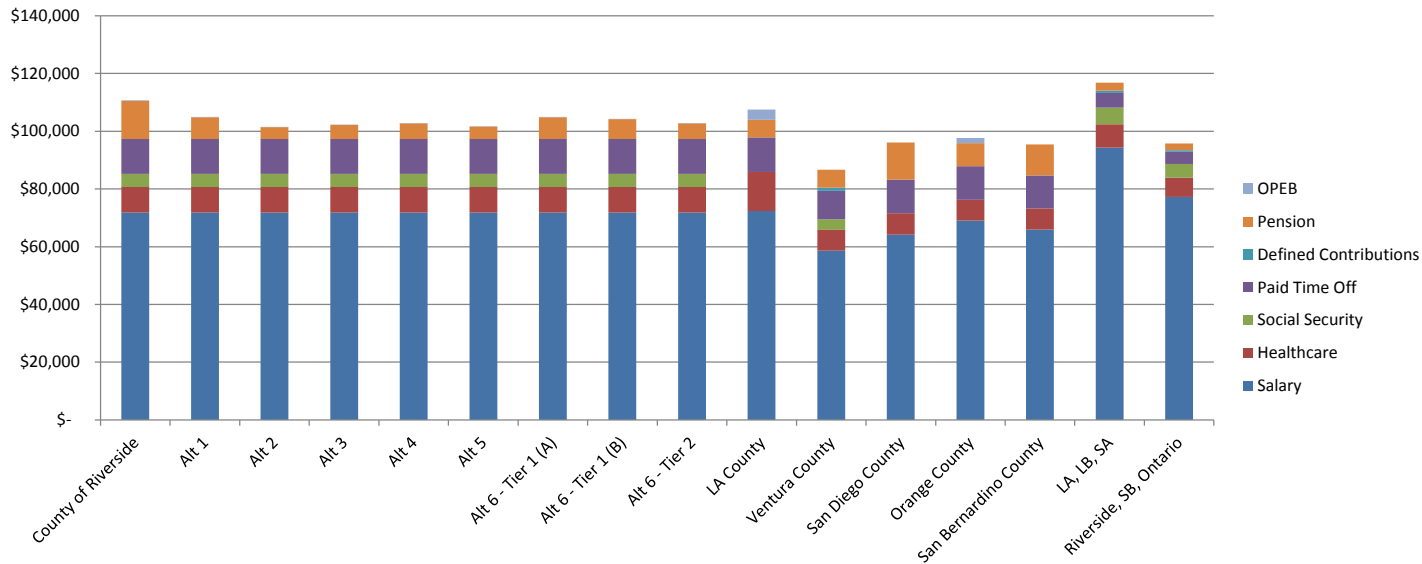


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CONSTRUCTION INSPECTOR I

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 71,851	\$ 72,392	\$ 58,624	\$ 64,210	\$ 68,993	\$ 65,915	\$ 94,303	\$ 77,274
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 8,067	\$ 6,610
Social Security	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ 4,455	\$ -	\$ 3,635	\$ -	\$ -	\$ -	\$ 5,847	\$ 4,791
Paid Time Off	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 12,159	\$ 11,972	\$ 9,922	\$ 11,607	\$ 11,648	\$ 11,413	\$ 5,100	\$ 4,179
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,026	\$ -	\$ -	\$ -	\$ 742	\$ 608
Pension	\$ 13,199	\$ 7,473	\$ 4,096	\$ 4,814	\$ 5,389	\$ 4,311	\$ 7,473	\$ 6,826	\$ 5,389	\$ 6,175	\$ 6,273	\$ 12,880	\$ 8,010	\$ 10,711	\$ 2,782	\$ 2,279
OPEB	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 3,475	\$ -	\$ -	\$ 1,725	\$ -	\$ -	\$ -
Total Benefits	\$ 38,834	\$ 33,108	\$ 29,731	\$ 30,449	\$ 31,024	\$ 29,946	\$ 33,108	\$ 32,461	\$ 31,024	\$ 35,084	\$ 28,077	\$ 31,885	\$ 28,635	\$ 29,472	\$ 22,538	\$ 18,468
Total Compensation	\$ 110,685	\$ 104,959	\$ 101,582	\$ 102,300	\$ 102,875	\$ 101,797	\$ 104,959	\$ 104,312	\$ 102,875	\$ 107,476	\$ 86,701	\$ 96,094	\$ 97,628	\$ 95,387	\$ 116,840	\$ 95,742

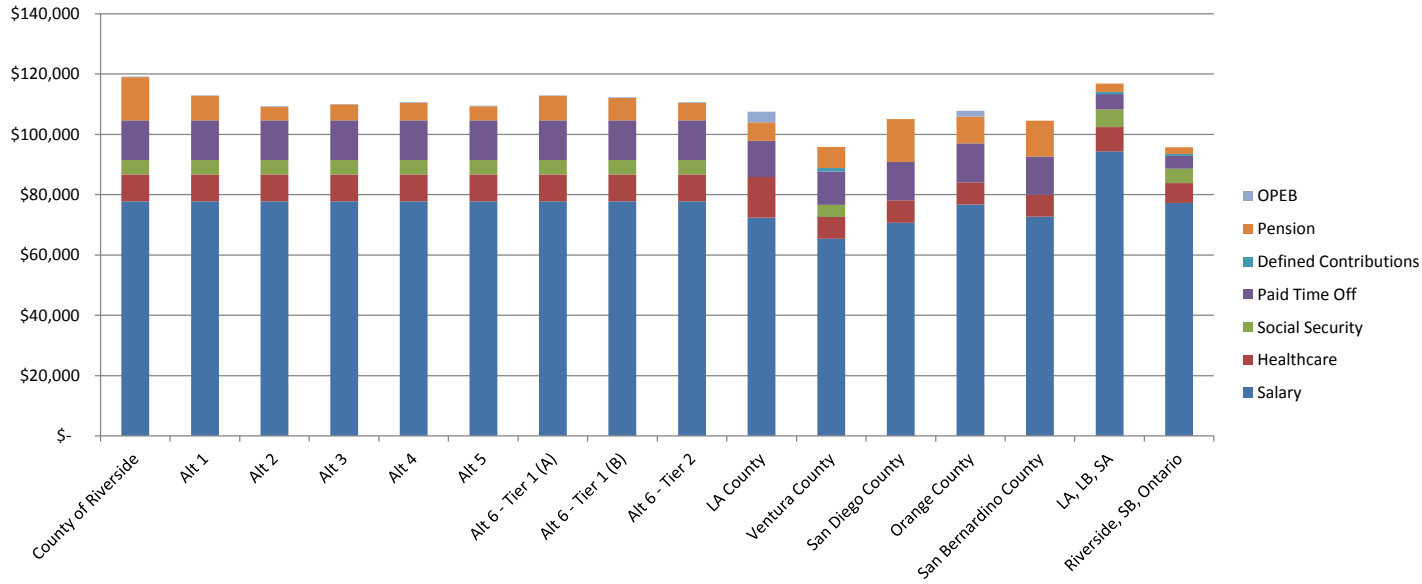


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CONSTRUCTION INSPECTOR II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 77,821	\$ 72,392	\$ 65,342	\$ 70,678	\$ 76,770	\$ 72,738	\$ 94,303	\$ 77,274
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 8,067	\$ 6,610
Social Security	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ 4,825	\$ -	\$ 4,051	\$ -	\$ -	\$ -	\$ 5,847	\$ 4,791
Paid Time Off	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 13,170	\$ 11,972	\$ 11,059	\$ 12,776	\$ 12,961	\$ 12,594	\$ 5,100	\$ 4,179
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,143	\$ -	\$ -	\$ -	\$ 742	\$ 608
Pension	\$ 14,296	\$ 8,093	\$ 4,436	\$ 5,214	\$ 5,837	\$ 4,669	\$ 8,093	\$ 7,393	\$ 5,837	\$ 6,175	\$ 6,992	\$ 14,178	\$ 8,913	\$ 11,820	\$ 2,782	\$ 2,279
OPEB	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 3,475	\$ -	\$ -	\$ 1,919	\$ -	\$ -	\$ -
Total Benefits	\$ 41,323	\$ 35,121	\$ 31,463	\$ 32,242	\$ 32,864	\$ 31,697	\$ 35,121	\$ 34,421	\$ 32,864	\$ 35,084	\$ 30,467	\$ 34,352	\$ 31,045	\$ 31,762	\$ 22,538	\$ 18,468
Total Compensation	\$ 119,144	\$ 112,942	\$ 109,284	\$ 110,063	\$ 110,685	\$ 109,518	\$ 112,942	\$ 112,242	\$ 110,685	\$ 107,476	\$ 95,809	\$ 105,030	\$ 107,815	\$ 104,500	\$ 116,840	\$ 95,742

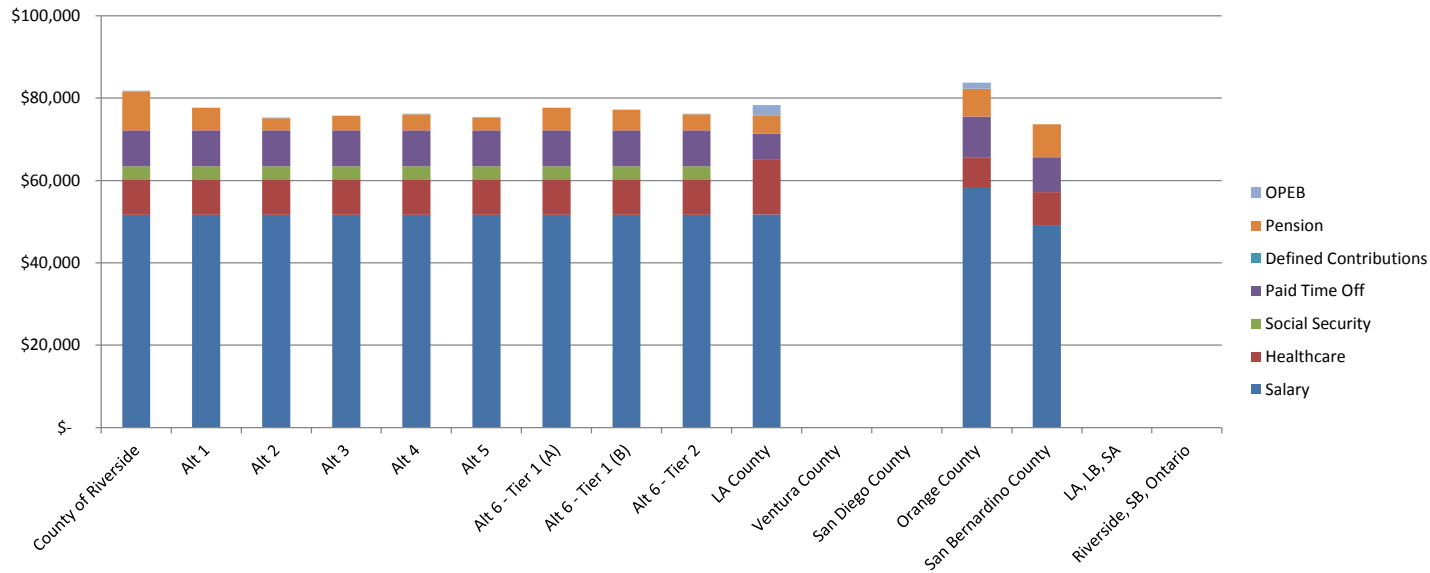


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ELIGIBILITY SUPERVISOR

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,675	\$ 51,756	\$ -	\$ -	\$ 58,401	\$ 49,171	-	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ -	\$ -	\$ 7,252	\$ 7,976	-	\$ -
Social Security	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ 3,204	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 8,745	\$ 6,202	\$ -	\$ -	\$ 9,860	\$ 8,514	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 9,493	\$ 5,374	\$ 2,945	\$ 3,462	\$ 3,876	\$ 3,100	\$ 5,374	\$ 4,909	\$ 3,876	\$ 4,415	\$ -	\$ -	\$ 6,780	\$ 7,990	-	\$ -
OPEB	\$ 103	\$ 103	\$ 103	\$ 103	\$ 103	\$ 103	\$ 103	\$ 103	\$ 103	\$ 2,484	\$ -	\$ -	\$ 1,460	\$ -	\$ -	\$ -
Total Benefits	\$ 30,130	\$ 26,012	\$ 23,583	\$ 24,100	\$ 24,513	\$ 23,738	\$ 26,012	\$ 25,546	\$ 24,513	\$ 26,563	\$ -	\$ -	\$ 25,352	\$ 24,480	\$ -	\$ -
Total Compensation	\$ 81,805	\$ 77,686	\$ 75,258	\$ 75,774	\$ 76,188	\$ 75,413	\$ 77,686	\$ 77,221	\$ 76,188	\$ 78,319	\$ -	\$ -	\$ 83,753	\$ 73,651	\$ -	\$ -



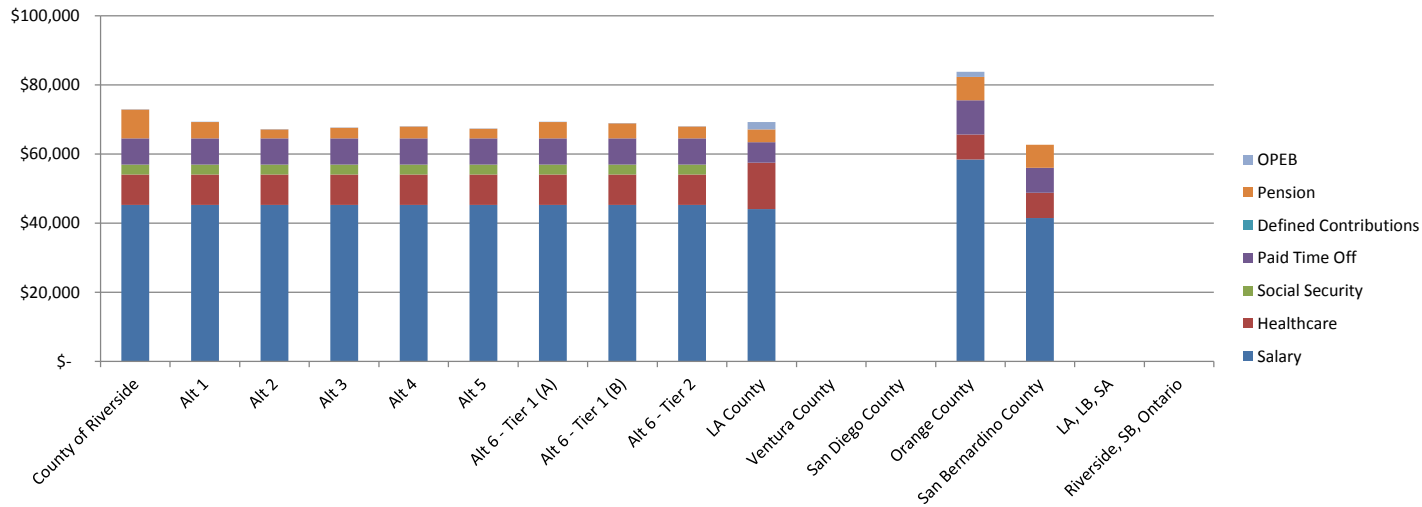
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

ELIGIBILITY TECHNICIAN II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 45,214	\$ 44,028	\$ -	\$ -	\$ 58,401	\$ 41,434	-	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ -	\$ -	\$ 7,252	\$ 7,348	-	\$ -
Social Security	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ 2,803	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 7,652	\$ 5,878	\$ -	\$ -	\$ 9,860	\$ 7,174	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 8,306	\$ 4,702	\$ 2,577	\$ 3,029	\$ 3,391	\$ 2,713	\$ 4,702	\$ 4,295	\$ 3,391	\$ 3,756	\$ -	\$ -	\$ 6,780	\$ 6,733	-	\$ -
OPEB	\$ 90	\$ 90	\$ 90	\$ 90	\$ 90	\$ 90	\$ 90	\$ 90	\$ 90	\$ 2,113	\$ -	\$ -	\$ 1,460	\$ -	\$ -	\$ -
Total Benefits	\$ 27,728	\$ 24,125	\$ 22,000	\$ 22,452	\$ 22,814	\$ 22,136	\$ 24,125	\$ 23,718	\$ 22,814	\$ 25,209	\$ -	\$ -	\$ 25,352	\$ 21,255	\$ -	\$ -
Total Compensation	\$ 72,942	\$ 69,339	\$ 67,214	\$ 67,666	\$ 68,028	\$ 67,350	\$ 69,339	\$ 68,932	\$ 68,028	\$ 69,237	\$ -	\$ -	\$ 83,753	\$ 62,689	\$ -	\$ -

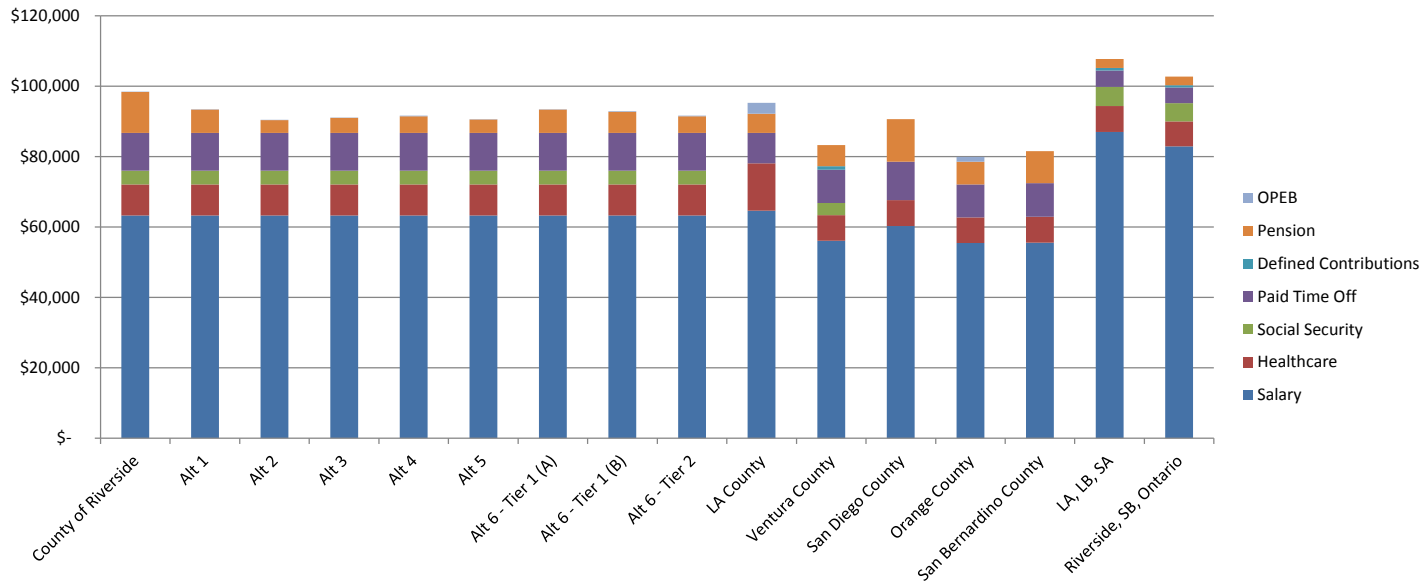


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ENGINEERING TECH II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 63,248	\$ 64,629	\$ 56,105	\$ 60,258	\$ 55,482	\$ 55,536	\$ 86,962	\$ 82,943
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 7,439	\$ 7,095
Social Security	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ 3,921	\$ -	\$ 3,479	\$ -	\$ -	\$ -	\$ 5,392	\$ 5,142
Paid Time Off	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 10,704	\$ 8,603	\$ 9,496	\$ 10,893	\$ 9,367	\$ 9,616	\$ 4,703	\$ 4,486
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 982	\$ -	\$ -	\$ -	\$ 684	\$ 652
Pension	\$ 11,619	\$ 6,578	\$ 3,605	\$ 4,238	\$ 4,744	\$ 3,795	\$ 6,578	\$ 6,009	\$ 4,744	\$ 5,513	\$ 6,003	\$ 12,088	\$ 6,441	\$ 9,025	\$ 2,565	\$ 2,447
OPEB	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 3,102	\$ -	\$ -	\$ 1,387	\$ -	\$ -	\$ -
Total Benefits	\$ 35,247	\$ 30,207	\$ 27,234	\$ 27,866	\$ 28,372	\$ 27,424	\$ 30,207	\$ 29,637	\$ 28,372	\$ 30,680	\$ 27,182	\$ 30,377	\$ 24,448	\$ 25,988	\$ 20,783	\$ 19,823
Total Compensation	\$ 98,495	\$ 93,455	\$ 90,482	\$ 91,114	\$ 91,620	\$ 90,672	\$ 93,455	\$ 92,885	\$ 91,620	\$ 95,308	\$ 83,287	\$ 90,635	\$ 79,929	\$ 81,524	\$ 107,746	\$ 102,766

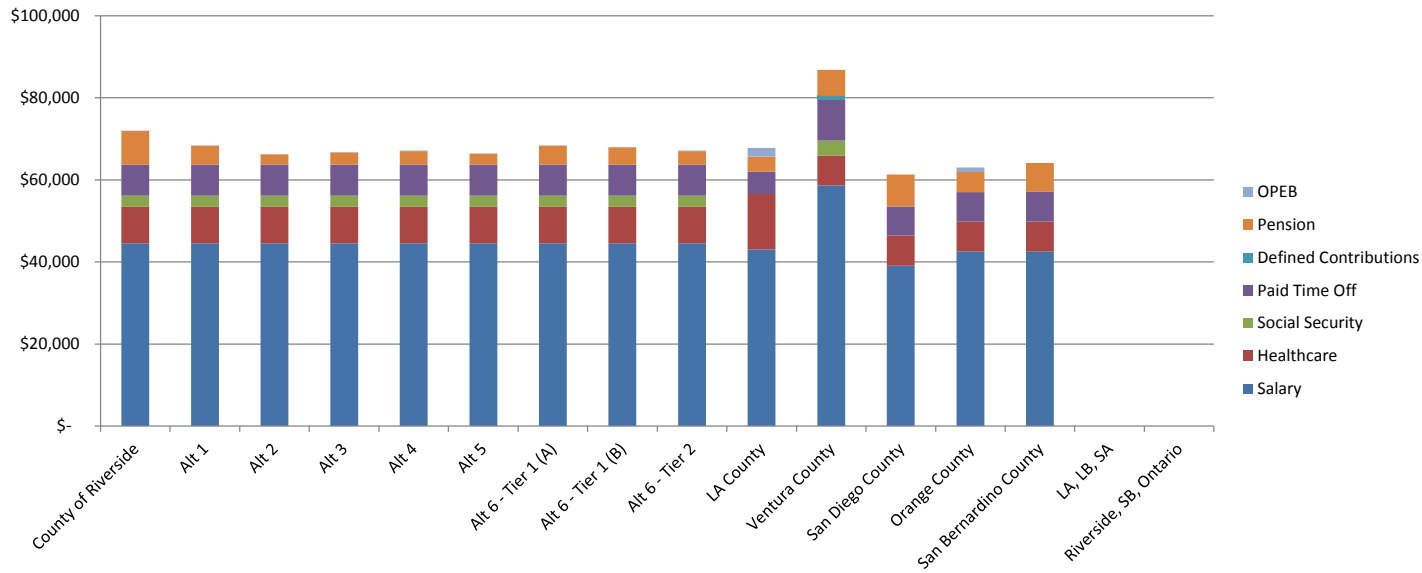


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ENV HEALTH TECHNICIAN I

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 44,522	\$ 43,085	\$ 58,673	\$ 39,042	\$ 42,576	\$ 42,494	-	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	\$ -
Social Security	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ 2,760	\$ -	\$ 3,638	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 7,535	\$ 5,454	\$ 9,932	\$ 7,058	\$ 7,188	\$ 7,358	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,027	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 8,179	\$ 4,630	\$ 2,538	\$ 2,983	\$ 3,339	\$ 2,671	\$ 4,630	\$ 4,230	\$ 3,339	\$ 3,675	\$ 6,278	\$ 7,832	\$ 4,943	\$ 6,905	-	\$ -
OPEB	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 2,068	\$ -	\$ -	\$ 1,064	\$ -	\$ -	\$ -
Total Benefits	\$ 27,440	\$ 23,892	\$ 21,799	\$ 22,244	\$ 22,601	\$ 21,933	\$ 23,892	\$ 23,491	\$ 22,601	\$ 24,660	\$ 28,097	\$ 22,286	\$ 20,448	\$ 21,611	\$ -	\$ -
Total Compensation	\$ 71,962	\$ 68,414	\$ 66,321	\$ 66,766	\$ 67,123	\$ 66,455	\$ 68,414	\$ 68,013	\$ 67,123	\$ 67,745	\$ 86,769	\$ 61,328	\$ 63,023	\$ 64,106	\$ -	\$ -

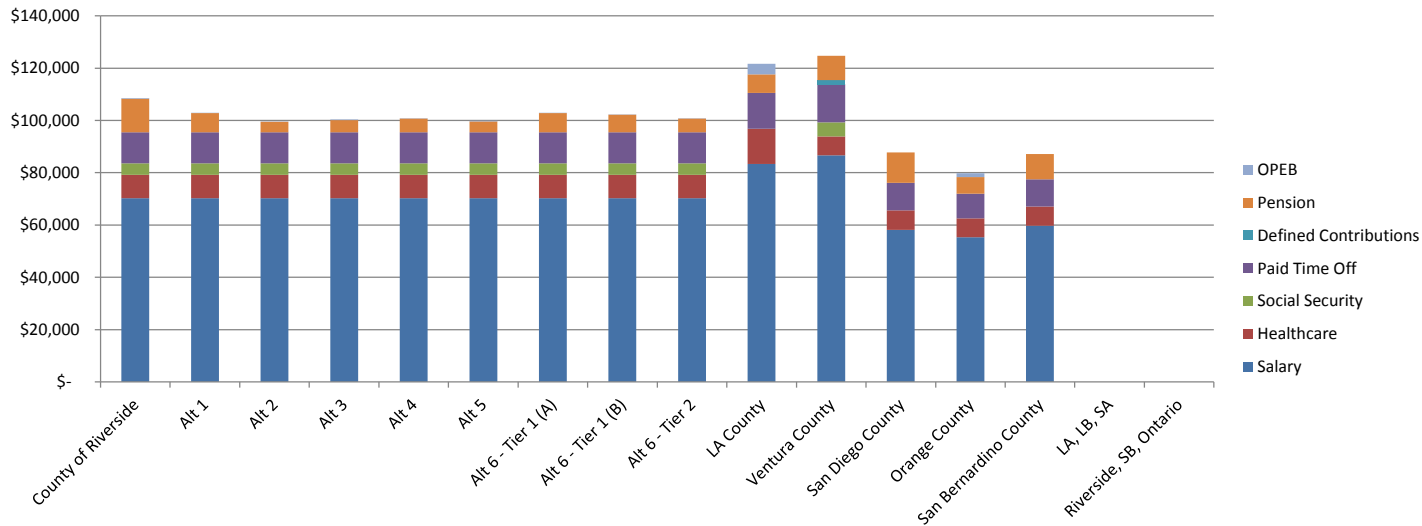


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

FORENSIC TECHNICIAN II

															BLS DATA	
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 70,326	\$ 83,311	\$ 86,633	\$ 58,198	\$ 55,344	\$ 59,758	-	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	\$ -
Social Security	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ 4,360	\$ -	\$ 5,371	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 11,901	\$ 13,778	\$ 14,664	\$ 10,520	\$ 9,367	\$ 10,347	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,516	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 12,919	\$ 7,314	\$ 4,009	\$ 4,712	\$ 5,274	\$ 4,220	\$ 7,314	\$ 6,681	\$ 5,274	\$ 7,106	\$ 9,270	\$ 11,675	\$ 6,425	\$ 9,711	-	\$ -
OPEB	\$ 141	\$ 141	\$ 141	\$ 141	\$ 141	\$ 141	\$ 141	\$ 141	\$ 141	\$ 3,999	\$ -	\$ -	\$ 1,384	\$ -	\$ -	\$ -
Total Benefits	\$ 38,199	\$ 32,594	\$ 29,288	\$ 29,992	\$ 30,554	\$ 29,499	\$ 32,594	\$ 31,961	\$ 30,554	\$ 38,346	\$ 38,044	\$ 29,592	\$ 24,428	\$ 27,406	\$ -	\$ -
Total Compensation	\$ 108,525	\$ 102,920	\$ 99,614	\$ 100,318	\$ 100,880	\$ 99,825	\$ 102,920	\$ 102,287	\$ 100,880	\$ 121,656	\$ 124,677	\$ 87,790	\$ 79,772	\$ 87,164	\$ -	\$ -

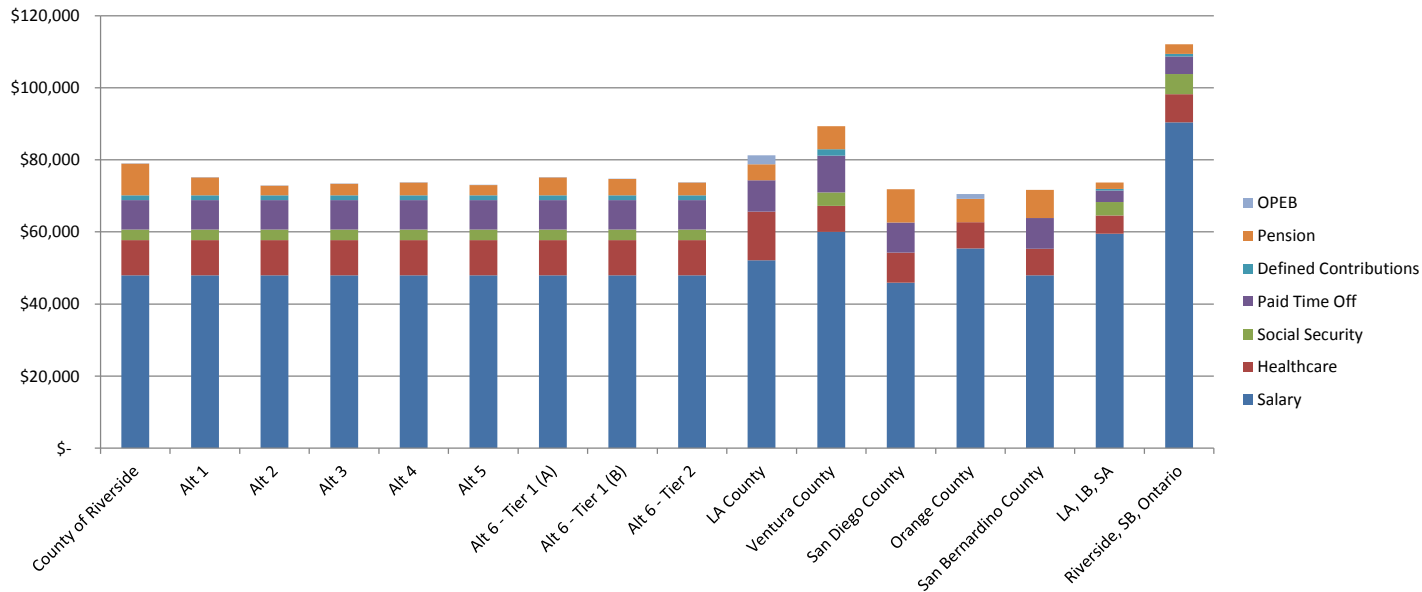


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

HUMAN RESOURCES TECHNICIAN II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 47,968	\$ 52,145	\$ 60,046	\$ 45,968	\$ 55,461	\$ 48,006	\$ 59,484	\$ 90,453
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,348	\$ 5,089	\$ 7,738
Social Security	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ 2,974	\$ -	\$ 3,723	\$ -	\$ -	\$ -	\$ 3,688	\$ 5,608
Paid Time Off	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,118	\$ 8,708	\$ 10,165	\$ 8,310	\$ -	\$ 8,492	\$ 3,217	\$ 4,892
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,801	\$ -	\$ -	\$ -	\$ 468	\$ 712
Pension	\$ 8,812	\$ 4,989	\$ 2,734	\$ 3,214	\$ 3,598	\$ 2,878	\$ 4,989	\$ 4,557	\$ 3,598	\$ 4,448	\$ 6,425	\$ 9,221	\$ 6,439	\$ 7,801	\$ 1,755	\$ 2,668
OPEB	\$ 96	\$ 96	\$ 96	\$ 96	\$ 96	\$ 96	\$ 96	\$ 96	\$ 96	\$ 2,503	\$ -	\$ -	\$ 1,387	\$ -	\$ -	\$ -
Total Benefits	\$ 31,066	\$ 27,243	\$ 24,988	\$ 25,468	\$ 25,852	\$ 25,132	\$ 27,243	\$ 26,811	\$ 25,852	\$ 29,121	\$ 29,336	\$ 25,877	\$ 15,078	\$ 23,641	\$ 14,216	\$ 21,617
Total Compensation	\$ 79,034	\$ 75,211	\$ 72,956	\$ 73,436	\$ 73,820	\$ 73,100	\$ 75,211	\$ 74,779	\$ 73,820	\$ 81,266	\$ 89,382	\$ 71,845	\$ 70,539	\$ 71,648	\$ 73,700	\$ 112,070

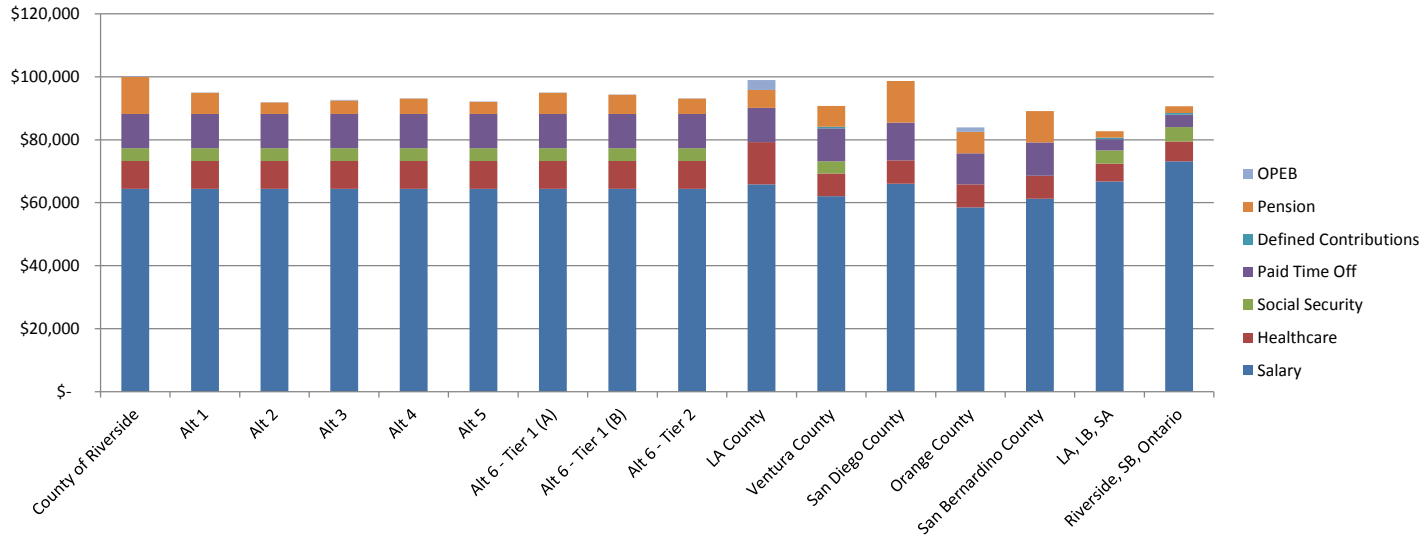


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT COMMUNICATIONS TECH II

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 64,423	\$ 65,816	\$ 62,066	\$ 66,082	\$ 58,568	\$ 61,214	\$ 66,740	\$ 73,191
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 5,709	\$ 6,261
Social Security	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ 3,994	\$ -	\$ 3,848	\$ -	\$ -	\$ -	\$ 4,138	\$ 4,538
Paid Time Off	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,902	\$ 10,885	\$ 10,506	\$ 11,946	\$ 9,888	\$ 10,599	\$ 3,609	\$ 3,958
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 465	\$ -	\$ -	\$ -	\$ 525	\$ 576
Pension	\$ 11,835	\$ 6,700	\$ 3,672	\$ 4,316	\$ 4,832	\$ 3,865	\$ 6,700	\$ 6,120	\$ 4,832	\$ 5,614	\$ 6,641	\$ 13,256	\$ 6,800	\$ 9,947	\$ 1,969	\$ 2,159
OPEB	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 129	\$ 3,159	\$ -	\$ -	\$ 1,464	\$ -	\$ -	\$ -
Total Benefits	\$ 35,737	\$ 30,603	\$ 27,575	\$ 28,219	\$ 28,735	\$ 27,768	\$ 30,603	\$ 30,023	\$ 28,735	\$ 33,120	\$ 28,683	\$ 32,598	\$ 25,404	\$ 27,894	\$ 15,950	\$ 17,492
Total Compensation	\$ 100,160	\$ 95,026	\$ 91,998	\$ 92,642	\$ 93,158	\$ 92,191	\$ 95,026	\$ 94,446	\$ 93,158	\$ 98,936	\$ 90,749	\$ 98,680	\$ 83,972	\$ 89,109	\$ 82,690	\$ 90,684

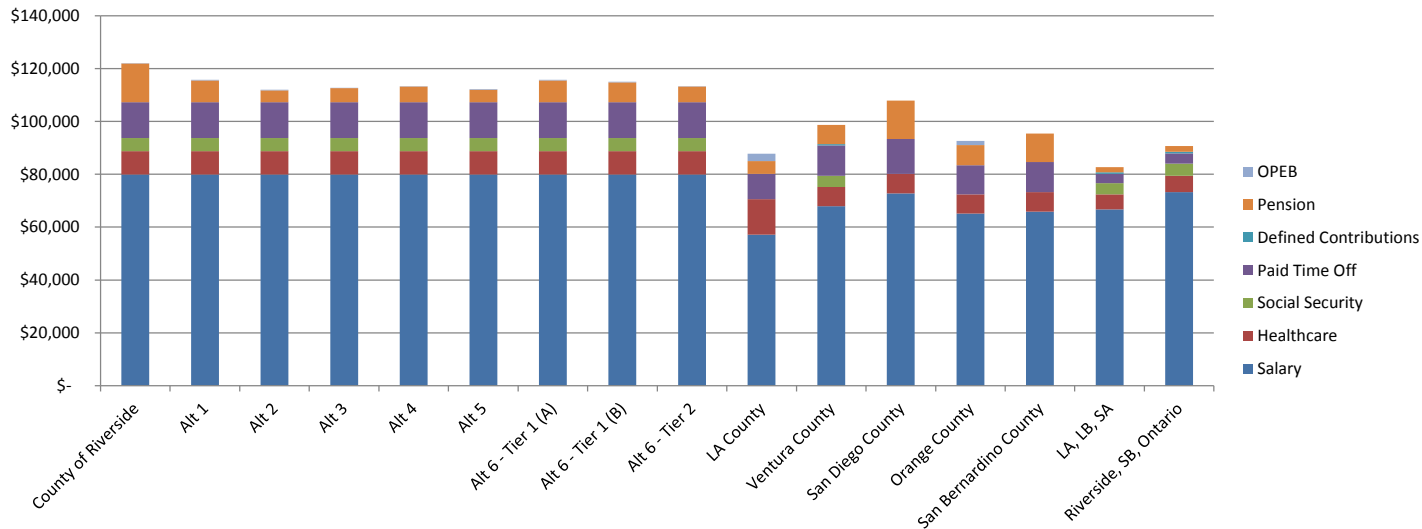


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT COMMUNICATIONS TECH III

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 79,886	\$ 57,133	\$ 67,977	\$ 72,779	\$ 65,184	\$ 65,915	\$ 66,740	\$ 73,191
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 5,709	\$ 6,261
Social Security	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ 4,953	\$ -	\$ 4,215	\$ -	\$ -	\$ -	\$ 4,138	\$ 4,538
Paid Time Off	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 13,519	\$ 9,541	\$ 11,506	\$ 13,156	\$ 11,032	\$ 11,413	\$ 3,609	\$ 3,958
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 510	\$ -	\$ -	\$ -	\$ 525	\$ 576
Pension	\$ 14,675	\$ 8,308	\$ 4,554	\$ 5,352	\$ 5,991	\$ 4,793	\$ 8,308	\$ 7,589	\$ 5,991	\$ 4,873	\$ 7,274	\$ 14,600	\$ 7,568	\$ 10,711	\$ 1,969	\$ 2,159
OPEB	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 2,742	\$ -	\$ -	\$ 1,630	\$ -	\$ -	\$ -
Total Benefits	\$ 42,184	\$ 35,817	\$ 32,063	\$ 32,862	\$ 33,501	\$ 32,302	\$ 35,817	\$ 35,098	\$ 33,501	\$ 30,619	\$ 30,726	\$ 35,153	\$ 27,481	\$ 29,472	\$ 15,950	\$ 17,492
Total Compensation	\$ 122,070	\$ 115,703	\$ 111,949	\$ 112,748	\$ 113,387	\$ 112,188	\$ 115,703	\$ 114,984	\$ 113,387	\$ 87,752	\$ 98,703	\$ 107,932	\$ 92,665	\$ 95,387	\$ 82,690	\$ 90,684

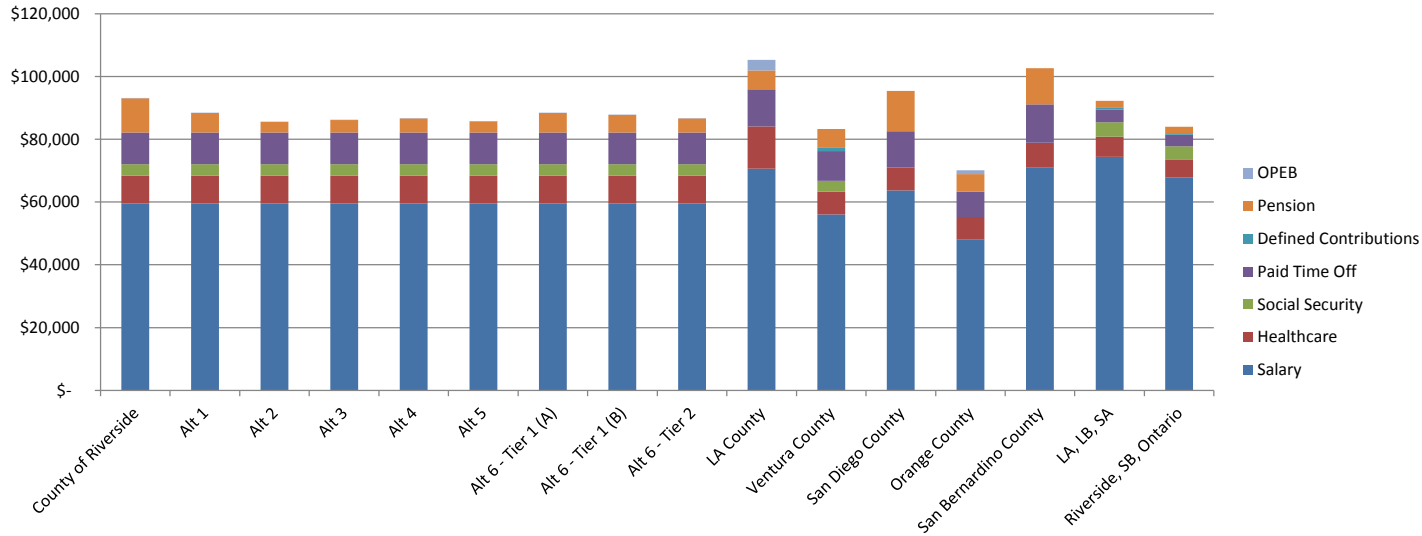


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

IT USER SUPPORT TECH II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 59,515	\$ 70,629	\$ 56,105	\$ 63,690	\$ 47,976	\$ 70,928	\$ 74,461	\$ 67,776
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 6,370	\$ 5,798
Social Security	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ 3,690	\$ -	\$ 3,479	\$ -	\$ -	\$ -	\$ 4,617	\$ 4,202
Paid Time Off	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 10,072	\$ 11,794	\$ 9,496	\$ 11,513	\$ 8,100	\$ 12,281	\$ 4,027	\$ 3,665
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 982	\$ -	\$ -	\$ -	\$ 586	\$ 533
Pension	\$ 10,933	\$ 6,190	\$ 3,392	\$ 3,988	\$ 4,464	\$ 3,571	\$ 6,190	\$ 5,654	\$ 4,464	\$ 6,025	\$ 6,003	\$ 12,776	\$ 5,570	\$ 11,526	\$ 2,196	\$ 1,999
OPEB	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 3,390	\$ -	\$ -	\$ 1,199	\$ -	\$ -	\$ -
Total Benefits	\$ 33,691	\$ 28,948	\$ 26,151	\$ 26,746	\$ 27,222	\$ 26,329	\$ 28,948	\$ 28,412	\$ 27,222	\$ 34,671	\$ 27,182	\$ 31,686	\$ 22,121	\$ 31,783	\$ 17,795	\$ 16,198
Total Compensation	\$ 93,206	\$ 88,463	\$ 85,666	\$ 86,261	\$ 86,737	\$ 85,844	\$ 88,463	\$ 87,927	\$ 86,737	\$ 105,300	\$ 83,287	\$ 95,376	\$ 70,097	\$ 102,711	\$ 92,256	\$ 83,974



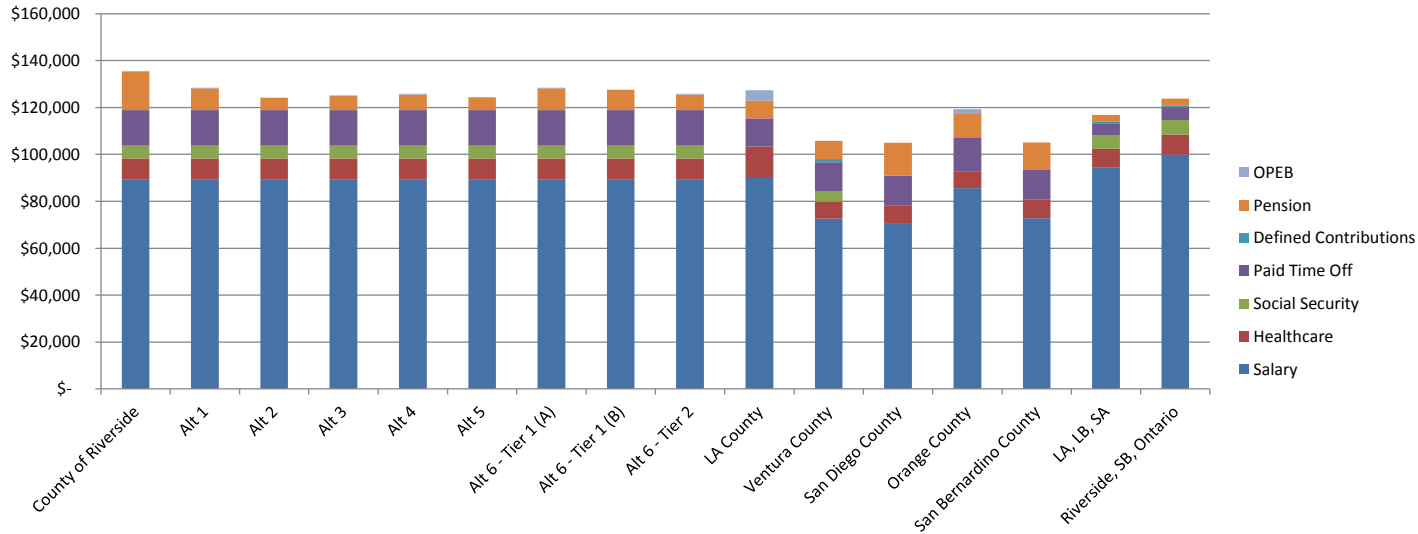
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

PRINCIPAL CONST INSPECTOR

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,386	\$ 89,930	\$ 72,660	\$ 70,678	\$ 85,568	\$ 72,738	\$ 94,303	\$ 99,930
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 8,067	\$ 8,549
Social Security	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ 5,542	\$ -	\$ 4,505	\$ -	\$ -	\$ -	\$ 5,847	\$ 6,196
Paid Time Off	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 15,127	\$ 11,972	\$ 12,298	\$ 12,776	\$ 14,446	\$ 12,594	\$ 5,100	\$ 5,404
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,272	\$ -	\$ -	\$ -	\$ 742	\$ 786
Pension	\$ 16,420	\$ 9,296	\$ 5,095	\$ 5,989	\$ 6,704	\$ 5,363	\$ 9,296	\$ 8,492	\$ 6,704	\$ 7,671	\$ 7,775	\$ 14,178	\$ 9,934	\$ 11,820	\$ 2,782	\$ 2,948
OPEB	\$ 179	\$ 179	\$ 179	\$ 179	\$ 179	\$ 179	\$ 179	\$ 179	\$ 179	\$ 4,317	\$ -	\$ -	\$ 2,139	\$ -	\$ -	\$ -
Total Benefits	\$ 46,145	\$ 39,021	\$ 34,820	\$ 35,714	\$ 36,429	\$ 35,088	\$ 39,021	\$ 38,217	\$ 36,429	\$ 37,422	\$ 33,071	\$ 34,352	\$ 33,772	\$ 32,390	\$ 22,538	\$ 23,882
Total Compensation	\$ 135,531	\$ 128,407	\$ 124,206	\$ 125,100	\$ 125,815	\$ 124,474	\$ 128,407	\$ 127,603	\$ 125,815	\$ 127,352	\$ 105,731	\$ 105,030	\$ 119,341	\$ 105,128	\$ 116,840	\$ 123,812

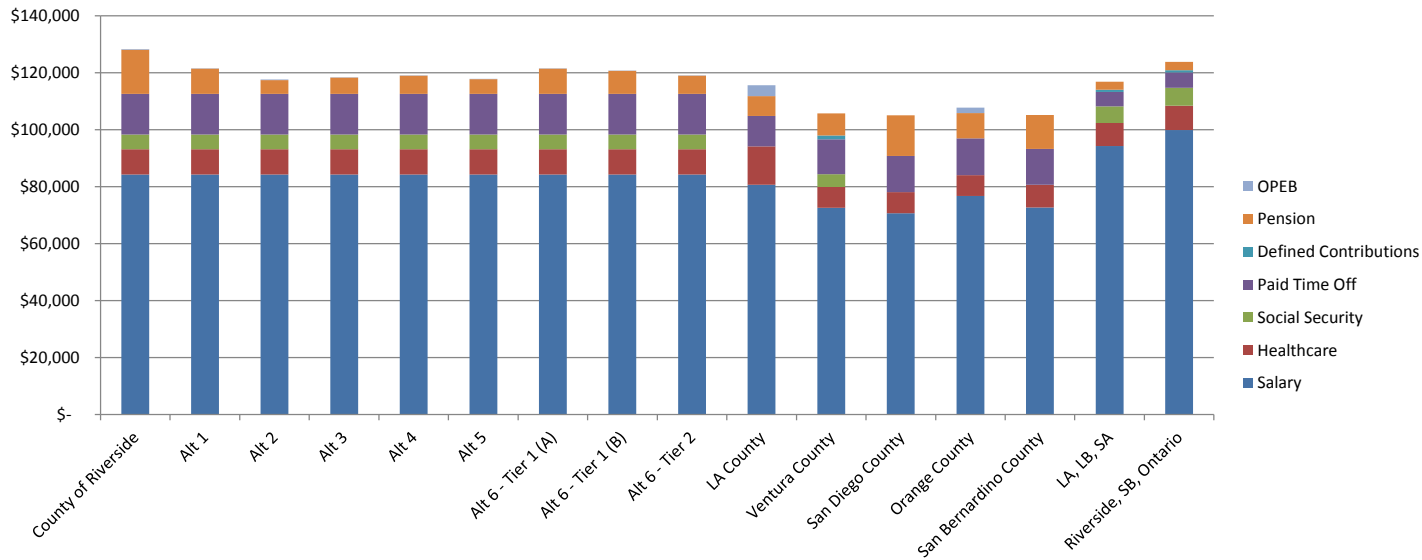


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR CONSTRUCTION INSPECTOR

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 84,283	\$ 80,683	\$ 72,660	\$ 70,678	\$ 76,770	\$ 72,738	\$ 94,303	\$ 99,930
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 8,067	\$ 8,549
Social Security	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ 5,226	\$ -	\$ 4,505	\$ -	\$ -	\$ -	\$ 5,847	\$ 6,196
Paid Time Off	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 14,263	\$ 10,742	\$ 12,298	\$ 12,776	\$ 12,961	\$ 12,594	\$ 5,100	\$ 5,404
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,272	\$ -	\$ -	\$ -	\$ 742	\$ 786
Pension	\$ 15,483	\$ 8,765	\$ 4,804	\$ 5,647	\$ 6,321	\$ 5,057	\$ 8,765	\$ 8,007	\$ 6,321	\$ 6,882	\$ 7,775	\$ 14,178	\$ 8,913	\$ 11,820	\$ 2,782	\$ 2,948
OPEB	\$ 169	\$ 169	\$ 169	\$ 169	\$ 169	\$ 169	\$ 169	\$ 169	\$ 169	\$ 3,873	\$ -	\$ -	\$ 1,919	\$ -	\$ -	\$ -
Total Benefits	\$ 44,018	\$ 37,300	\$ 33,339	\$ 34,182	\$ 34,856	\$ 33,592	\$ 37,300	\$ 36,542	\$ 34,856	\$ 34,959	\$ 33,071	\$ 34,352	\$ 31,045	\$ 32,390	\$ 22,538	\$ 23,882
Total Compensation	\$ 128,301	\$ 121,583	\$ 117,622	\$ 118,465	\$ 119,139	\$ 117,875	\$ 121,583	\$ 120,825	\$ 119,139	\$ 115,641	\$ 105,731	\$ 105,030	\$ 107,815	\$ 105,128	\$ 116,840	\$ 123,812

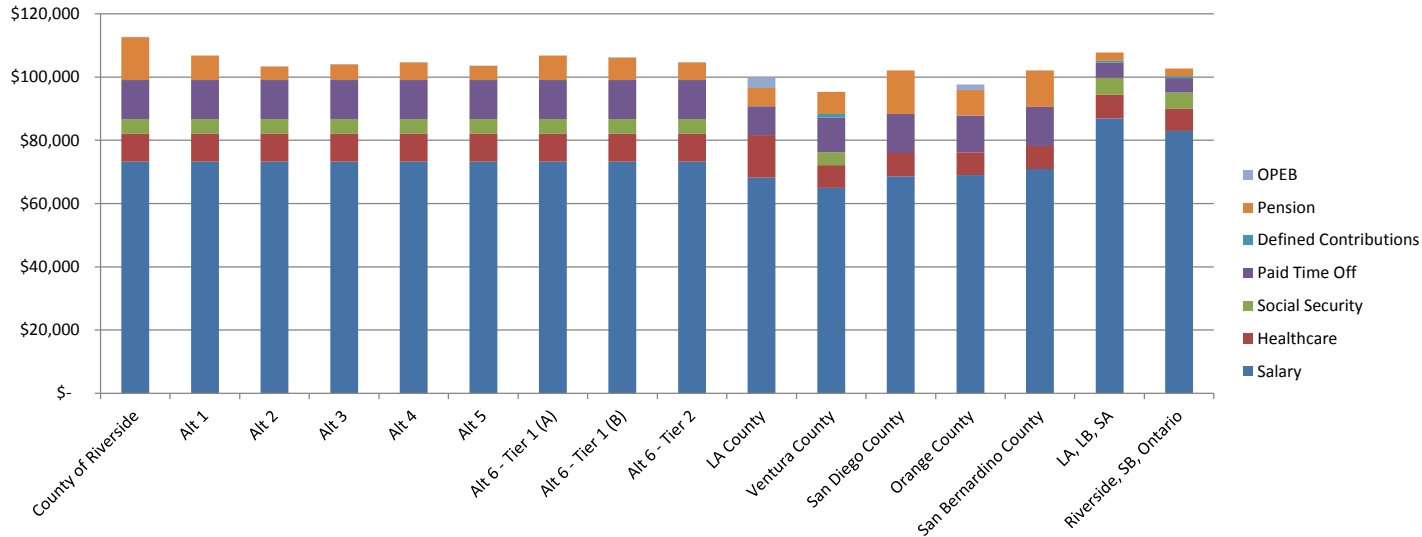


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR ENG TECH

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 73,300	\$ 68,224	\$ 64,968	\$ 68,598	\$ 68,993	\$ 70,928	\$ 86,962	\$ 82,943
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 7,439	\$ 7,095
Social Security	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ 4,545	\$ -	\$ 4,028	\$ -	\$ -	\$ -	\$ 5,392	\$ 5,142
Paid Time Off	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 12,405	\$ 9,083	\$ 10,995	\$ 12,400	\$ 11,648	\$ 12,281	\$ 4,703	\$ 4,486
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,137	\$ -	\$ -	\$ -	\$ 684	\$ 652
Pension	\$ 13,465	\$ 7,623	\$ 4,178	\$ 4,911	\$ 5,498	\$ 4,398	\$ 7,623	\$ 6,964	\$ 5,498	\$ 5,820	\$ 6,952	\$ 13,761	\$ 8,010	\$ 11,526	\$ 2,565	\$ 2,447
OPEB	\$ 147	\$ 147	\$ 147	\$ 147	\$ 147	\$ 147	\$ 147	\$ 147	\$ 147	\$ 3,275	\$ -	\$ -	\$ 1,725	\$ -	\$ -	\$ -
Total Benefits	\$ 39,439	\$ 33,596	\$ 30,151	\$ 30,884	\$ 31,471	\$ 30,371	\$ 33,596	\$ 32,937	\$ 31,471	\$ 31,639	\$ 30,334	\$ 33,558	\$ 28,635	\$ 31,155	\$ 20,783	\$ 19,823
Total Compensation	\$ 112,739	\$ 106,896	\$ 103,451	\$ 104,184	\$ 104,771	\$ 103,671	\$ 106,896	\$ 106,237	\$ 104,771	\$ 99,864	\$ 95,302	\$ 102,157	\$ 97,628	\$ 102,083	\$ 107,746	\$ 102,766

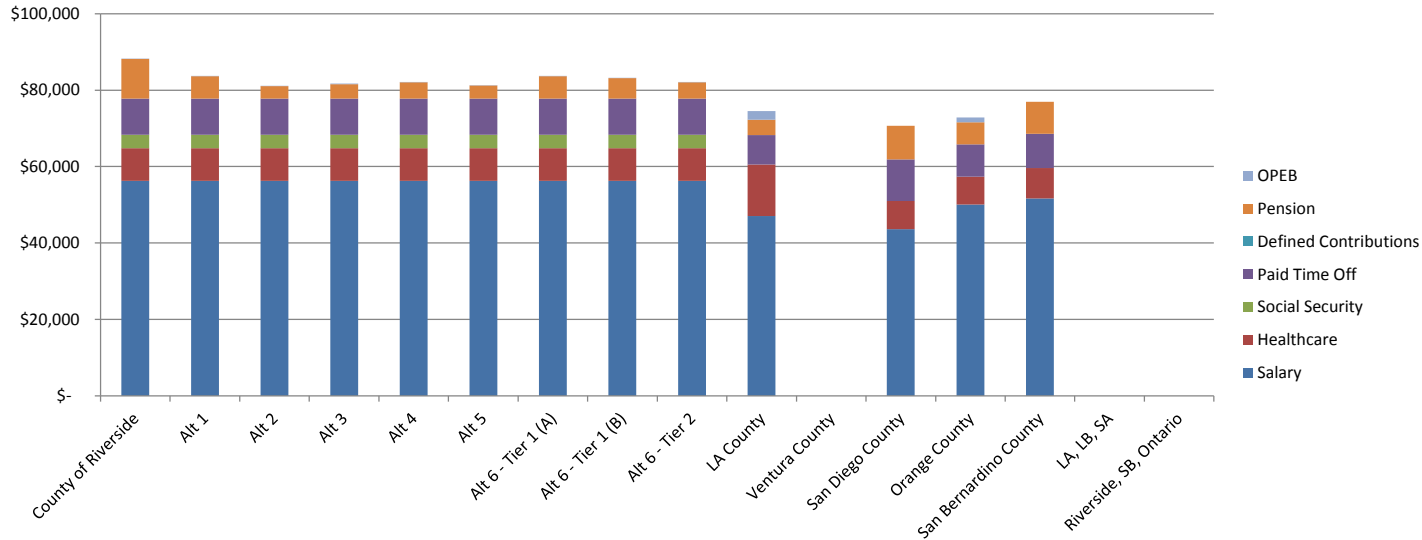


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV ACCOUNTING TECHNICIAN

															BLS DATA	
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 56,234	\$ 47,037	\$ -	\$ 43,618	\$ 50,082	\$ 51,626	-	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ -	\$ 7,397	\$ 7,252	\$ 7,976	-	\$ -
Social Security	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ 3,487	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 9,517	\$ 7,779	\$ -	\$ 10,893	\$ 8,455	\$ 8,939	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 10,330	\$ 5,848	\$ 3,205	\$ 3,768	\$ 4,218	\$ 3,374	\$ 5,848	\$ 5,342	\$ 4,218	\$ 4,012	\$ -	\$ 8,750	\$ 5,814	\$ 8,389	-	\$ -
OPEB	\$ 112	\$ 112	\$ 112	\$ 112	\$ 112	\$ 112	\$ 112	\$ 112	\$ 112	\$ 2,258	\$ -	\$ -	\$ 1,252	\$ -	\$ -	\$ -
Total Benefits	\$ 32,031	\$ 27,549	\$ 24,906	\$ 25,468	\$ 25,918	\$ 25,075	\$ 27,549	\$ 27,043	\$ 25,918	\$ 27,511	\$ -	\$ 27,039	\$ 22,774	\$ 25,304	\$ -	\$ -
Total Compensation	\$ 88,265	\$ 83,783	\$ 81,140	\$ 81,703	\$ 82,153	\$ 81,309	\$ 83,783	\$ 83,277	\$ 82,153	\$ 74,548	\$ -	\$ 70,657	\$ 72,856	\$ 76,929	\$ -	\$ -

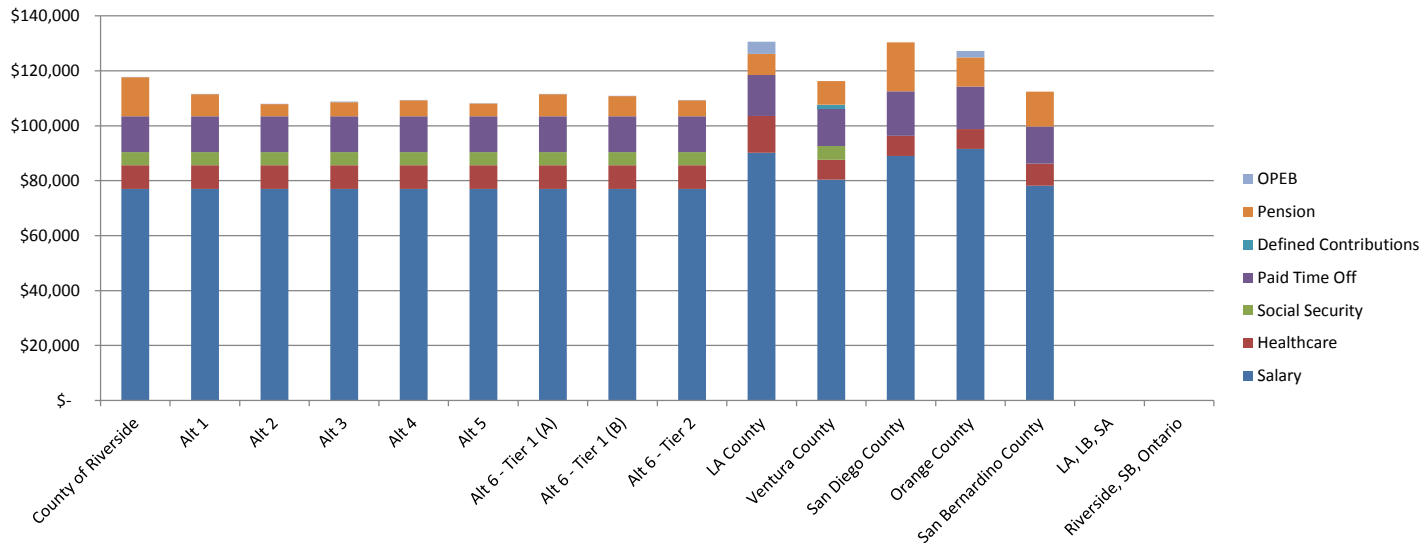


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV APPRAISER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 77,059	\$ 90,153	\$ 80,398	\$ 89,003	\$ 91,573	\$ 78,229	-	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	\$ -
Social Security	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ 4,778	\$ -	\$ 4,985	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 13,041	\$ 14,910	\$ 13,608	\$ 16,089	\$ 15,460	\$ 13,545	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,407	\$ -	\$ -	\$ -	-	\$ -
Pension	\$ 14,156	\$ 8,014	\$ 4,392	\$ 5,163	\$ 5,779	\$ 4,624	\$ 8,014	\$ 7,321	\$ 5,779	\$ 7,690	\$ 8,603	\$ 17,854	\$ 10,632	\$ 12,712	-	\$ -
OPEB	\$ 154	\$ 154	\$ 154	\$ 154	\$ 154	\$ 154	\$ 154	\$ 154	\$ 154	\$ 4,327	\$ -	\$ -	\$ 2,289	\$ -	\$ -	\$ -
Total Benefits	\$ 40,714	\$ 34,572	\$ 30,950	\$ 31,721	\$ 32,337	\$ 31,181	\$ 34,572	\$ 33,878	\$ 32,337	\$ 40,389	\$ 35,824	\$ 41,340	\$ 35,633	\$ 34,233	\$ -	\$ -
Total Compensation	\$ 117,773	\$ 111,631	\$ 108,009	\$ 108,780	\$ 109,396	\$ 108,240	\$ 111,631	\$ 110,937	\$ 109,396	\$ 130,542	\$ 116,222	\$ 130,343	\$ 127,206	\$ 112,462	\$ -	\$ -

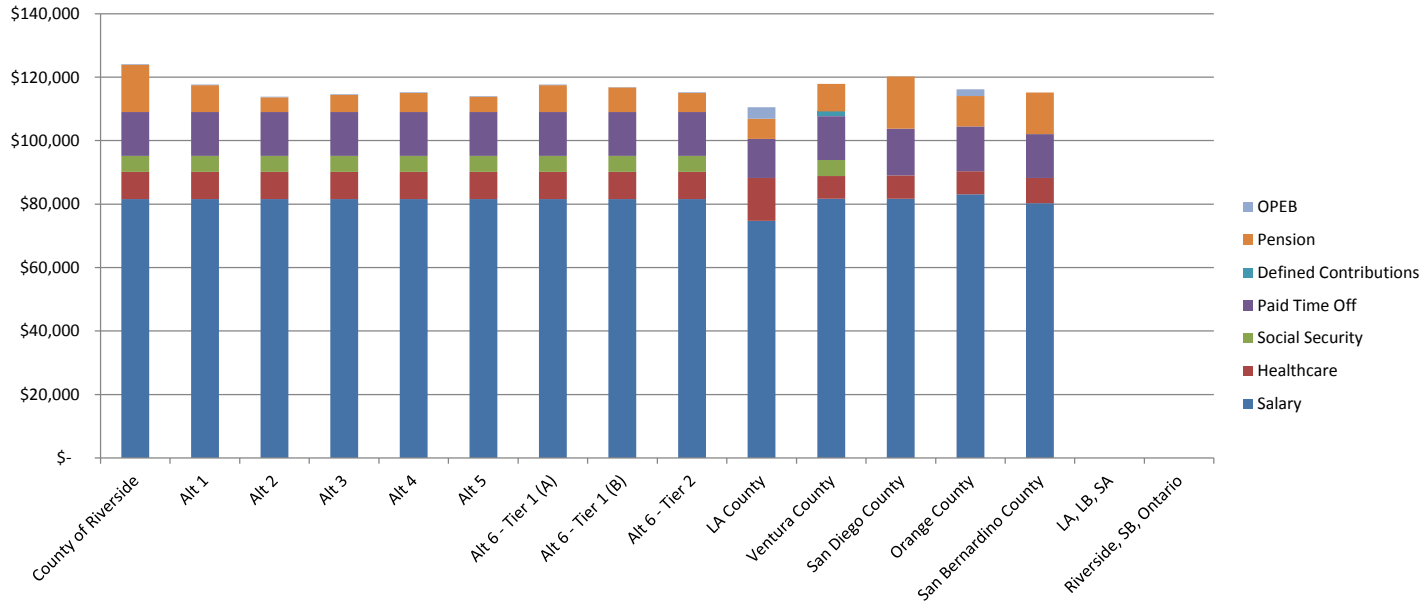


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV ENV HEALTH SPECIALIST

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	BLS DATA		
														San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 81,562	\$ 74,750	\$ 81,657	\$ 81,661	\$ 83,150	\$ 80,246	-	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	\$ -
Social Security	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ 5,057	\$ -	\$ 5,063	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 13,803	\$ 12,363	\$ 13,823	\$ 14,762	\$ 14,038	\$ 13,894	-	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,429	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 14,983	\$ 8,482	\$ 4,649	\$ 5,465	\$ 6,117	\$ 4,894	\$ 8,482	\$ 7,748	\$ 6,117	\$ 6,376	\$ 8,737	\$ 16,381	\$ 9,654	\$ 13,040	\$ -	\$ -
OPEB	\$ 163	\$ 163	\$ 163	\$ 163	\$ 163	\$ 163	\$ 163	\$ 163	\$ 163	\$ 3,588	\$ -	\$ -	\$ 2,079	\$ -	\$ -	\$ -
Total Benefits	\$ 42,591	\$ 36,090	\$ 32,257	\$ 33,073	\$ 33,725	\$ 32,502	\$ 36,090	\$ 35,356	\$ 33,725	\$ 35,789	\$ 36,274	\$ 38,540	\$ 33,023	\$ 34,910	\$ -	\$ -
Total Compensation	\$ 124,153	\$ 117,652	\$ 113,819	\$ 114,635	\$ 115,287	\$ 114,064	\$ 117,652	\$ 116,918	\$ 115,287	\$ 110,539	\$ 117,931	\$ 120,201	\$ 116,172	\$ 115,157	\$ -	\$ -

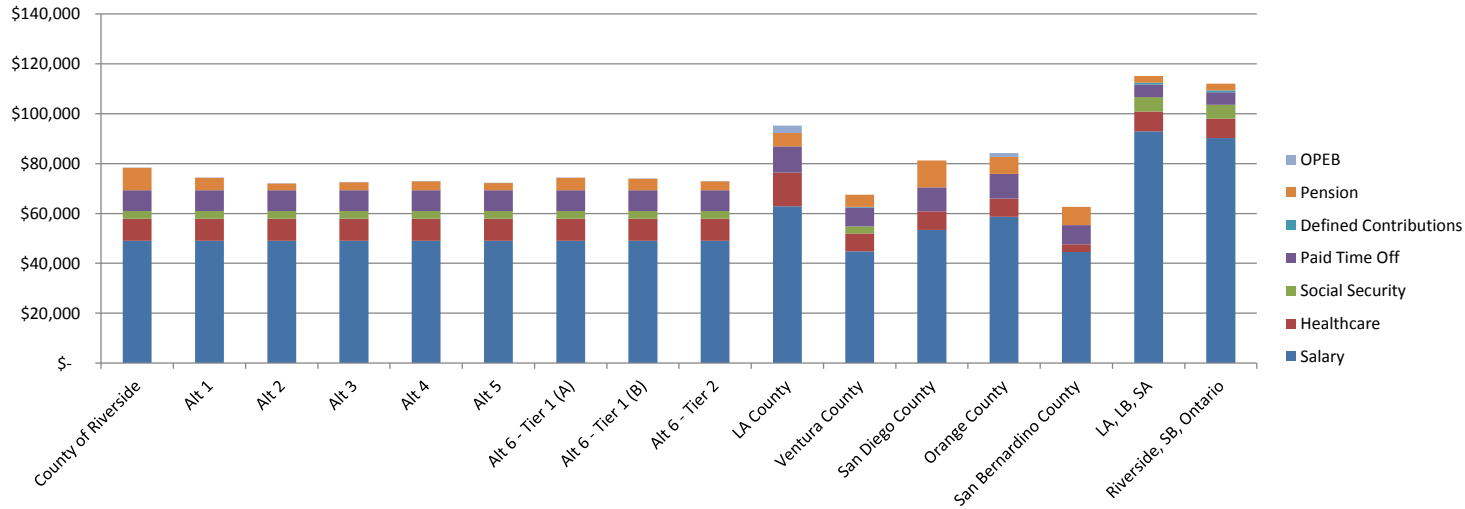


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

EQUIPMENT OPERATOR I

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 49,055	\$ 62,904	\$ 44,787	\$ 53,435	\$ 58,714	\$ 44,595	\$ 92,949	\$ 90,178
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ 7,951	\$ 7,845
Social Security	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ 3,041	\$ -	\$ 2,777	\$ -	\$ -	\$ -	\$ 5,763	\$ 5,591
Paid Time Off	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 8,302	\$ 10,504	\$ 7,580	\$ 9,659	\$ 9,912	\$ 7,721	\$ 5,027	\$ 4,960
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 336	\$ -	\$ -	\$ -	\$ 731	\$ 721
Pension	\$ 9,011	\$ 5,102	\$ 2,796	\$ 3,287	\$ 3,679	\$ 2,943	\$ 5,102	\$ 4,660	\$ 3,679	\$ 5,366	\$ 4,792	\$ 10,719	\$ 6,817	\$ 7,247	\$ 2,742	\$ 2,705
OPEB	\$ 98	\$ 98	\$ 98	\$ 98	\$ 98	\$ 98	\$ 98	\$ 98	\$ 98	\$ 3,019	\$ -	\$ -	\$ 1,468	\$ -	\$ -	\$ -
Total Benefits	\$ 29,330	\$ 25,420	\$ 23,115	\$ 23,605	\$ 23,998	\$ 23,262	\$ 25,420	\$ 24,979	\$ 23,998	\$ 32,352	\$ 22,707	\$ 27,776	\$ 25,449	\$ 18,004	\$ 22,214	\$ 21,823
Total Compensation	\$ 78,385	\$ 74,475	\$ 72,170	\$ 72,660	\$ 73,053	\$ 72,317	\$ 74,475	\$ 74,034	\$ 73,053	\$ 95,256	\$ 67,494	\$ 81,211	\$ 84,163	\$ 62,599	\$ 115,163	\$ 112,001

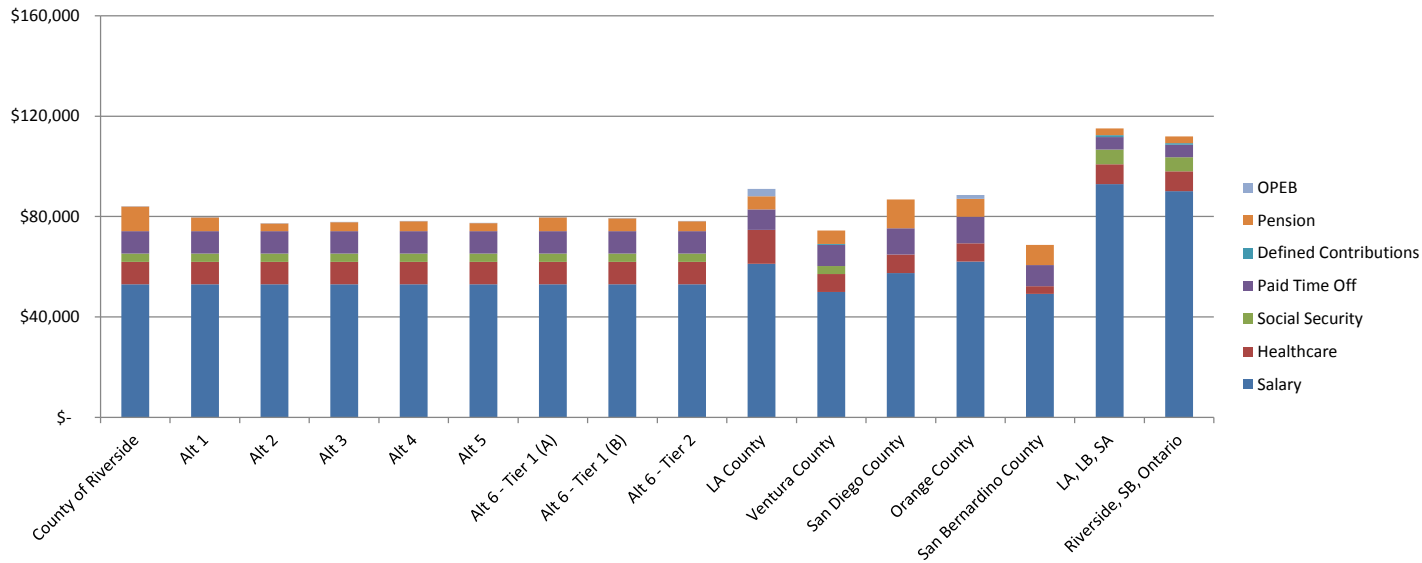


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

EQUIPMENT OPERATOR II

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 61,217	\$ 49,914	\$ 57,491	\$ 62,133	\$ 49,171	\$ 92,949	\$ 90,178
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ 7,951	\$ 7,845
Social Security	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ -	\$ 3,095	\$ -	\$ -	\$ -	\$ 5,763	\$ 5,591
Paid Time Off	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,150	\$ 8,450	\$ 10,393	\$ 10,490	\$ 8,514	\$ 5,027	\$ 4,960
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 374	\$ -	\$ -	\$ -	\$ 731	\$ 721
Pension	\$ 9,749	\$ 5,519	\$ 3,025	\$ 3,556	\$ 3,980	\$ 3,184	\$ 5,519	\$ 5,042	\$ 3,980	\$ 5,222	\$ 5,341	\$ 11,533	\$ 7,214	\$ 7,990	\$ 2,742	\$ 2,705
OPEB	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 2,938	\$ -	\$ -	\$ 1,553	\$ -	\$ -	\$ -
Total Benefits	\$ 31,003	\$ 26,774	\$ 24,280	\$ 24,810	\$ 25,235	\$ 24,439	\$ 26,774	\$ 26,296	\$ 25,235	\$ 29,772	\$ 24,482	\$ 29,322	\$ 26,509	\$ 19,540	\$ 22,214	\$ 21,823
Total Compensation	\$ 84,072	\$ 79,843	\$ 77,349	\$ 77,879	\$ 78,304	\$ 77,508	\$ 79,843	\$ 79,365	\$ 78,304	\$ 90,989	\$ 74,396	\$ 86,814	\$ 88,642	\$ 68,711	\$ 115,163	\$ 112,001



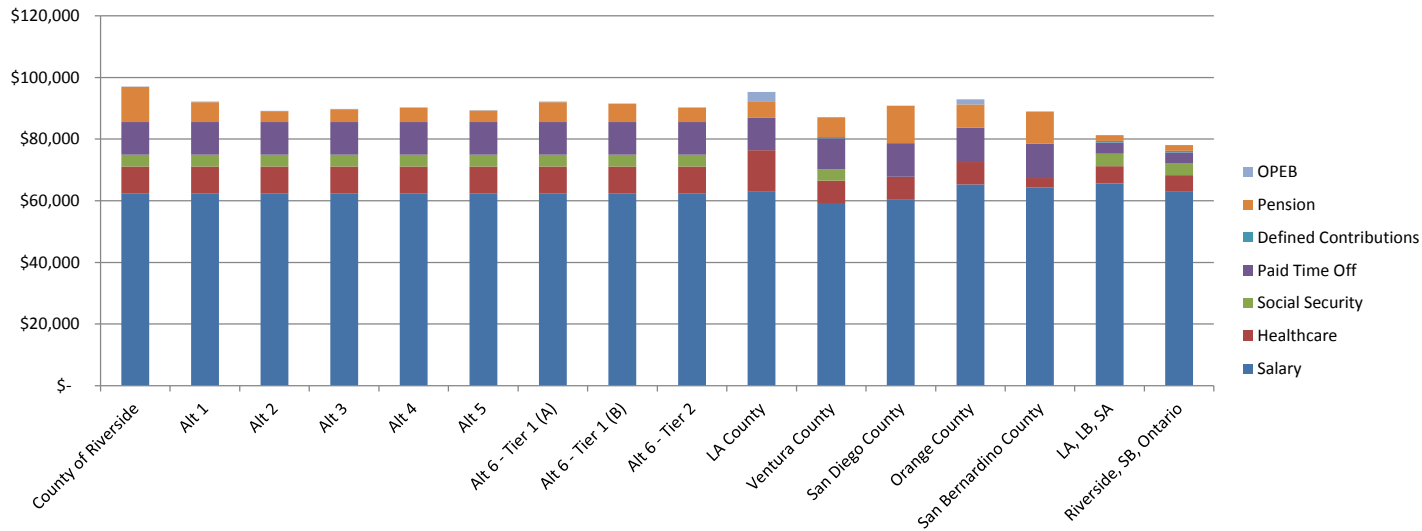
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

SR HEAVY EQUIPMENT MECHANIC

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,255	\$ 62,913	\$ 59,313	\$ 60,362	\$ 65,344	\$ 64,314	\$ 65,618	\$ 62,868
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ 5,613	\$ 5,470
Social Security	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ 3,860	\$ -	\$ 3,677	\$ -	\$ -	\$ -	\$ 4,068	\$ 3,898
Paid Time Off	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,536	\$ 10,041	\$ 10,912	\$ 11,032	\$ 11,136	\$ 11,136	\$ 3,549	\$ 3,458
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 445	\$ -	\$ -	\$ -	\$ 516	\$ 503
Pension	\$ 11,436	\$ 6,475	\$ 3,549	\$ 4,171	\$ 4,669	\$ 3,735	\$ 6,475	\$ 5,914	\$ 4,669	\$ 5,366	\$ 6,346	\$ 12,109	\$ 7,586	\$ 10,451	\$ 1,936	\$ 1,886
OPEB	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	\$ 3,020	\$ -	\$ 1,634	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 34,834	\$ 29,872	\$ 26,946	\$ 27,568	\$ 28,066	\$ 27,133	\$ 29,872	\$ 29,312	\$ 28,066	\$ 32,354	\$ 27,732	\$ 30,417	\$ 27,504	\$ 24,623	\$ 15,682	\$ 15,214
Total Compensation	\$ 97,089	\$ 92,127	\$ 89,201	\$ 89,823	\$ 90,321	\$ 89,388	\$ 92,127	\$ 91,567	\$ 90,321	\$ 95,267	\$ 87,045	\$ 90,779	\$ 92,848	\$ 88,936	\$ 81,301	\$ 78,083

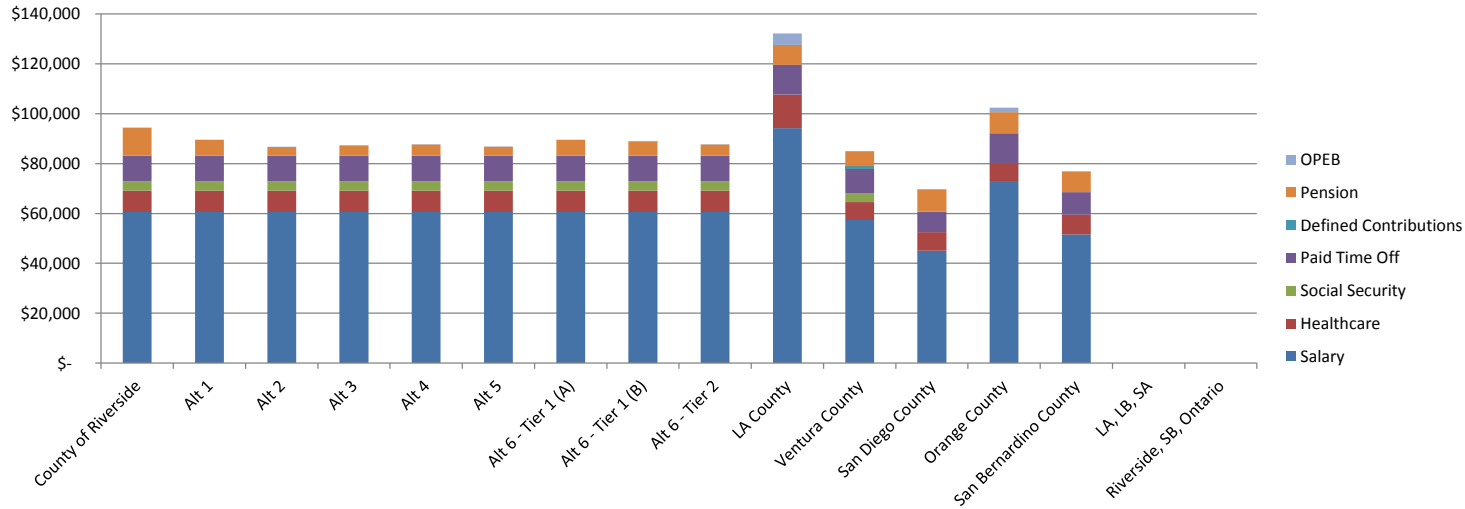


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CORRECTIONAL FOOD SVCS SUPV

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 60,576	\$ 94,243	\$ 57,383	\$ 45,115	\$ 72,641	\$ 51,626	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ 3,756	\$ -	\$ 3,558	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 10,251	\$ 11,884	\$ 9,714	\$ 8,155	\$ 12,264	\$ 8,939	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,004	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 11,128	\$ 6,300	\$ 3,453	\$ 4,059	\$ 4,543	\$ 3,635	\$ 6,300	\$ 5,755	\$ 4,543	\$ 8,039	\$ 6,140	\$ 9,050	\$ 8,434	\$ 8,389	\$ -	\$ -
OPEB	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 121	\$ 4,524	\$ -	\$ -	\$ 1,816	\$ -	\$ -	
Total Benefits	\$ 33,841	\$ 29,013	\$ 26,166	\$ 26,772	\$ 27,257	\$ 26,348	\$ 29,013	\$ 28,468	\$ 27,257	\$ 37,908	\$ 27,638	\$ 24,603	\$ 29,766	\$ 25,304	\$ -	\$ -
Total Compensation	\$ 94,417	\$ 89,589	\$ 86,742	\$ 87,348	\$ 87,833	\$ 86,924	\$ 89,589	\$ 89,044	\$ 87,833	\$ 132,151	\$ 85,021	\$ 69,718	\$ 102,407	\$ 76,929	\$ -	\$ -

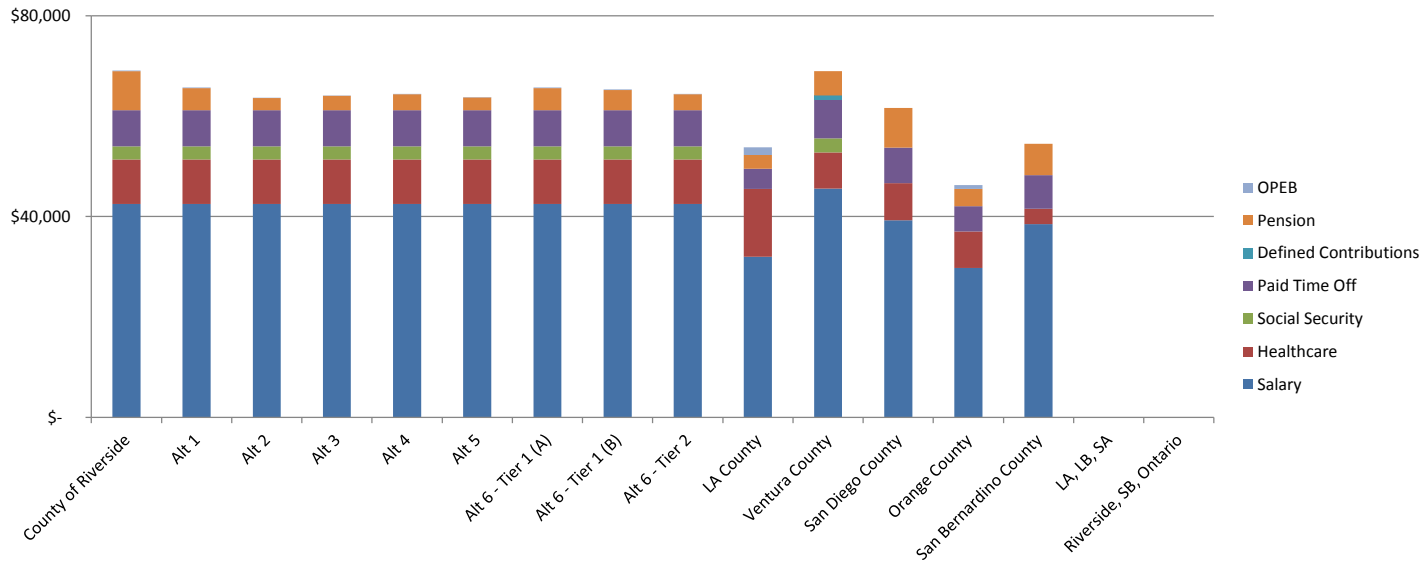


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CORRECTIONAL SR FOOD SVC WRKR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	BLS DATA		
														San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 42,494	\$ 32,024	\$ 45,550	\$ 39,270	\$ 29,774	\$ 38,522	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ -	\$ -
Social Security	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ 2,635	\$ -	\$ 2,824	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 7,191	\$ 4,033	\$ 7,711	\$ 7,099	\$ 5,027	\$ 6,670	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 797	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 7,806	\$ 4,419	\$ 2,422	\$ 2,847	\$ 3,187	\$ 2,550	\$ 4,419	\$ 4,037	\$ 3,187	\$ 2,732	\$ 4,874	\$ 7,878	\$ 3,457	\$ 6,260	\$ -	\$ -
OPEB	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 1,537	\$ -	\$ 744	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 26,594	\$ 23,208	\$ 21,211	\$ 21,635	\$ 21,975	\$ 21,338	\$ 23,208	\$ 22,825	\$ 21,975	\$ 21,764	\$ 23,428	\$ 22,374	\$ 16,480	\$ 15,966	\$ -	\$ -
Total Compensation	\$ 69,088	\$ 65,702	\$ 63,705	\$ 64,129	\$ 64,469	\$ 63,832	\$ 65,702	\$ 65,319	\$ 64,469	\$ 53,788	\$ 68,978	\$ 61,644	\$ 46,254	\$ 54,487	\$ -	\$ -

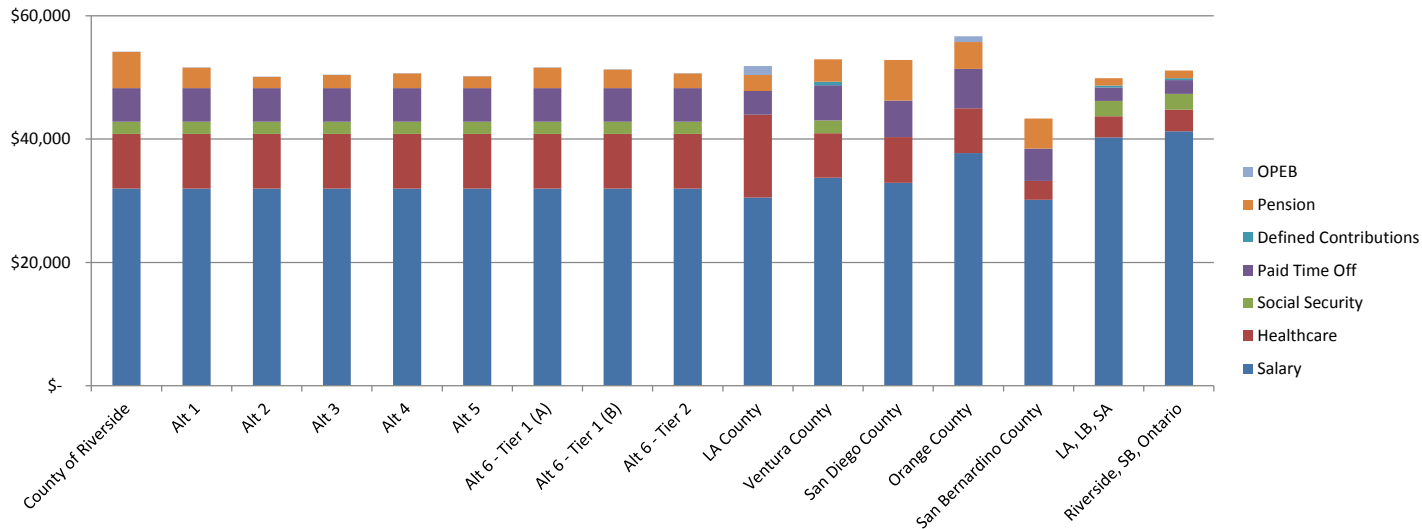


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CUSTODIAN

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 31,976	\$ 30,502	\$ 33,713	\$ 32,906	\$ 37,739	\$ 30,181	\$ 40,255	\$ 41,250
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ 3,444	\$ 3,529
Social Security	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ 1,983	\$ -	\$ 2,090	\$ -	\$ -	\$ -	\$ 2,496	\$ 2,557
Paid Time Off	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 5,411	\$ 3,838	\$ 5,707	\$ 5,948	\$ 6,371	\$ 5,226	\$ 2,177	\$ 2,231
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 590	\$ -	\$ -	\$ -	\$ 317	\$ 324
Pension	\$ 5,874	\$ 3,326	\$ 1,823	\$ 2,142	\$ 2,398	\$ 1,919	\$ 3,326	\$ 3,038	\$ 2,398	\$ 2,602	\$ 3,607	\$ 6,601	\$ 4,381	\$ 4,904	\$ 1,187	\$ 1,217
OPEB	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 1,464	\$ -	\$ -	\$ 943	\$ -	\$ -	\$ -
Total Benefits	\$ 22,209	\$ 19,661	\$ 18,158	\$ 18,478	\$ 18,733	\$ 18,254	\$ 19,661	\$ 19,373	\$ 18,733	\$ 21,366	\$ 19,217	\$ 19,946	\$ 18,948	\$ 13,166	\$ 9,621	\$ 9,858
Total Compensation	\$ 54,185	\$ 51,637	\$ 50,134	\$ 50,454	\$ 50,709	\$ 50,230	\$ 51,637	\$ 51,349	\$ 50,709	\$ 51,868	\$ 52,930	\$ 52,852	\$ 56,687	\$ 43,347	\$ 49,876	\$ 51,108

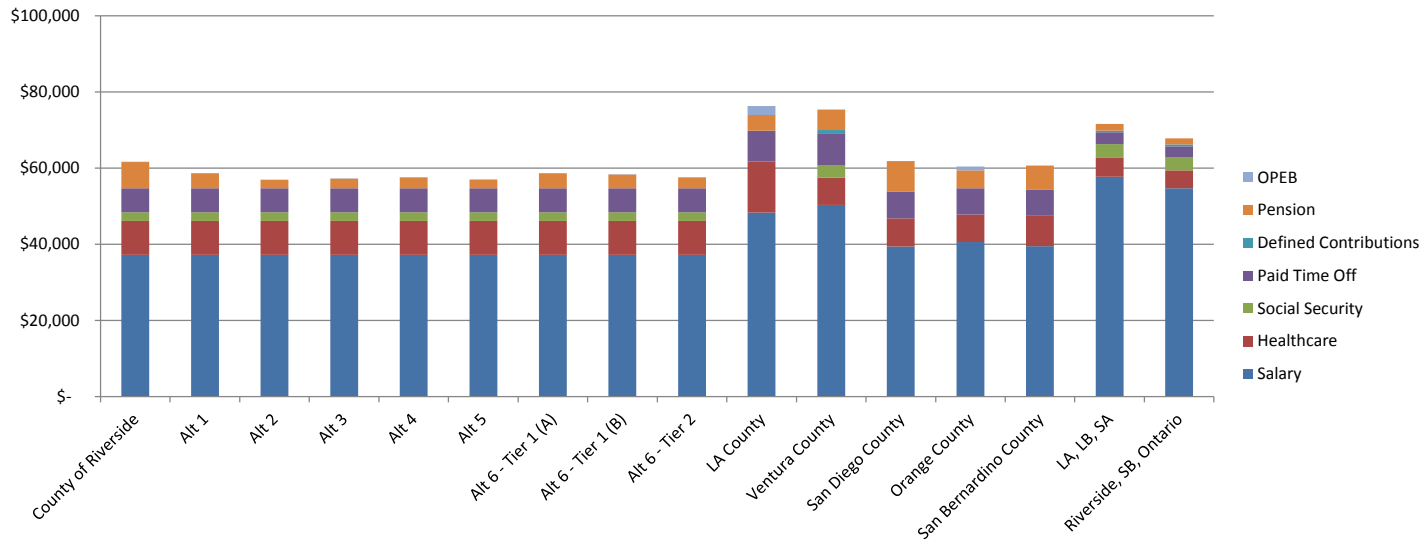


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CUSTOMER SUPPORT REP II

	BLS DATA															
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 37,256	\$ 48,319	\$ 50,301	\$ 39,395	\$ 40,574	\$ 39,478	\$ 57,770	\$ 54,724
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 4,942	\$ 4,681
Social Security	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ 2,310	\$ -	\$ 3,119	\$ -	\$ -	\$ -	\$ 3,582	\$ 3,393
Paid Time Off	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 6,305	\$ 8,069	\$ 8,513	\$ 7,121	\$ 6,850	\$ 6,835	\$ 3,124	\$ 2,960
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 880	\$ -	\$ -	\$ -	\$ 454	\$ 430
Pension	\$ 6,844	\$ 3,875	\$ 2,124	\$ 2,496	\$ 2,794	\$ 2,235	\$ 3,875	\$ 3,539	\$ 2,794	\$ 4,122	\$ 5,382	\$ 7,903	\$ 4,711	\$ 6,415	\$ 1,704	\$ 1,614
OPEB	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 2,319	\$ -	\$ -	\$ 1,014	\$ -	\$ -	\$ -
Total Benefits	\$ 24,411	\$ 21,441	\$ 19,690	\$ 20,063	\$ 20,361	\$ 19,802	\$ 21,441	\$ 21,106	\$ 20,361	\$ 27,972	\$ 25,117	\$ 22,421	\$ 19,827	\$ 21,227	\$ 13,807	\$ 13,079
Total Compensation	\$ 61,667	\$ 58,697	\$ 56,946	\$ 57,319	\$ 57,617	\$ 57,058	\$ 58,697	\$ 58,362	\$ 57,617	\$ 76,290	\$ 75,418	\$ 61,816	\$ 60,401	\$ 60,705	\$ 71,577	\$ 67,803

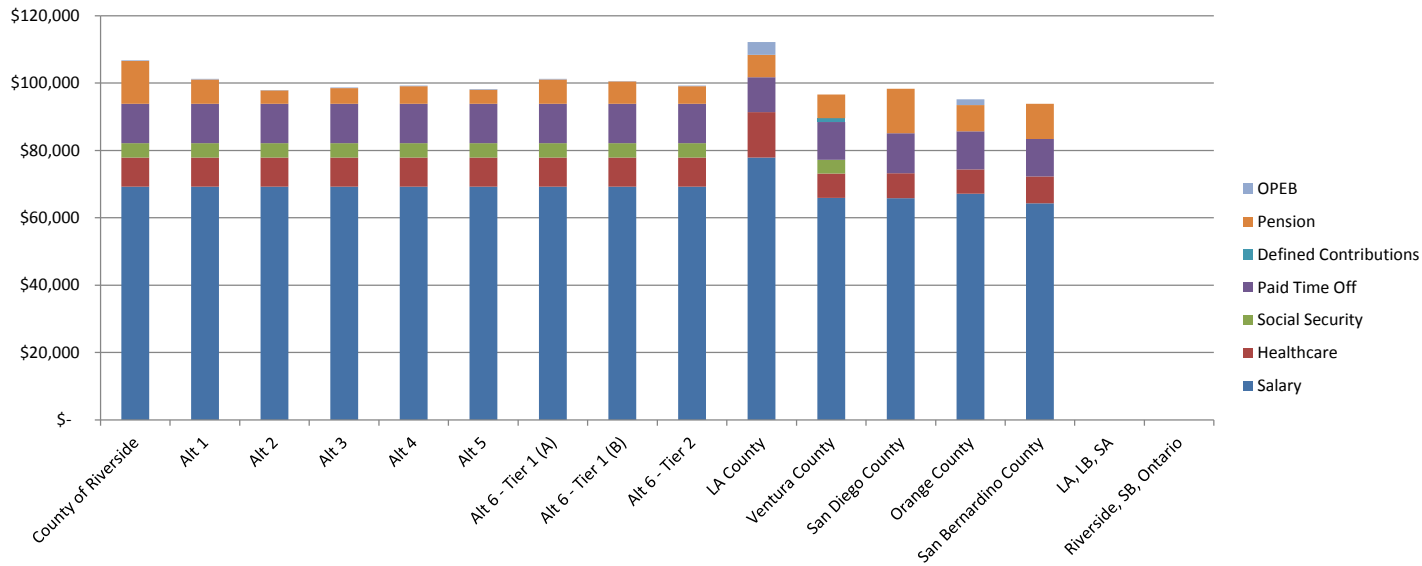


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

DISTRICT ROAD MAINTENANCE SUPV

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	BLS DATA		
														San Bernardino County	Riverside, LA, LB, SA, SB, Ontario	
Salary	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 69,298	\$ 77,942	\$ 65,951	\$ 65,832	\$ 67,137	\$ 64,314	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ 4,296	\$ -	\$ 4,089	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 11,727	\$ 10,378	\$ 11,164	\$ 11,900	\$ 11,334	\$ 11,136	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,154	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 12,730	\$ 7,207	\$ 3,950	\$ 4,643	\$ 5,197	\$ 4,158	\$ 7,207	\$ 6,583	\$ 5,197	\$ 6,648	\$ 7,057	\$ 13,206	\$ 7,795	\$ 10,451	\$ -	\$ -
OPEB	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 139	\$ 3,741	\$ -	\$ -	\$ 1,678	\$ -	\$ -	\$ -
Total Benefits	\$ 37,478	\$ 31,955	\$ 28,698	\$ 29,391	\$ 29,945	\$ 28,906	\$ 31,955	\$ 31,331	\$ 29,945	\$ 34,229	\$ 30,687	\$ 32,503	\$ 28,060	\$ 29,563	\$ -	\$ -
Total Compensation	\$ 106,776	\$ 101,253	\$ 97,996	\$ 98,689	\$ 99,243	\$ 98,204	\$ 101,253	\$ 100,629	\$ 99,243	\$ 112,171	\$ 96,637	\$ 98,335	\$ 95,197	\$ 93,876	\$ -	\$ -

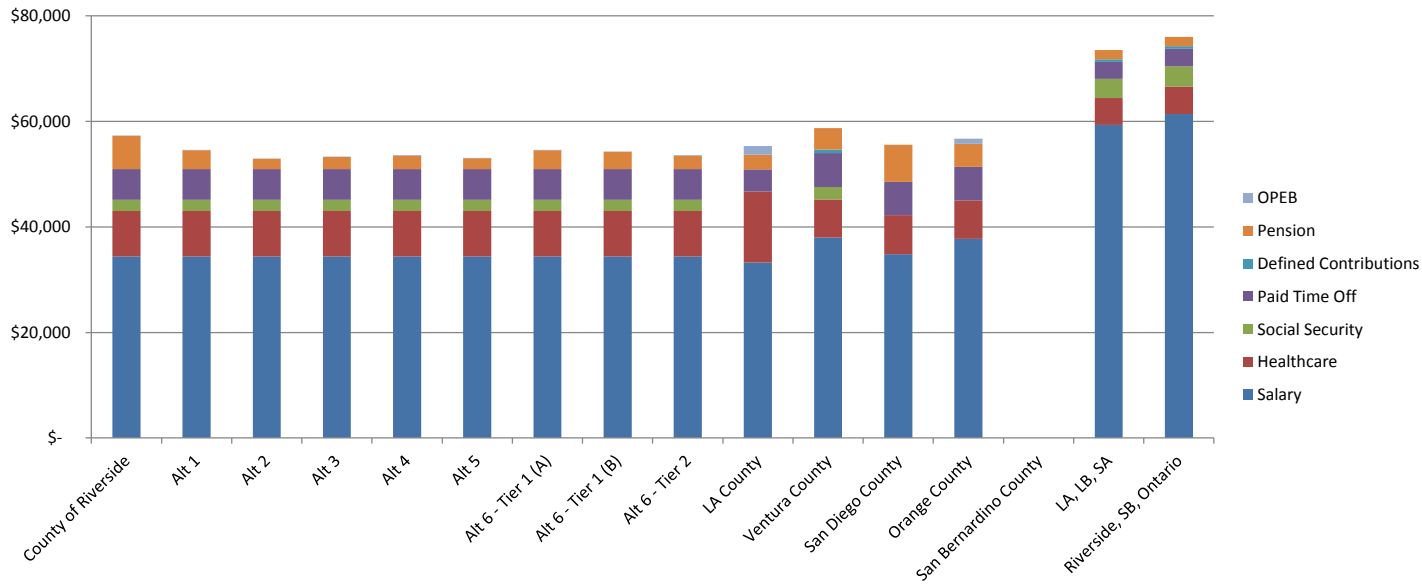


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

LEAD HOUSEKEEPER

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 34,400	\$ 33,218	\$ 37,971	\$ 34,840	\$ 37,739	\$ -	\$ 59,315	\$ 61,345
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ -	\$ 5,074	\$ 5,248
Social Security	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ 2,133	\$ -	\$ 2,354	\$ -	\$ -	\$ -	\$ 3,678	\$ 3,803
Paid Time Off	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 5,822	\$ 4,188	\$ 6,429	\$ 6,298	\$ 6,371	\$ -	\$ 3,208	\$ 3,318
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 664	\$ -	\$ -	\$ -	\$ 467	\$ 483
Pension	\$ 6,319	\$ 3,578	\$ 1,961	\$ 2,305	\$ 2,580	\$ 2,064	\$ 3,578	\$ 3,268	\$ 2,580	\$ 2,834	\$ 4,063	\$ 6,989	\$ 4,381	\$ -	\$ 1,750	\$ 1,810
OPEB	\$ 69	\$ 69	\$ 69	\$ 69	\$ 69	\$ 69	\$ 69	\$ 69	\$ 69	\$ 1,594	\$ -	\$ -	\$ 943	\$ -	\$ -	\$ -
Total Benefits	\$ 22,928	\$ 20,186	\$ 18,569	\$ 18,913	\$ 19,188	\$ 18,672	\$ 20,186	\$ 19,876	\$ 19,188	\$ 22,078	\$ 20,733	\$ 20,684	\$ 18,948	\$ -	\$ 14,176	\$ 14,661
Total Compensation	\$ 57,328	\$ 54,586	\$ 52,969	\$ 53,313	\$ 53,588	\$ 53,072	\$ 54,586	\$ 54,276	\$ 53,588	\$ 55,296	\$ 58,704	\$ 55,524	\$ 56,687	\$ -	\$ 73,490	\$ 76,006

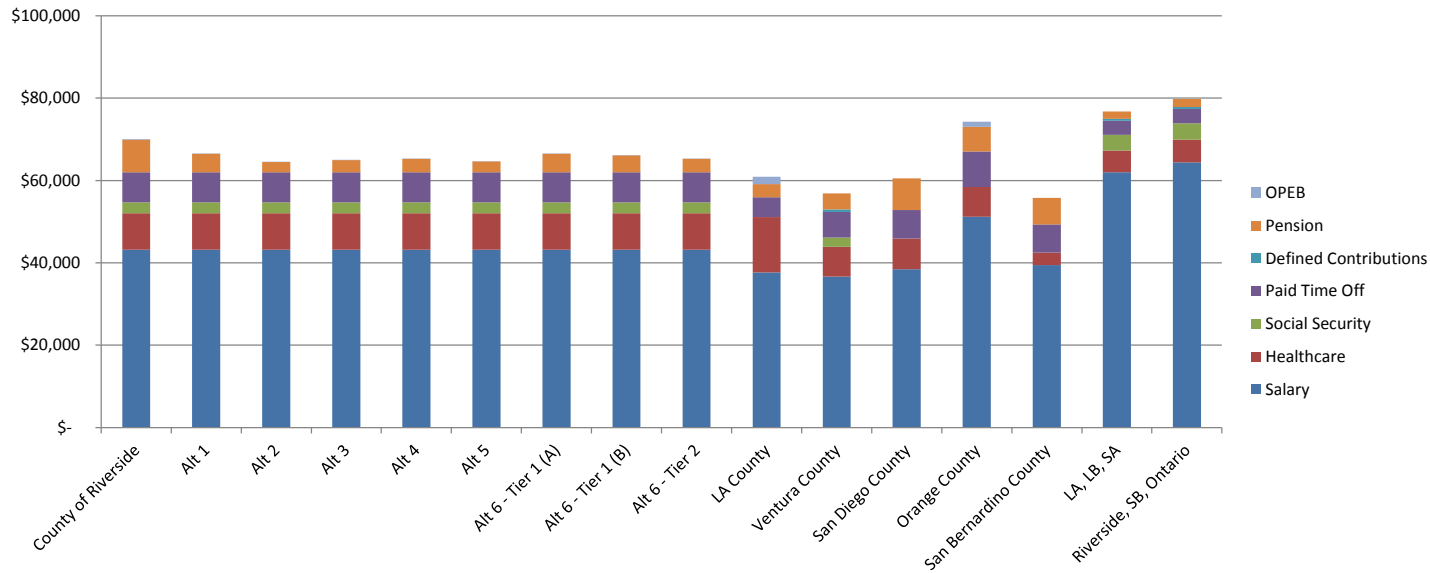


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

MAINTENANCE & CONST WRKR

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 43,169	\$ 37,685	\$ 36,631	\$ 38,480	\$ 51,187	\$ 39,478	\$ 61,980	\$ 64,392
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ 5,302	\$ 5,508
Social Security	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ 2,676	\$ -	\$ 2,271	\$ -	\$ -	\$ -	\$ 3,843	\$ 3,992
Paid Time Off	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 7,305	\$ 4,769	\$ 6,200	\$ 6,956	\$ 8,642	\$ 6,835	\$ 3,352	\$ 3,482
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 641	\$ -	\$ -	\$ -	\$ 488	\$ 507
Pension	\$ 7,930	\$ 4,490	\$ 2,461	\$ 2,892	\$ 3,238	\$ 2,590	\$ 4,490	\$ 4,101	\$ 3,238	\$ 3,215	\$ 3,919	\$ 7,719	\$ 5,943	\$ 6,415	\$ 1,828	\$ 1,899
OPEB	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 1,809	\$ -	\$ -	\$ 1,280	\$ -	\$ -	\$ -
Total Benefits	\$ 26,876	\$ 23,435	\$ 21,406	\$ 21,838	\$ 22,183	\$ 21,536	\$ 23,435	\$ 23,047	\$ 22,183	\$ 23,255	\$ 20,254	\$ 22,072	\$ 23,116	\$ 16,287	\$ 14,813	\$ 15,389
Total Compensation	\$ 70,045	\$ 66,604	\$ 64,575	\$ 65,007	\$ 65,352	\$ 64,705	\$ 66,604	\$ 66,216	\$ 65,352	\$ 60,940	\$ 56,885	\$ 60,552	\$ 74,303	\$ 55,765	\$ 76,793	\$ 79,781



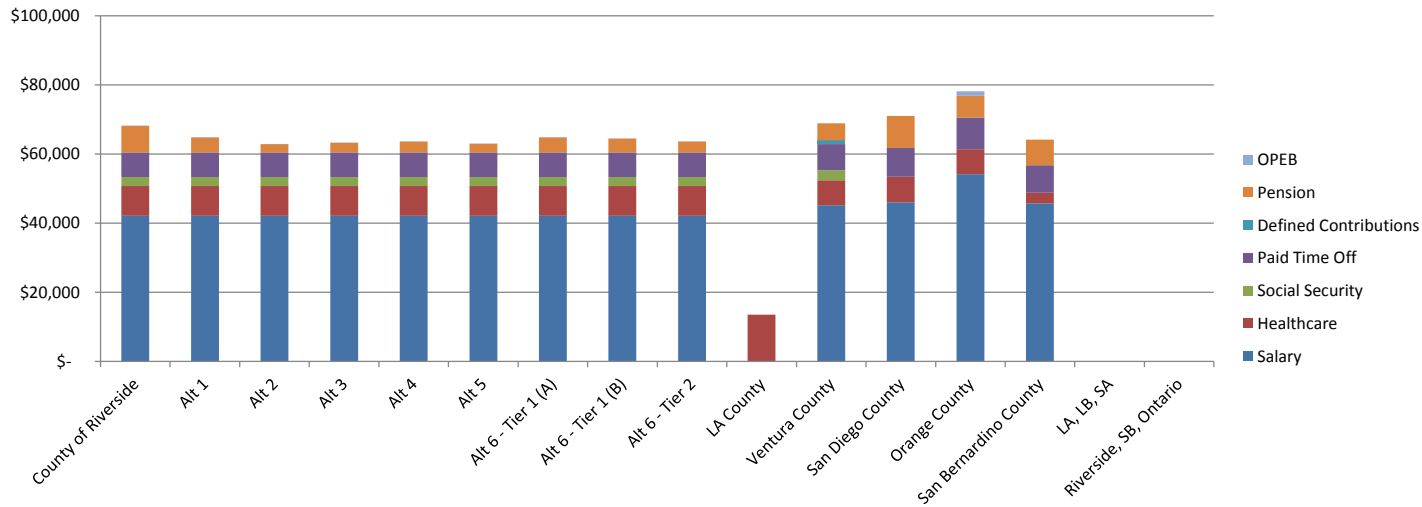
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

PARK RANGER I - PARKS

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ 42,092	\$ -	\$ 45,191	\$ 46,030	\$ 54,127	\$ 45,739	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ -	\$ -
Social Security	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ 2,610	\$ -	\$ 2,802	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ 7,123	\$ -	\$ 7,651	\$ 8,321	\$ 9,138	\$ 7,919	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,130	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 7,732	\$ 4,378	\$ 2,399	\$ 2,820	\$ 3,157	\$ 2,525	\$ 4,378	\$ 3,999	\$ 3,157	\$ -	\$ 4,835	\$ 9,234	\$ 6,284	\$ 7,433	\$ -	\$ -
OPEB	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ -	\$ -	\$ -	\$ 1,353	\$ -	\$ -	
Total Benefits	\$ 26,134	\$ 22,780	\$ 20,801	\$ 21,222	\$ 21,559	\$ 20,928	\$ 22,780	\$ 22,401	\$ 21,559	\$ 13,462	\$ 23,640	\$ 24,952	\$ 24,028	\$ 18,388	\$ -	\$ -
Total Compensation	\$ 68,226	\$ 64,871	\$ 62,893	\$ 63,314	\$ 63,651	\$ 63,019	\$ 64,871	\$ 64,492	\$ 63,651	\$ 13,462	\$ 68,831	\$ 70,982	\$ 78,154	\$ 64,127	\$ -	\$ -

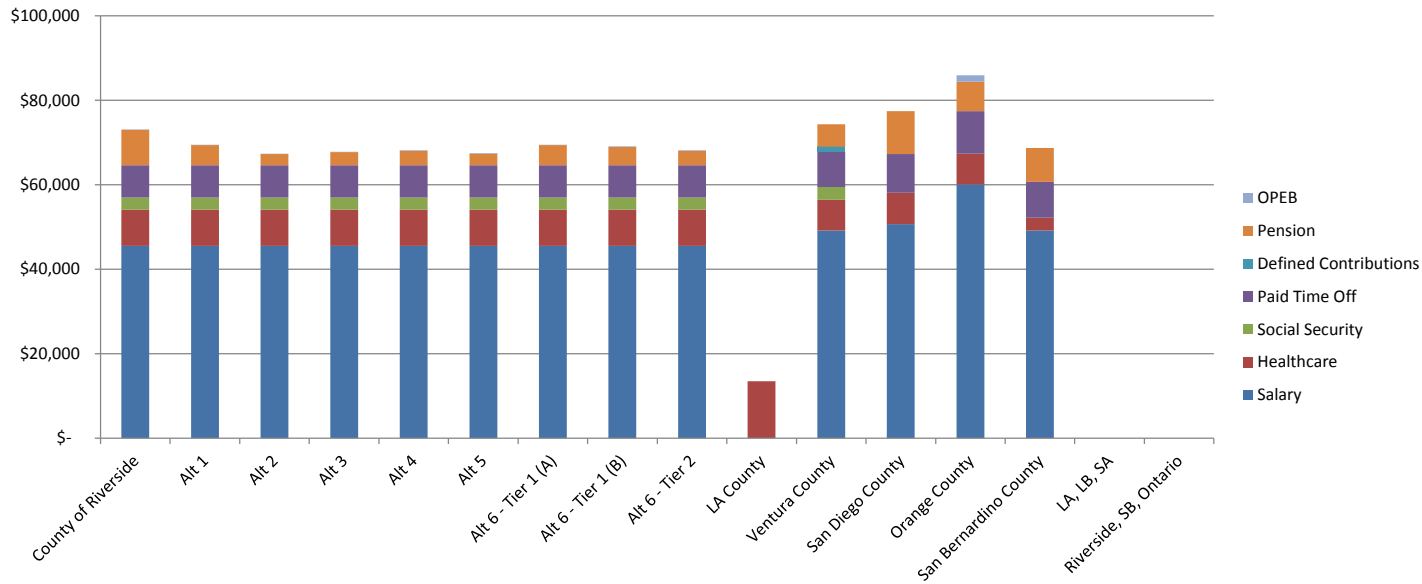


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARK RANGER II - PARKS

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ 45,535	\$ -	\$ 49,196	\$ 50,710	\$ 60,069	\$ 49,171	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ -	\$ -
Social Security	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ 2,823	\$ -	\$ 3,050	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ 7,706	\$ -	\$ 8,327	\$ 9,167	\$ 10,141	\$ 8,514	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,230	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 8,365	\$ 4,736	\$ 2,595	\$ 3,051	\$ 3,415	\$ 2,732	\$ 4,736	\$ 4,326	\$ 3,415	\$ -	\$ 5,264	\$ 10,173	\$ 6,974	\$ 7,990	\$ -	\$ -
OPEB	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ -	\$ -	\$ -	\$ 1,502	\$ -	\$ -	\$ -
Total Benefits	\$ 27,570	\$ 23,941	\$ 21,801	\$ 22,256	\$ 22,621	\$ 21,938	\$ 23,941	\$ 23,531	\$ 22,621	\$ 13,462	\$ 25,093	\$ 26,736	\$ 25,869	\$ 19,540	\$ -	\$ -
Total Compensation	\$ 73,105	\$ 69,476	\$ 67,336	\$ 67,791	\$ 68,156	\$ 67,473	\$ 69,476	\$ 69,066	\$ 68,156	\$ 13,462	\$ 74,289	\$ 77,447	\$ 85,938	\$ 68,711	\$ -	\$ -

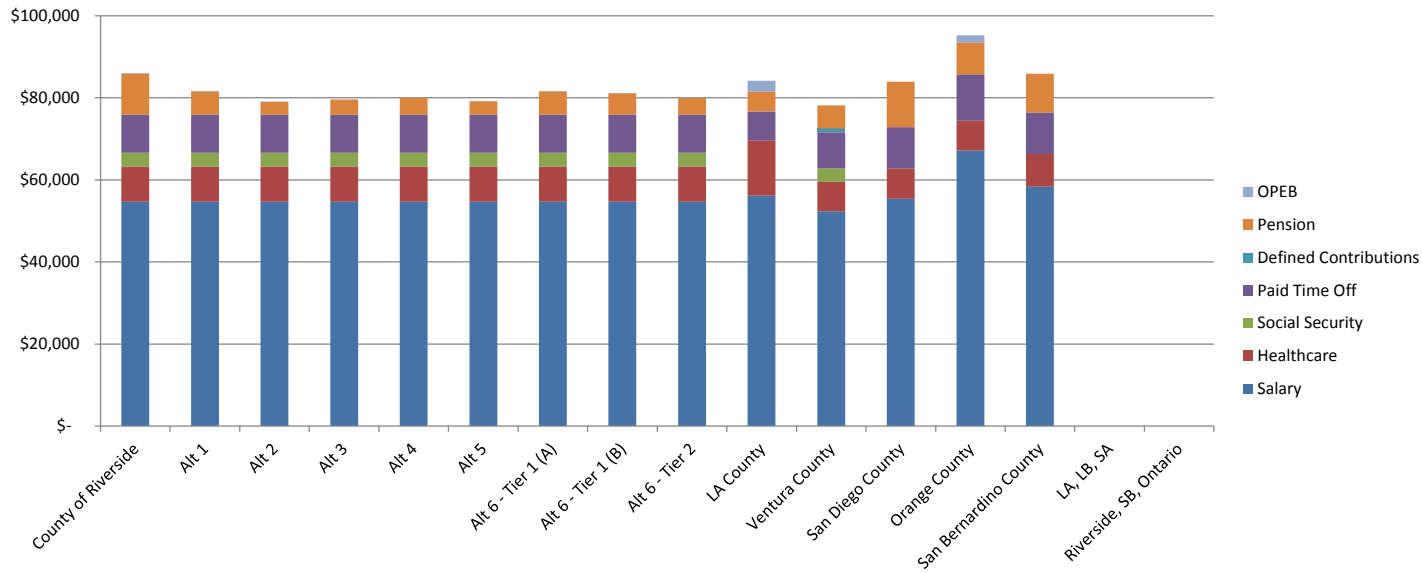


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARK RANGER SUPV - PARKS

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 54,660	\$ 56,148	\$ 52,305	\$ 55,411	\$ 67,137	\$ 58,323	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ 3,389	\$ -	\$ 3,243	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 9,250	\$ 7,091	\$ 8,855	\$ 10,017	\$ 11,334	\$ 10,098	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 915	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 10,041	\$ 5,685	\$ 3,116	\$ 3,662	\$ 4,100	\$ 3,280	\$ 5,685	\$ 5,193	\$ 4,100	\$ 4,789	\$ 5,597	\$ 11,115	\$ 7,795	\$ 9,478	\$ -	\$ -
OPEB	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109	\$ 2,695	\$ -	\$ -	\$ 1,678	\$ -	\$ -	
Total Benefits	\$ 31,375	\$ 27,018	\$ 24,449	\$ 24,996	\$ 25,433	\$ 24,613	\$ 27,018	\$ 26,526	\$ 25,433	\$ 28,038	\$ 25,832	\$ 28,529	\$ 28,060	\$ 27,552	\$ -	\$ -
Total Compensation	\$ 86,035	\$ 81,678	\$ 79,109	\$ 79,656	\$ 80,093	\$ 79,273	\$ 81,678	\$ 81,186	\$ 80,093	\$ 84,186	\$ 78,137	\$ 83,940	\$ 95,197	\$ 85,875	\$ -	\$ -

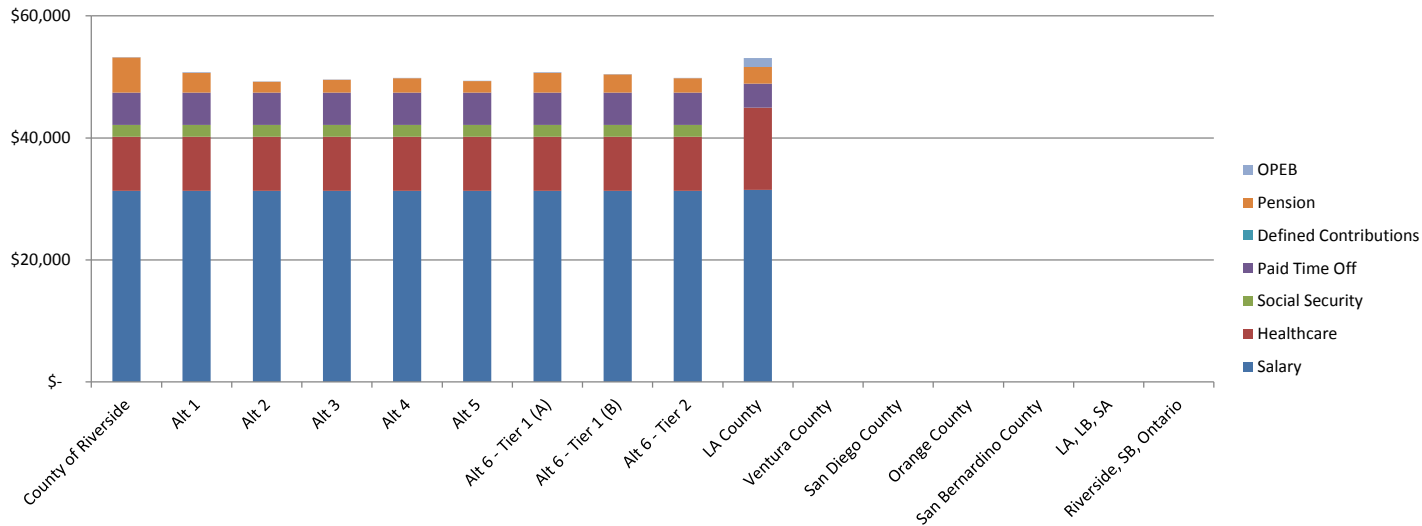


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARKING ATTENDANT I

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,316	\$ 31,486	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ 1,942	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 5,300	\$ 3,964	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 5,753	\$ 3,257	\$ 1,785	\$ 2,098	\$ 2,349	\$ 1,879	\$ 3,257	\$ 2,975	\$ 2,349	\$ 2,686	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63	\$ 1,511	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 21,934	\$ 19,438	\$ 17,966	\$ 18,280	\$ 18,530	\$ 18,060	\$ 19,438	\$ 19,156	\$ 18,530	\$ 21,624	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 53,250	\$ 50,754	\$ 49,282	\$ 49,596	\$ 49,846	\$ 49,376	\$ 50,754	\$ 50,472	\$ 49,846	\$ 53,109	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

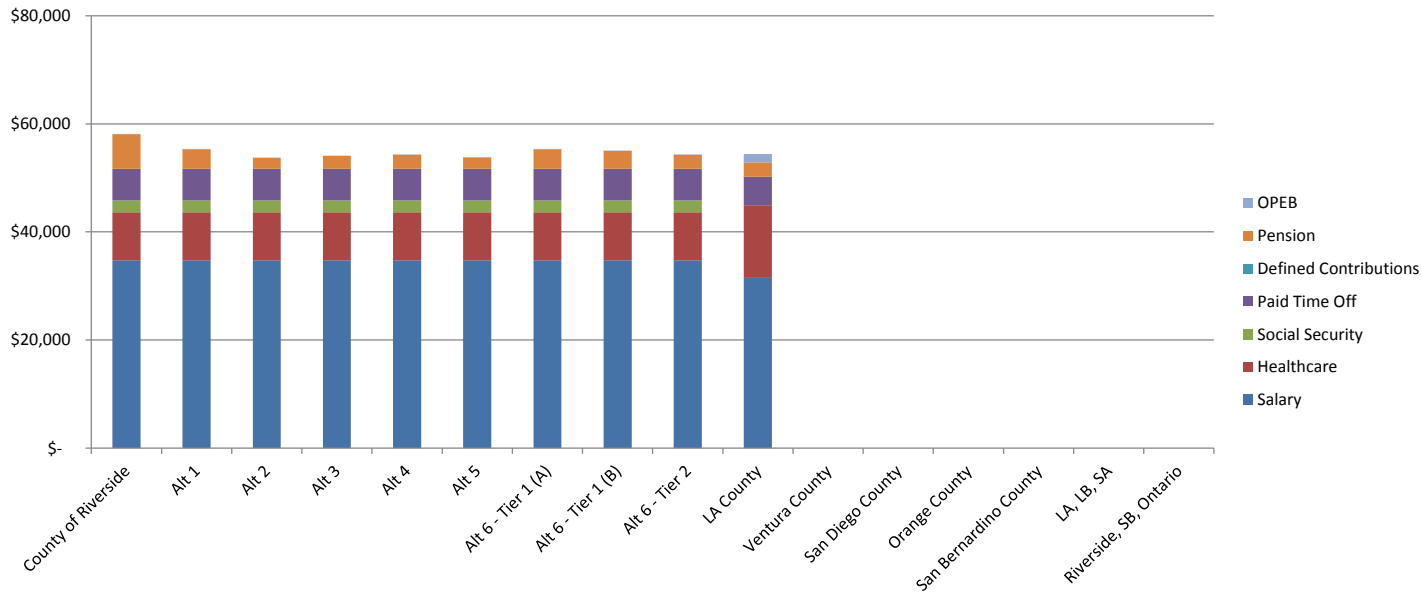


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

PARKING ATTENDANT II

	County of Riverside	BLS DATA										LA, LB, SA	Riverside, SB, Ontario				
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County			San Diego County	Orange County	San Bernardino County	
Salary	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 31,486	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Social Security	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,258	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 6,389	\$ 3,617	\$ 1,983	\$ 2,330	\$ 2,609	\$ 2,087	\$ 3,617	\$ 3,304	\$ 2,609	\$ 2,686	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OPEB	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 1,511	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 23,379	\$ 20,607	\$ 18,972	\$ 19,320	\$ 19,598	\$ 19,076	\$ 20,607	\$ 20,294	\$ 19,598	\$ 22,917	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 58,160	\$ 55,388	\$ 53,753	\$ 54,101	\$ 54,379	\$ 53,857	\$ 55,388	\$ 55,075	\$ 54,379	\$ 54,403	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

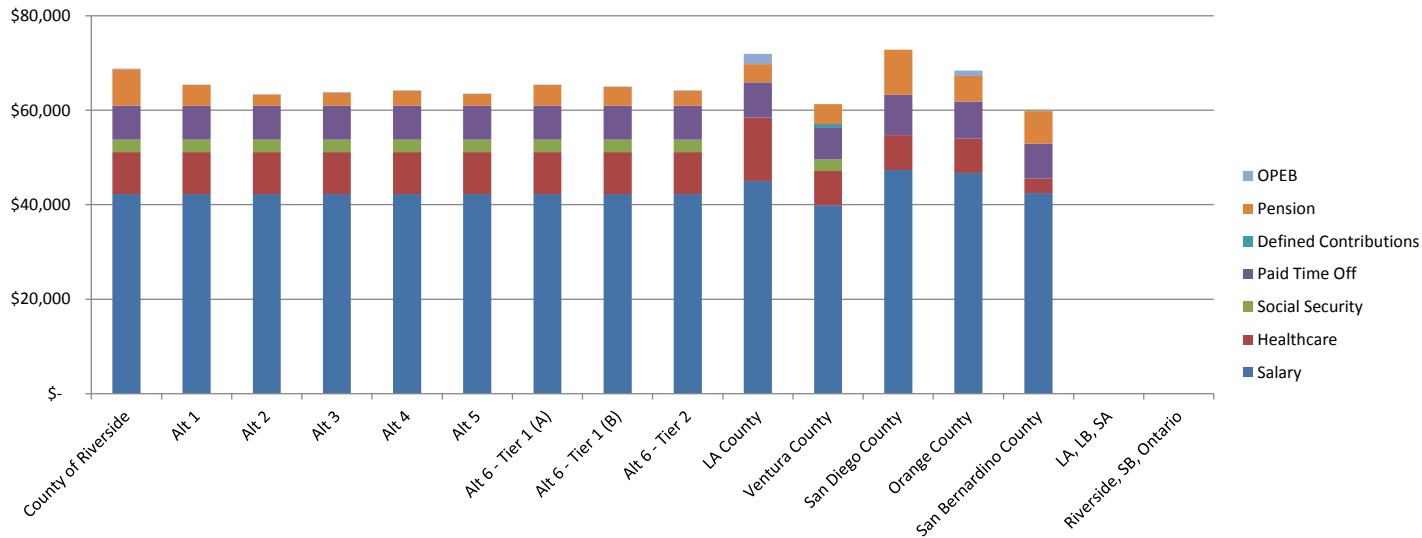


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPPORT SERVICES TECHNICIAN

	County of Riverside	BLS DATA														
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario
Salary	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 42,287	\$ 45,020	\$ 39,909	\$ 47,340	\$ 46,704	\$ 42,494	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,036	\$ -	\$ -
Social Security	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ 2,622	\$ -	\$ 2,474	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,156	\$ 7,446	\$ 6,756	\$ 8,558	\$ 7,885	\$ 7,358	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 698	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 7,768	\$ 4,398	\$ 2,410	\$ 2,833	\$ 3,172	\$ 2,537	\$ 4,398	\$ 4,017	\$ 3,172	\$ 3,840	\$ 4,270	\$ 9,496	\$ 5,422	\$ 6,905	\$ -	\$ -
OPEB	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 85	\$ 2,161	\$ -	\$ 1,168	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 26,508	\$ 23,138	\$ 21,150	\$ 21,573	\$ 21,912	\$ 21,277	\$ 23,138	\$ 22,757	\$ 21,912	\$ 26,909	\$ 21,422	\$ 25,451	\$ 21,727	\$ 17,299	\$ -	\$ -
Total Compensation	\$ 68,795	\$ 65,425	\$ 63,437	\$ 63,860	\$ 64,199	\$ 63,564	\$ 65,425	\$ 65,044	\$ 64,199	\$ 71,928	\$ 61,331	\$ 72,791	\$ 68,431	\$ 59,793	\$ -	\$ -

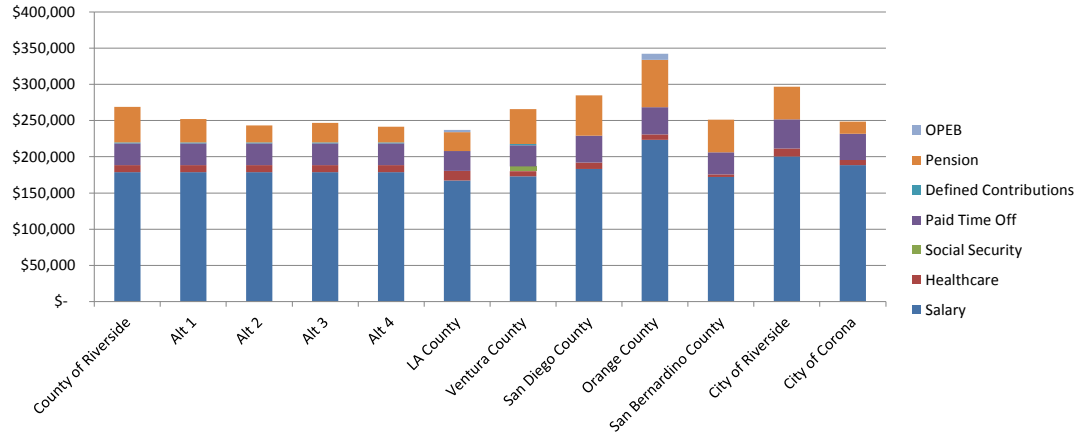


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CHF DEP SHERIFF B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 178,653	\$ 178,653	\$ 178,653	\$ 178,653	\$ 178,653	\$ 167,048	\$ 172,984	\$ 183,155	\$ 223,637	\$ 172,307	\$ 200,472	\$ 188,604
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,918	\$ 7,252	\$ 3,424	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 30,234	\$ 30,234	\$ 30,234	\$ 30,234	\$ 30,234	\$ 27,627	\$ 29,282	\$ 36,987	\$ 37,756	\$ 30,480	\$ 39,859	\$ 36,073
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,730	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 48,942	\$ 32,158	\$ 23,225	\$ 26,798	\$ 21,438	\$ 26,110	\$ 47,986	\$ 55,716	\$ 65,145	\$ 45,162	\$ 45,120	\$ 16,974
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,007	\$ -	\$ -	\$ 8,722	\$ -	\$ -	\$ -
Total Benefits	\$ 90,242	\$ 73,458	\$ 64,525	\$ 68,098	\$ 62,739	\$ 70,206	\$ 92,842	\$ 101,620	\$ 118,875	\$ 79,066	\$ 96,200	\$ 60,199
Total Compensation	\$ 268,896	\$ 252,111	\$ 243,178	\$ 246,752	\$ 241,392	\$ 237,253	\$ 265,827	\$ 284,775	\$ 342,512	\$ 251,373	\$ 296,672	\$ 248,803

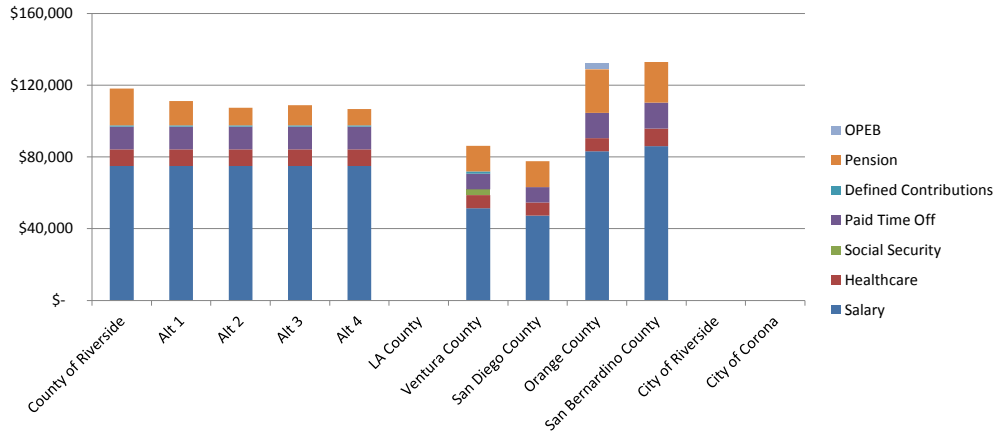


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA)	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

CORRECTIONAL CORPORAL

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 75,012	\$ 75,012	\$ 75,012	\$ 75,012	\$ 75,012	\$ -	\$ 51,454	\$ 47,237	\$ 83,192	\$ 86,050	\$ -	\$ -
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ -	\$ 7,222	\$ 7,397	\$ 7,252	\$ 9,675	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,190	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 12,694	\$ 12,694	\$ 12,694	\$ 12,694	\$ 12,694	\$ -	\$ 8,710	\$ 8,539	\$ 14,045	\$ 14,560	\$ -	\$ -
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ 1,286	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 20,550	\$ 13,502	\$ 9,752	\$ 11,252	\$ 9,001	\$ -	\$ 14,273	\$ 14,369	\$ 24,234	\$ 22,554	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,244	\$ -	\$ -	\$ -
Total Benefits	\$ 43,150	\$ 36,103	\$ 32,352	\$ 33,852	\$ 31,602	\$ -	\$ 34,683	\$ 30,305	\$ 48,775	\$ 46,788	\$ -	\$ -
Total Compensation	\$ 118,162	\$ 111,115	\$ 107,364	\$ 108,864	\$ 106,614	\$ -	\$ 86,136	\$ 77,542	\$ 131,967	\$ 132,838	\$ -	\$ -



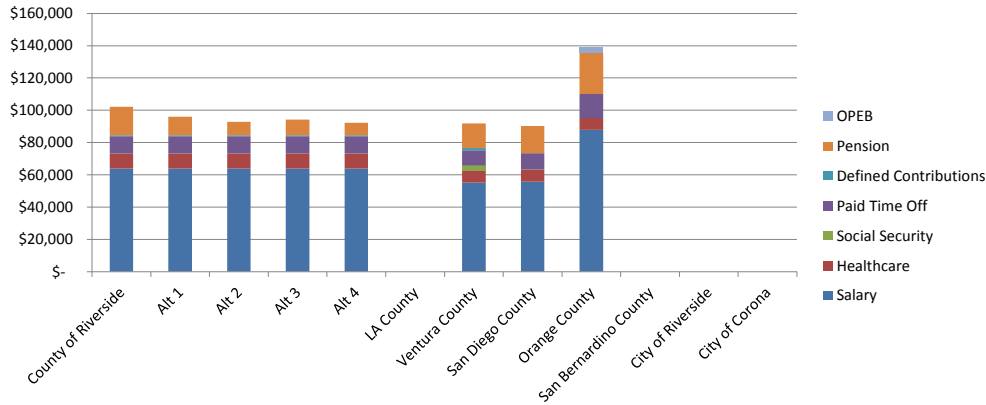
Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA)	New Hires	12.00%	0%	8.00%



County of Riverside Analysis

CORRECTIONAL DEPUTY II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 63,883	\$ 63,883	\$ 63,883	\$ 63,883	\$ 63,883	\$ -	\$ 55,216	\$ 55,827	\$ 87,904	\$ -	\$ -	\$ -
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ -	\$ 7,222	\$ 7,397	\$ 7,252	\$ -	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,423	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,811	\$ 10,811	\$ 10,811	\$ 10,811	\$ 10,811	\$ -	\$ 9,348	\$ 10,092	\$ 14,840	\$ -	\$ -	\$ -
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ 1,380	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 17,501	\$ 11,499	\$ 8,305	\$ 9,582	\$ 7,666	\$ -	\$ 15,317	\$ 16,983	\$ 25,606	\$ -	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,428	\$ -	\$ -	\$ -
Total Benefits	\$ 38,218	\$ 32,216	\$ 29,022	\$ 30,299	\$ 28,383	\$ -	\$ 36,691	\$ 34,471	\$ 51,127	\$ -	\$ -	\$ -
Total Compensation	\$ 102,101	\$ 96,099	\$ 92,905	\$ 94,182	\$ 92,266	\$ -	\$ 91,907	\$ 90,299	\$ 139,031	\$ -	\$ -	\$ -

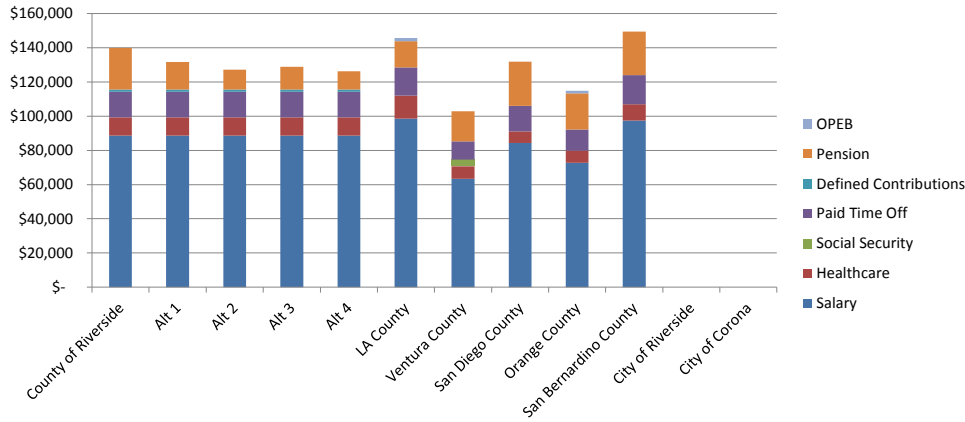


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA)	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

CORRECTIONAL SERGEANT

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 88,590	\$ 88,590	\$ 88,590	\$ 88,590	\$ 88,590	\$ 98,517	\$ 63,398	\$ 84,378	\$ 72,641	\$ 97,344	\$ -	\$ -
Healthcare	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 13,462	\$ 7,222	\$ 6,643	\$ 7,252	\$ 9,675	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,931	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 14,992	\$ 14,992	\$ 14,992	\$ 14,992	\$ 14,992	\$ 16,451	\$ 10,731	\$ 15,024	\$ 12,264	\$ 16,855	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 24,269	\$ 15,946	\$ 11,517	\$ 13,289	\$ 10,631	\$ 15,398	\$ 17,587	\$ 25,668	\$ 21,160	\$ 25,514	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,773	\$ -	\$ -	\$ 1,380	\$ -	\$ -	\$ -
Total Benefits	\$ 51,264	\$ 42,941	\$ 38,511	\$ 40,283	\$ 37,626	\$ 47,085	\$ 39,471	\$ 47,335	\$ 42,057	\$ 52,043	\$ -	\$ -
Total Compensation	\$ 139,854	\$ 131,531	\$ 127,101	\$ 128,873	\$ 126,216	\$ 145,602	\$ 102,870	\$ 131,712	\$ 114,698	\$ 149,387	\$ -	\$ -

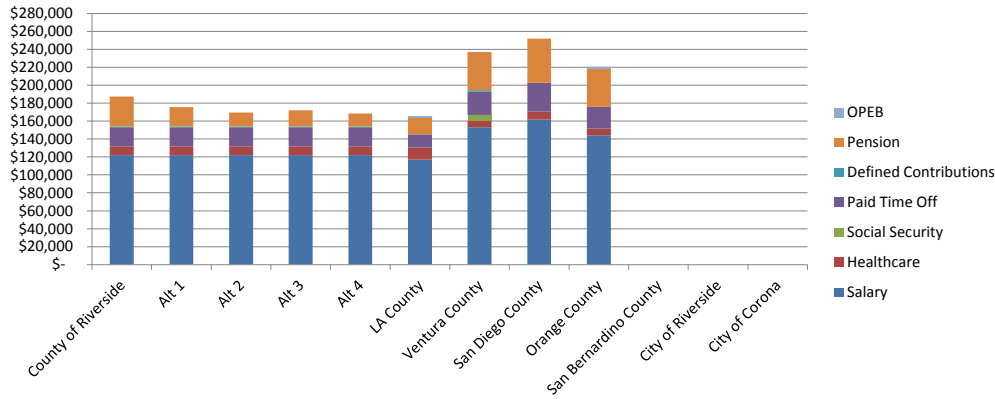


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

D.A. BUREAU COMMANDER (B)

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 122,041	\$ 122,041	\$ 122,041	\$ 122,041	\$ 122,041	\$ 117,064	\$ 153,063	\$ 161,512	\$ 144,303	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,918	\$ 7,252	\$ -	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 20,653	\$ 20,653	\$ 20,653	\$ 20,653	\$ 20,653	\$ 14,763	\$ 25,910	\$ 32,302	\$ 24,362	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,531	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 33,433	\$ 21,967	\$ 15,865	\$ 18,306	\$ 14,645	\$ 18,297	\$ 42,460	\$ 49,132	\$ 42,035	\$ -	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,107	\$ -	\$ -	\$ 2,742	\$ -	\$ -	\$ -
Total Benefits	\$ 65,153	\$ 53,687	\$ 47,585	\$ 50,026	\$ 46,365	\$ 48,629	\$ 83,744	\$ 90,352	\$ 76,391	\$ -	\$ -	\$ -
Total Compensation	\$ 187,194	\$ 175,728	\$ 169,626	\$ 172,067	\$ 168,406	\$ 165,693	\$ 236,807	\$ 251,864	\$ 220,694	\$ -	\$ -	\$ -

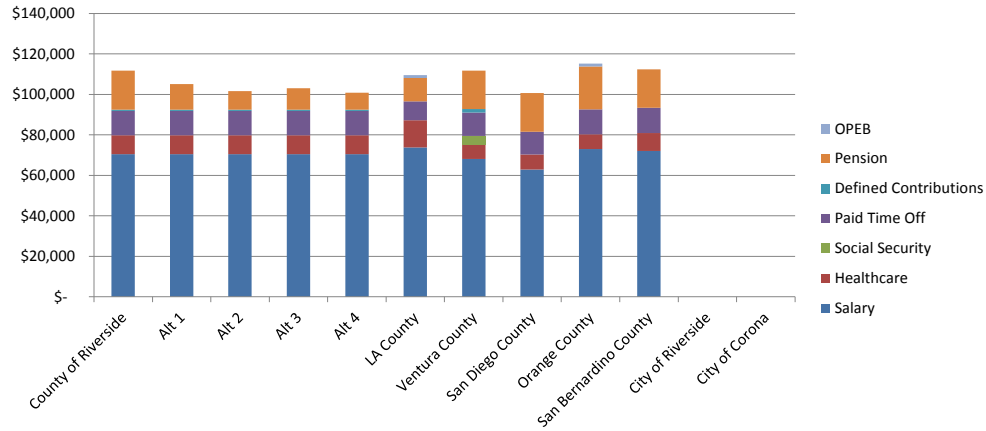


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

DEP CORONER II

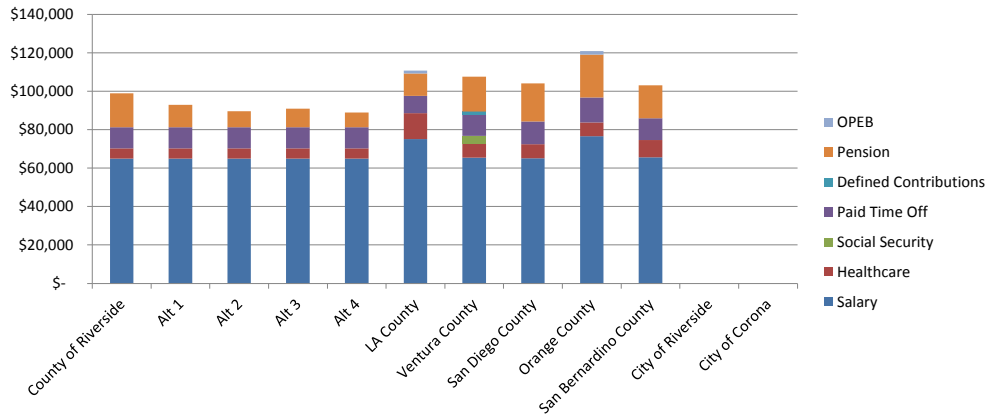
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 70,555	\$ 70,555	\$ 70,555	\$ 70,555	\$ 70,555	\$ 73,828	\$ 68,108	\$ 62,858	\$ 72,975	\$ 71,989	\$ -	\$ -
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 8,987	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,223	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 11,940	\$ 11,940	\$ 11,940	\$ 11,940	\$ 11,940	\$ 9,309	\$ 11,527	\$ 11,363	\$ 12,320	\$ 12,464	\$ -	\$ -
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ 1,703	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 19,329	\$ 12,700	\$ 9,172	\$ 10,583	\$ 8,467	\$ 11,539	\$ 18,893	\$ 19,121	\$ 21,258	\$ 18,868	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,329	\$ -	\$ -	\$ 1,387	\$ -	\$ -	\$ -
Total Benefits	\$ 41,175	\$ 34,546	\$ 31,018	\$ 32,429	\$ 30,313	\$ 35,640	\$ 43,568	\$ 37,881	\$ 42,216	\$ 40,320	\$ -	\$ -
Total Compensation	\$ 111,730	\$ 105,101	\$ 101,573	\$ 102,984	\$ 100,868	\$ 109,468	\$ 111,676	\$ 100,739	\$ 115,191	\$ 112,309	\$ -	\$ -



Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

DEP PROBATION OFFICER II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 64,895	\$ 64,895	\$ 64,895	\$ 64,895	\$ 64,895	\$ 75,119	\$ 65,428	\$ 65,104	\$ 76,520	\$ 65,541	\$ -	\$ -
Healthcare	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 8,987	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,057	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 10,982	\$ 10,982	\$ 10,982	\$ 10,982	\$ 10,982	\$ 8,972	\$ 11,076	\$ 11,769	\$ 12,918	\$ 11,348	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,636	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 17,778	\$ 11,681	\$ 8,436	\$ 9,734	\$ 7,787	\$ 11,741	\$ 18,150	\$ 19,805	\$ 22,321	\$ 17,178	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,352	\$ -	\$ -	\$ 1,836	\$ -	\$ -	\$ -
Total Benefits	\$ 34,054	\$ 27,957	\$ 24,712	\$ 26,010	\$ 24,063	\$ 35,527	\$ 42,141	\$ 38,970	\$ 44,328	\$ 37,513	\$ -	\$ -
Total Compensation	\$ 98,949	\$ 92,852	\$ 89,607	\$ 90,905	\$ 88,958	\$ 110,646	\$ 107,569	\$ 104,074	\$ 120,847	\$ 103,054	\$ -	\$ -

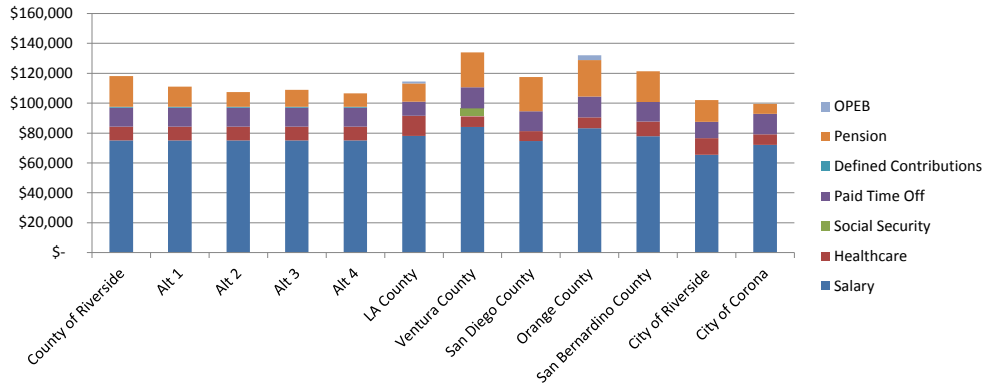


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

DEP SHERIFF

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 75,012	\$ 75,012	\$ 75,012	\$ 75,012	\$ 75,012	\$ 78,136	\$ 83,991	\$ 74,698	\$ 83,192	\$ 77,938	\$ 65,388	\$ 72,024
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 13,462	\$ 7,222	\$ 6,643	\$ 7,252	\$ 9,675	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,207	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 12,694	\$ 12,694	\$ 12,694	\$ 12,694	\$ 12,694	\$ 9,333	\$ 14,217	\$ 13,300	\$ 14,045	\$ 13,187	\$ 10,814	\$ 13,775
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 20,550	\$ 13,502	\$ 9,752	\$ 11,252	\$ 9,001	\$ 12,213	\$ 23,299	\$ 22,723	\$ 24,234	\$ 20,427	\$ 14,717	\$ 6,482
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,406	\$ -	\$ -	\$ 3,244	\$ -	\$ -	\$ -
Total Benefits	\$ 43,150	\$ 36,103	\$ 32,352	\$ 33,852	\$ 31,602	\$ 36,414	\$ 49,946	\$ 42,666	\$ 48,775	\$ 43,289	\$ 36,751	\$ 27,410
Total Compensation	\$ 118,162	\$ 111,115	\$ 107,364	\$ 108,864	\$ 106,614	\$ 114,550	\$ 133,937	\$ 117,364	\$ 131,967	\$ 121,227	\$ 102,139	\$ 99,434

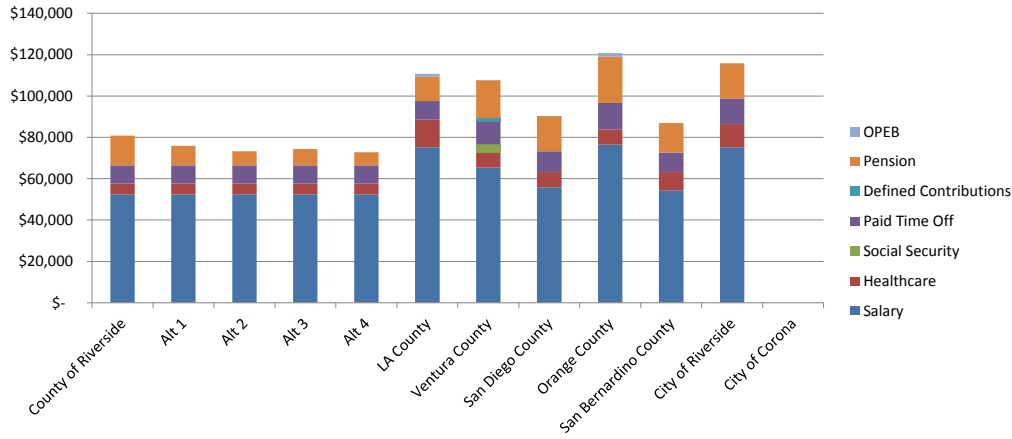


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

PROBATION CORR OFFICER II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 52,341	\$ 52,341	\$ 52,341	\$ 52,341	\$ 52,341	\$ 75,119	\$ 65,428	\$ 55,827	\$ 76,520	\$ 54,246	\$ 75,192	\$ -
Healthcare	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 8,987	\$ 11,220	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,057	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,972	\$ 11,076	\$ 10,092	\$ 12,918	\$ 9,392	\$ 12,436	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,636	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 14,339	\$ 9,421	\$ 6,804	\$ 7,851	\$ 6,281	\$ 11,741	\$ 18,150	\$ 16,983	\$ 22,321	\$ 14,218	\$ 16,923	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,836	\$ -	\$ -	\$ -
Total Benefits	\$ 28,490	\$ 23,572	\$ 20,955	\$ 22,002	\$ 20,432	\$ 35,527	\$ 42,141	\$ 34,471	\$ 44,328	\$ 32,598	\$ 40,579	\$ -
Total Compensation	\$ 80,831	\$ 75,913	\$ 73,296	\$ 74,343	\$ 72,773	\$ 110,646	\$ 107,569	\$ 90,299	\$ 120,847	\$ 86,844	\$ 115,771	\$ -

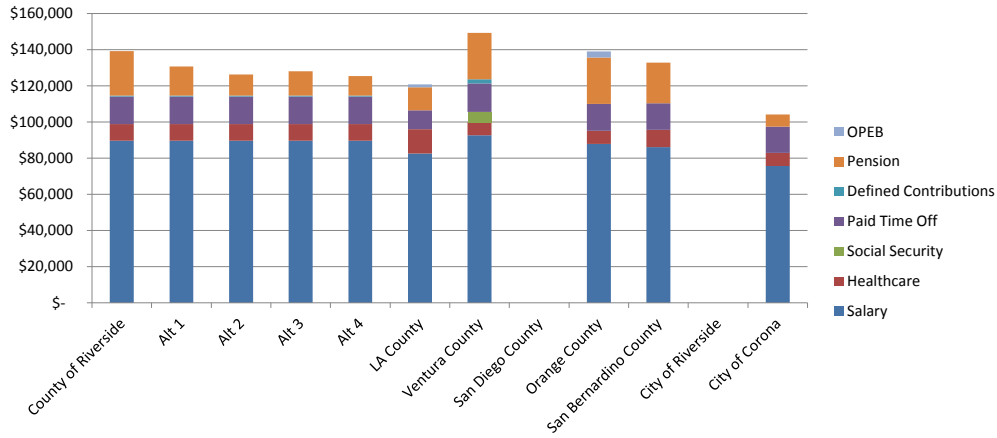


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA)	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

SHERIFF CORPORAL B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 89,544	\$ 89,544	\$ 89,544	\$ 89,544	\$ 89,544	\$ 82,490	\$ 92,583	\$ -	\$ 87,904	\$ 86,050	\$ -	\$ 75,708
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 13,462	\$ 7,222	\$ -	\$ 7,252	\$ 9,675	\$ -	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,740	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 15,154	\$ 15,154	\$ 15,154	\$ 15,154	\$ 15,154	\$ 10,403	\$ 15,671	\$ -	\$ 14,840	\$ 14,560	\$ -	\$ 14,480
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ 2,315	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 24,531	\$ 16,118	\$ 11,641	\$ 13,432	\$ 10,745	\$ 12,893	\$ 25,683	\$ -	\$ 25,606	\$ 22,554	\$ -	\$ 6,814
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,485	\$ -	\$ -	\$ 3,428	\$ -	\$ -	\$ -
Total Benefits	\$ 49,590	\$ 41,178	\$ 36,700	\$ 38,491	\$ 35,805	\$ 38,243	\$ 56,631	\$ -	\$ 51,127	\$ 46,788	\$ -	\$ 28,446
Total Compensation	\$ 139,134	\$ 130,722	\$ 126,244	\$ 128,035	\$ 125,349	\$ 120,734	\$ 149,214	\$ -	\$ 139,031	\$ 132,838	\$ -	\$ 104,154



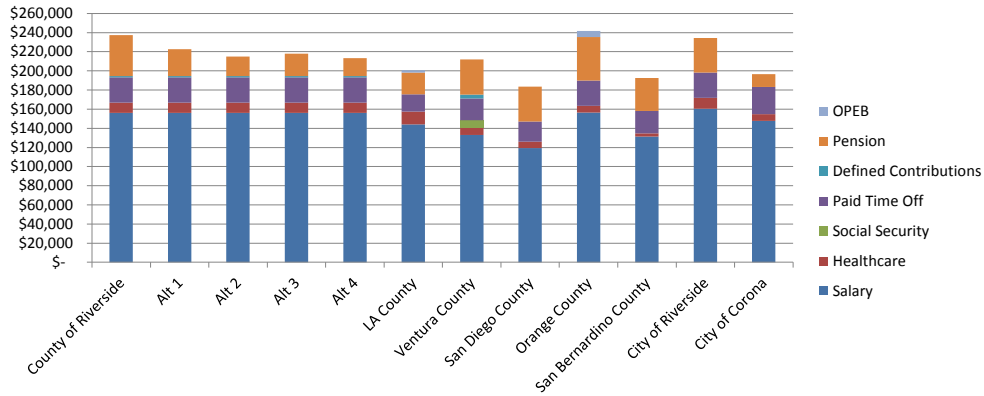
Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%



County of Riverside Analysis

SHERIFF'S CAPTAIN B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 156,180	\$ 156,180	\$ 156,180	\$ 156,180	\$ 156,180	\$ 144,011	\$ 133,098	\$ 119,296	\$ 156,333	\$ 131,331	\$ 160,608	\$ 147,720
Healthcare	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 13,462	\$ 7,222	\$ 6,643	\$ 7,252	\$ 3,424	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,252	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 26,430	\$ 26,430	\$ 26,430	\$ 26,430	\$ 26,430	\$ 18,161	\$ 22,530	\$ 21,241	\$ 26,393	\$ 23,232	\$ 26,560	\$ 28,253
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,993	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 42,786	\$ 28,112	\$ 20,303	\$ 23,427	\$ 18,742	\$ 22,509	\$ 36,921	\$ 36,290	\$ 45,540	\$ 34,422	\$ 36,148	\$ 13,295
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,592	\$ -	\$ -	\$ 6,097	\$ -	\$ -	\$ -
Total Benefits	\$ 81,219	\$ 66,545	\$ 58,736	\$ 61,860	\$ 57,175	\$ 56,724	\$ 78,918	\$ 64,174	\$ 85,282	\$ 61,078	\$ 73,928	\$ 48,700
Total Compensation	\$ 237,399	\$ 222,725	\$ 214,916	\$ 218,040	\$ 213,355	\$ 200,735	\$ 212,017	\$ 183,470	\$ 241,615	\$ 192,409	\$ 234,536	\$ 196,420

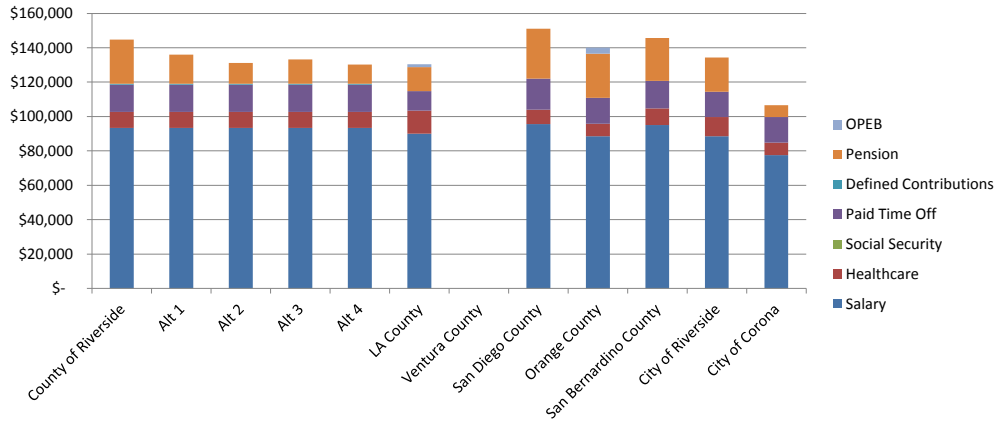


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

SHERIFF'S INVESTIGATOR II B

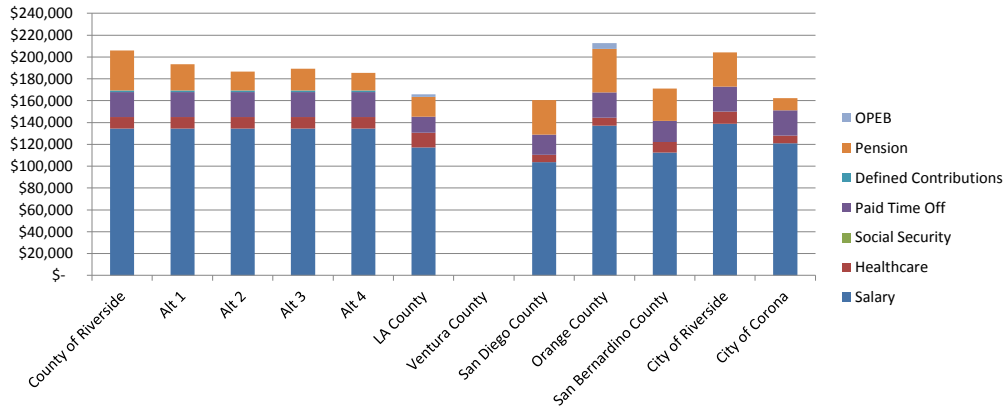
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 93,388	\$ 93,388	\$ 93,388	\$ 93,388	\$ 93,388	\$ 89,930	\$ -	\$ 95,618	\$ 88,571	\$ 94,994	\$ 88,500	\$ 77,628
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 13,462	\$ -	\$ 8,346	\$ 7,252	\$ 9,675	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 15,804	\$ 15,804	\$ 15,804	\$ 15,804	\$ 15,804	\$ 11,340	\$ -	\$ 18,020	\$ 14,953	\$ 16,073	\$ 14,634	\$ 14,847
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 25,584	\$ 16,810	\$ 12,140	\$ 14,008	\$ 11,207	\$ 14,056	\$ -	\$ 29,087	\$ 25,801	\$ 24,898	\$ 19,919	\$ 6,987
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,619	\$ -	\$ -	\$ 3,454	\$ -	\$ -	\$ -
Total Benefits	\$ 51,294	\$ 42,520	\$ 37,851	\$ 39,718	\$ 36,917	\$ 40,476	\$ -	\$ 55,453	\$ 51,460	\$ 50,646	\$ 45,772	\$ 28,986
Total Compensation	\$ 144,682	\$ 135,908	\$ 131,239	\$ 133,106	\$ 130,305	\$ 130,407	\$ -	\$ 151,071	\$ 140,031	\$ 145,639	\$ 134,272	\$ 106,614



Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA)	New Hires	12.00%	0%	8.00%

SHERIFF'S LIEUTENANT B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 134,428	\$ 134,428	\$ 134,428	\$ 134,428	\$ 134,428	\$ 117,064	\$ -	\$ 103,737	\$ 137,068	\$ 112,445	\$ 138,756	\$ 120,996
Healthcare	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 13,462	\$ -	\$ 6,643	\$ 7,252	\$ 9,675	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 22,749	\$ 22,749	\$ 22,749	\$ 22,749	\$ 22,749	\$ 14,763	\$ -	\$ 18,471	\$ 23,140	\$ 19,469	\$ 22,945	\$ 23,142
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 36,827	\$ 24,197	\$ 17,476	\$ 20,164	\$ 16,131	\$ 18,297	\$ -	\$ 31,557	\$ 39,928	\$ 29,472	\$ 31,230	\$ 10,890
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,107	\$ -	\$ -	\$ 5,346	\$ -	\$ -	\$ -
Total Benefits	\$ 71,579	\$ 58,949	\$ 52,228	\$ 54,916	\$ 50,883	\$ 48,629	\$ -	\$ 56,671	\$ 75,666	\$ 58,616	\$ 65,395	\$ 41,184
Total Compensation	\$ 206,007	\$ 193,377	\$ 186,656	\$ 189,344	\$ 185,311	\$ 165,693	\$ -	\$ 160,408	\$ 212,734	\$ 171,061	\$ 204,151	\$ 162,180

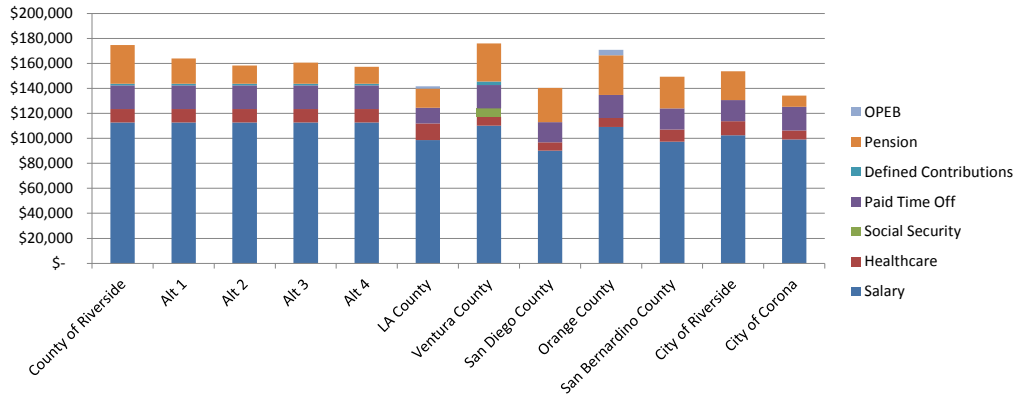


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

SHERIFF'S SERGEANT B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 112,663	\$ 112,663	\$ 112,663	\$ 112,663	\$ 112,663	\$ 98,517	\$ 110,014	\$ 90,190	\$ 109,025	\$ 97,344	\$ 102,432	\$ 99,120
Healthcare	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 10,703	\$ 13,462	\$ 7,222	\$ 6,643	\$ 7,252	\$ 9,675	\$ 11,220	\$ 7,152
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,821	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 19,066	\$ 19,066	\$ 19,066	\$ 19,066	\$ 19,066	\$ 12,424	\$ 18,622	\$ 16,059	\$ 18,406	\$ 16,855	\$ 16,939	\$ 18,958
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,750	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 30,864	\$ 20,279	\$ 14,646	\$ 16,899	\$ 13,520	\$ 15,398	\$ 30,518	\$ 27,436	\$ 31,759	\$ 25,514	\$ 23,054	\$ 8,921
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,773	\$ -	\$ -	\$ 4,252	\$ -	\$ -	\$ -
Total Benefits	\$ 61,933	\$ 51,348	\$ 45,715	\$ 47,968	\$ 44,588	\$ 43,057	\$ 65,933	\$ 50,138	\$ 61,669	\$ 52,043	\$ 51,213	\$ 35,031
Total Compensation	\$ 174,596	\$ 164,011	\$ 158,378	\$ 160,631	\$ 157,251	\$ 141,574	\$ 175,947	\$ 140,328	\$ 170,694	\$ 149,387	\$ 153,645	\$ 134,151

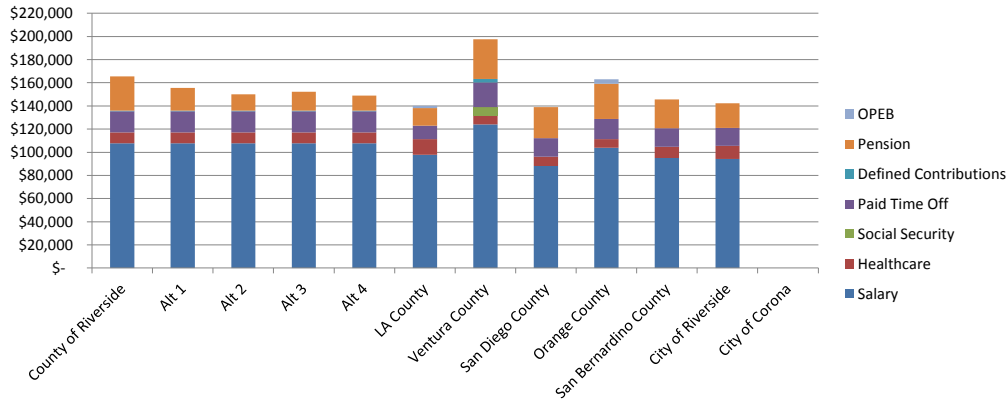


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

SR D.A. INVESTIGATOR B

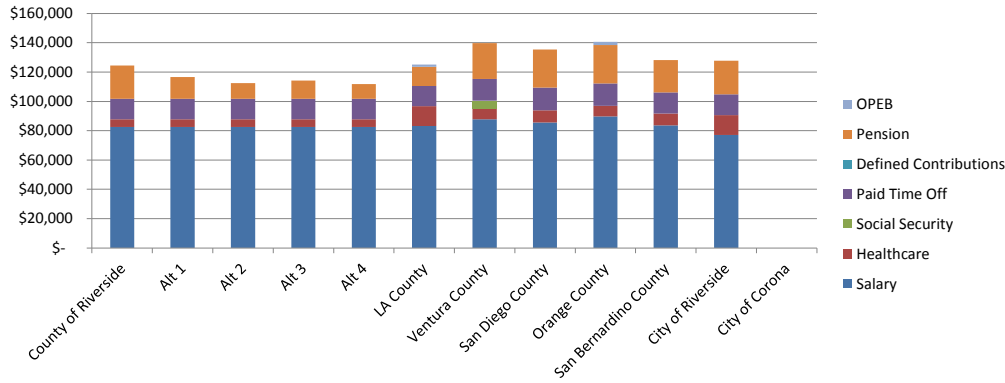
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 107,899	\$ 107,899	\$ 107,899	\$ 107,899	\$ 107,899	\$ 97,793	\$ 124,210	\$ 88,150	\$ 104,000	\$ 94,994	\$ 94,349	\$ -
Healthcare	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 9,256	\$ 13,462	\$ 7,222	\$ 8,099	\$ 7,252	\$ 9,675	\$ 11,220	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,701	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 18,260	\$ 18,260	\$ 18,260	\$ 18,260	\$ 18,260	\$ 11,681	\$ 21,026	\$ 15,935	\$ 17,558	\$ 16,073	\$ 15,604	\$ -
Defined Contributions	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650	\$ -	\$ 3,105	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 29,559	\$ 19,422	\$ 14,027	\$ 16,185	\$ 12,948	\$ 15,285	\$ 34,456	\$ 26,815	\$ 30,295	\$ 24,898	\$ 21,235	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,760	\$ -	\$ -	\$ 4,056	\$ -	\$ -	\$ -
Total Benefits	\$ 57,725	\$ 47,588	\$ 42,193	\$ 44,351	\$ 41,114	\$ 42,188	\$ 73,511	\$ 50,849	\$ 59,161	\$ 50,646	\$ 48,059	\$ -
Total Compensation	\$ 165,624	\$ 155,487	\$ 150,092	\$ 152,250	\$ 149,013	\$ 139,982	\$ 197,720	\$ 139,000	\$ 163,161	\$ 145,639	\$ 142,408	\$ -



Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

SUPV PROBATION OFFICER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 82,563	\$ 82,563	\$ 82,563	\$ 82,563	\$ 82,563	\$ 83,311	\$ 87,863	\$ 85,530	\$ 89,822	\$ 83,741	\$ 77,124	\$ -
Healthcare	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 5,293	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	\$ 13,464	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,448	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 13,972	\$ 13,972	\$ 13,972	\$ 13,972	\$ 13,972	\$ 13,778	\$ 14,872	\$ 15,461	\$ 15,164	\$ 14,499	\$ 14,238	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 22,618	\$ 14,861	\$ 10,733	\$ 12,384	\$ 9,908	\$ 13,021	\$ 24,373	\$ 26,018	\$ 26,201	\$ 21,948	\$ 22,949	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ 2,156	\$ -	\$ -	\$ -
Total Benefits	\$ 41,884	\$ 34,127	\$ 29,999	\$ 31,650	\$ 29,173	\$ 41,761	\$ 51,915	\$ 49,825	\$ 50,773	\$ 44,424	\$ 50,651	\$ -
Total Compensation	\$ 124,447	\$ 116,690	\$ 112,562	\$ 114,213	\$ 111,736	\$ 125,072	\$ 139,778	\$ 135,355	\$ 140,595	\$ 128,165	\$ 127,775	\$ -

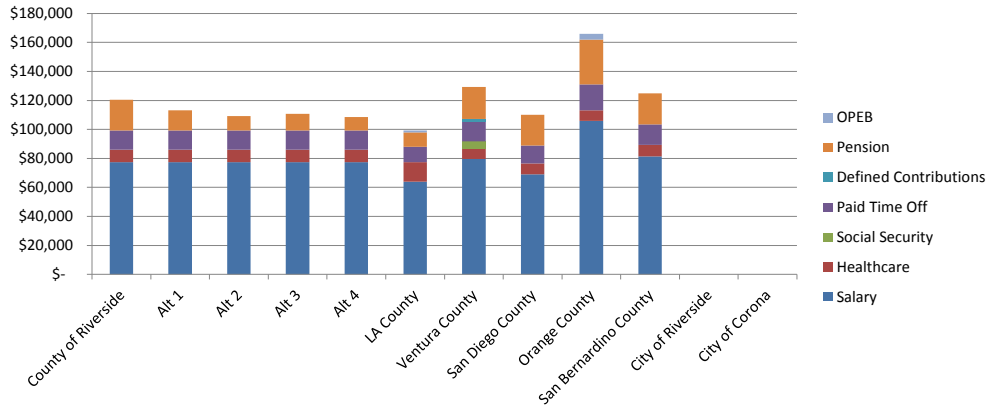


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

SUPV WELFARE FRAUD INV - B

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	City of Riverside	City of Corona
Salary	\$ 77,476	\$ 77,476	\$ 77,476	\$ 77,476	\$ 77,476	\$ 63,996	\$ 79,628	\$ 69,077	\$ 105,918	\$ 81,390	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -	\$ -
Social Security	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,937	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 13,111	\$ 13,111	\$ 13,111	\$ 13,111	\$ 13,111	\$ 10,584	\$ 13,478	\$ 12,487	\$ 17,882	\$ 14,092	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,991	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 21,224	\$ 13,946	\$ 10,072	\$ 11,621	\$ 9,297	\$ 10,003	\$ 22,089	\$ 21,013	\$ 30,854	\$ 21,332	\$ -	\$ -
OPEB	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,152	\$ -	\$ -	\$ 4,131	\$ -	\$ -	\$ -
Total Benefits	\$ 42,921	\$ 35,642	\$ 31,768	\$ 33,318	\$ 30,994	\$ 35,201	\$ 49,716	\$ 40,897	\$ 60,119	\$ 43,401	\$ -	\$ -
Total Compensation	\$ 120,397	\$ 113,118	\$ 109,244	\$ 110,793	\$ 108,469	\$ 99,197	\$ 129,345	\$ 109,974	\$ 166,037	\$ 124,791	\$ -	\$ -

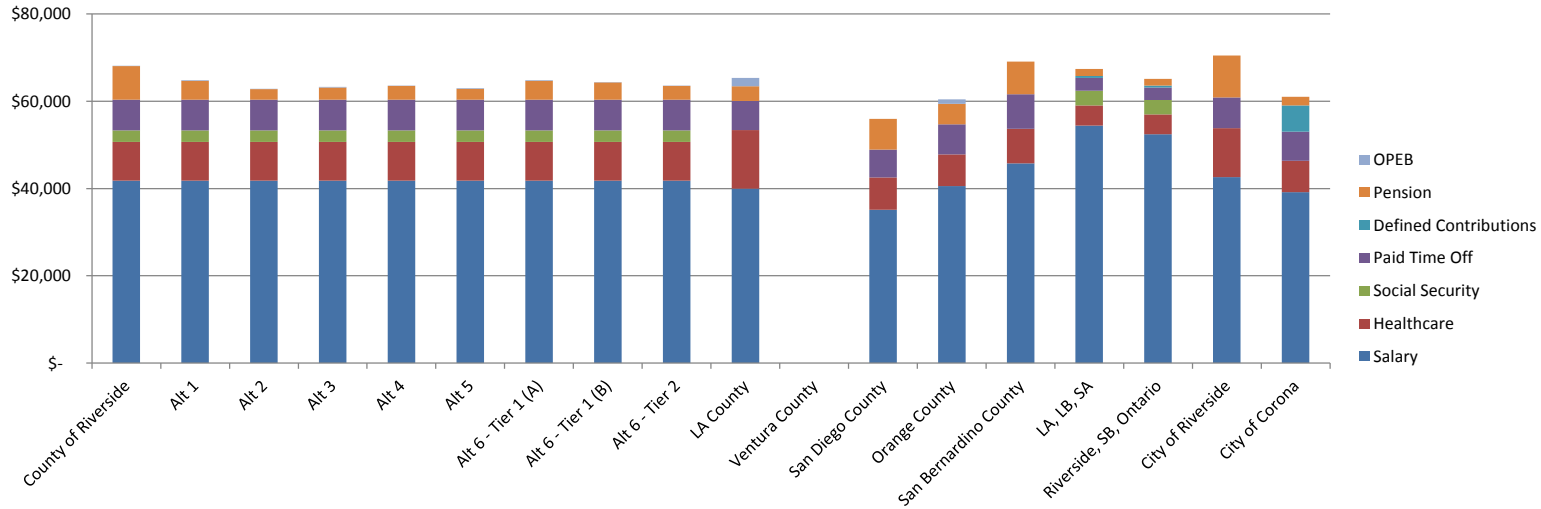


Safety Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current formula (3@50) EE pays all member contribution	All Employees	18.00%	0%	9.00%
2	2%@50, FAE3, 2%COLA, no PRSA	New Hires	13.00%	0%	9.00%
3	3%@55, FAE3, 2%COLA, no PRSA	New Hires	15.00%	0%	9.00%
4	1.5%@65 (FAE3, 2%@55, FAE3, 2%COLA, no PRSA	New Hires	12.00%	0%	8.00%

County of Riverside Analysis

ACCOUNTING ASSISTANT II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 41,821	\$ 39,957	\$ -	\$ 35,173	\$ 40,595	\$ 45,739	\$ 54,386	\$ 52,440	\$ 42,600	\$ 39,192
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ -	\$ 7,397	\$ 7,252	\$ 7,976	\$ 4,652	\$ 4,562	\$ 11,220	\$ 7,152
Social Security	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ 2,593	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,372	\$ 3,251	\$ -	\$ -
Paid Time Off	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 7,077	\$ 6,608	\$ -	\$ 6,358	\$ 6,853	\$ 7,919	\$ 2,941	\$ 2,884	\$ 7,045	\$ 6,697
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 428	\$ 420	\$ -	\$ 6,000
Pension	\$ 7,683	\$ 4,349	\$ 2,384	\$ 2,802	\$ 3,137	\$ 2,509	\$ 4,349	\$ 3,973	\$ 3,137	\$ 3,408	\$ -	\$ 7,056	\$ 4,713	\$ 7,433	\$ 1,604	\$ 1,573	\$ 9,588	\$ 1,960
OPEB	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 1,918	\$ -	\$ -	\$ 1,015	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 26,314	\$ 22,981	\$ 21,015	\$ 21,433	\$ 21,768	\$ 21,141	\$ 22,981	\$ 22,604	\$ 21,768	\$ 25,397	\$ -	\$ 20,811	\$ 19,834	\$ 23,328	\$ 12,998	\$ 12,690	\$ 27,853	\$ 21,808
Total Compensation	\$ 68,135	\$ 64,802	\$ 62,836	\$ 63,254	\$ 63,589	\$ 62,962	\$ 64,802	\$ 64,425	\$ 63,589	\$ 65,353	\$ -	\$ 55,984	\$ 60,429	\$ 69,067	\$ 67,384	\$ 65,130	\$ 70,453	\$ 61,000



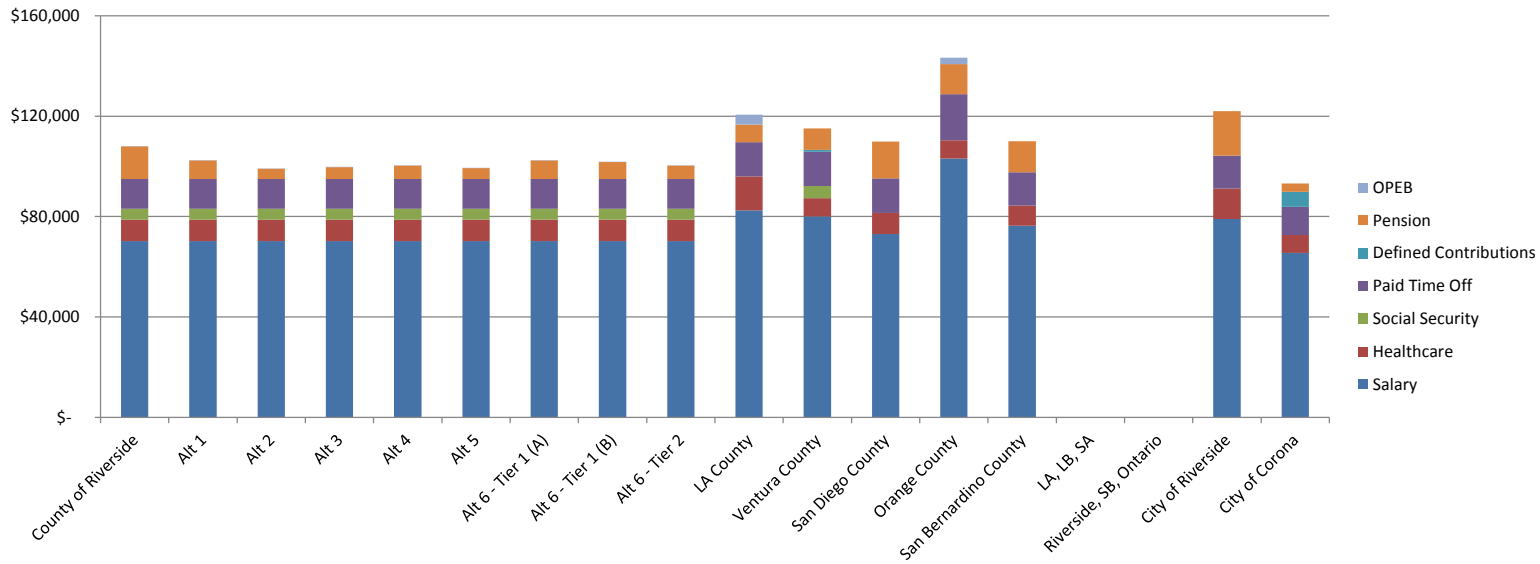
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

ADMIN SVCS SUPV

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 70,220	\$ 82,490	\$ 80,050	\$ 73,070	\$ 103,124	\$ 76,419	-	-	\$ 79,080	\$ 65,520
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,976	-	-	\$ 12,072	\$ 7,152
Social Security	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ 4,354	\$ -	\$ 4,963	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 11,883	\$ 13,643	\$ 13,552	\$ 13,771	\$ 18,399	\$ 13,232	-	-	\$ 13,079	\$ 11,196
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 801	\$ -	\$ -	\$ -	-	-	\$ -	\$ 6,000
Pension	\$ 12,899	\$ 7,303	\$ 4,003	\$ 4,705	\$ 5,267	\$ 4,213	\$ 7,303	\$ 6,671	\$ 5,267	\$ 7,036	\$ 8,565	\$ 14,658	\$ 11,973	\$ 12,418	-	-	\$ 17,799	\$ 3,276
OPEB	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 140	\$ 3,960	\$ -	\$ 2,578	\$ -	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 37,862	\$ 32,266	\$ 28,965	\$ 29,667	\$ 30,229	\$ 29,176	\$ 32,266	\$ 31,634	\$ 30,229	\$ 38,101	\$ 35,103	\$ 36,775	\$ 40,202	\$ 33,626	\$ -	\$ -	\$ 42,949	\$ 27,624
Total Compensation	\$ 108,082	\$ 102,486	\$ 99,185	\$ 99,887	\$ 100,449	\$ 99,396	\$ 102,486	\$ 101,854	\$ 100,449	\$ 120,591	\$ 115,153	\$ 109,845	\$ 143,326	\$ 110,045	\$ -	\$ -	\$ 122,029	\$ 93,144

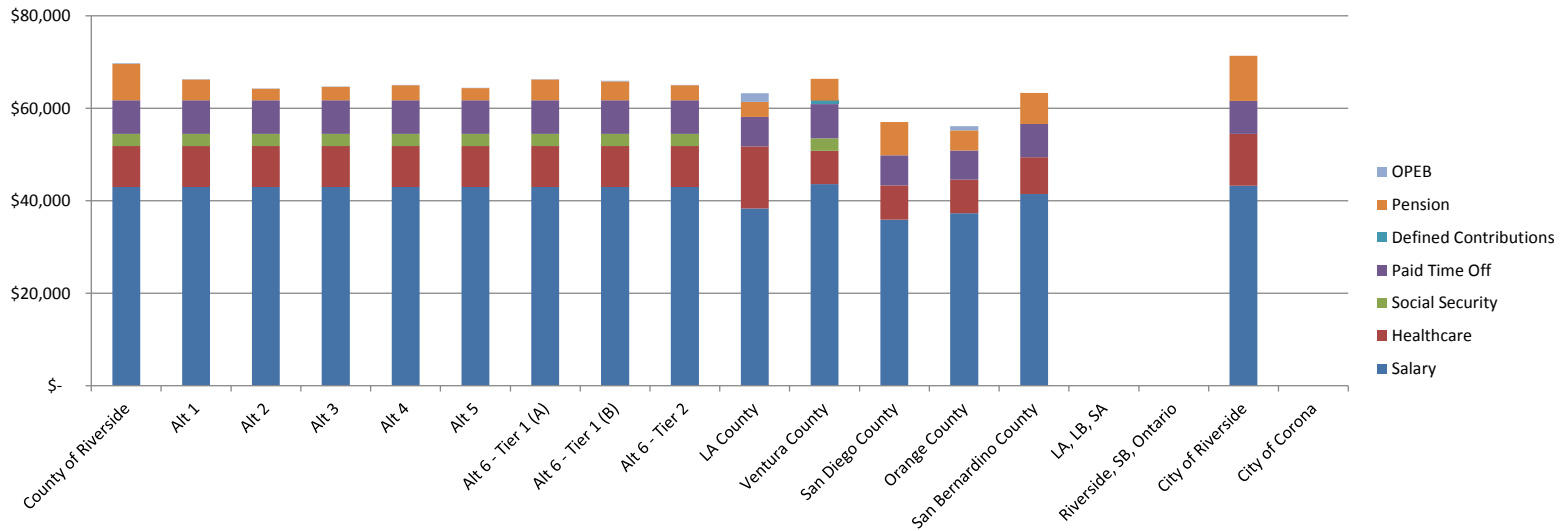


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

ADMISSIONS & COLLECTIONS CLERK

	County of Riverside	BLS DATA														City of Riverside	City of Corona		
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA			Riverside, SB, Ontario	
Salary	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 42,948	\$ 38,335	\$ 43,595	\$ 35,942	\$ 37,322	\$ 41,434	-	-	\$ 43,248	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	-	\$ 11,220	\$ -
Social Security	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ 2,663	\$ -	\$ 2,703	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 7,268	\$ 6,340	\$ 7,380	\$ 6,497	\$ 6,301	\$ 7,174	-	-	\$ 7,152	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 763	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 7,890	\$ 4,467	\$ 2,448	\$ 2,878	\$ 3,221	\$ 2,577	\$ 4,467	\$ 4,080	\$ 3,221	\$ 3,270	\$ 4,665	\$ 7,210	\$ 4,333	\$ 6,733	-	-	\$ 9,734	\$ -	
OPEB	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 1,840	\$ -	\$ -	\$ 933	\$ -	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 26,784	\$ 23,361	\$ 21,342	\$ 21,772	\$ 22,115	\$ 21,471	\$ 23,361	\$ 22,974	\$ 22,115	\$ 24,912	\$ 22,732	\$ 21,104	\$ 18,819	\$ 21,883	\$ -	\$ -	\$ 28,106	\$ -	
Total Compensation	\$ 69,732	\$ 66,309	\$ 64,290	\$ 64,720	\$ 65,063	\$ 64,419	\$ 66,309	\$ 65,922	\$ 65,063	\$ 63,247	\$ 66,327	\$ 57,047	\$ 56,141	\$ 63,317	\$ -	\$ -	\$ 71,354	\$ -	

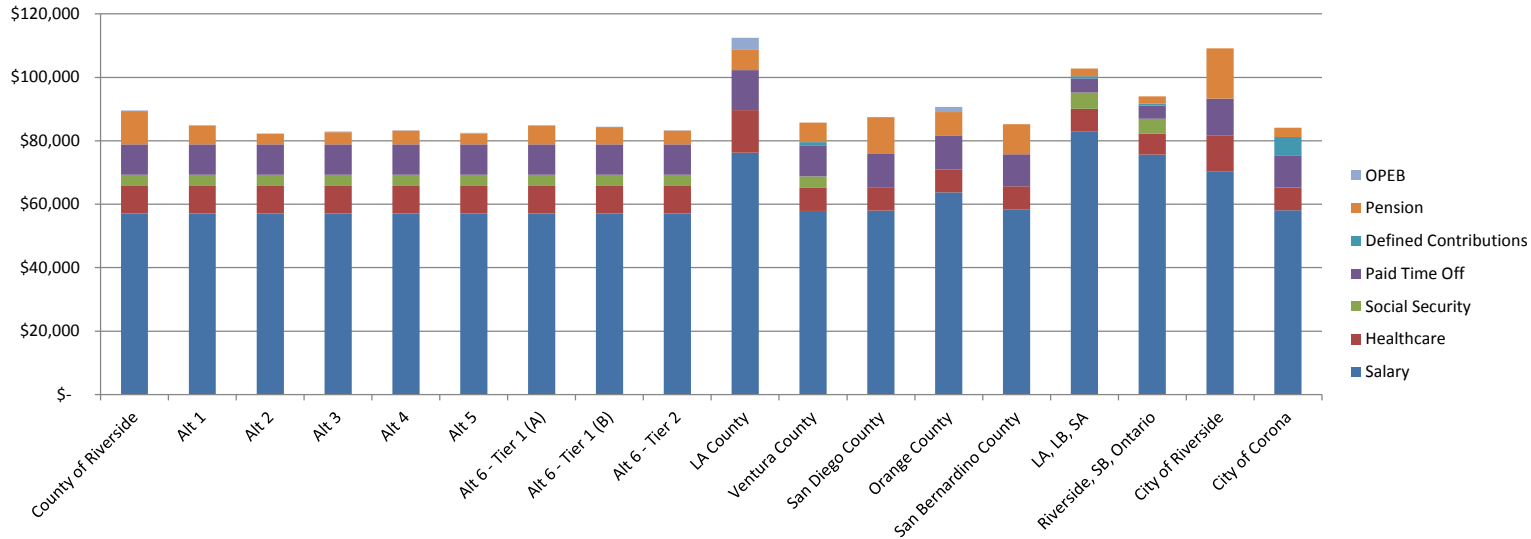


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

BUYER II

	BLS DATA															City of Riverside	City of Corona	
	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA			Riverside, SB, Ontario
Salary	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 57,123	\$ 76,238	\$ 57,927	\$ 57,970	\$ 63,697	\$ 58,323	\$ 82,964	\$ 75,666	\$ 70,404	\$ 58,128
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 7,097	\$ 6,583	\$ 11,220	\$ 7,152
Social Security	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ 3,542	\$ -	\$ 3,591	\$ -	\$ -	\$ -	\$ 5,144	\$ 4,691	\$ -	\$ -
Paid Time Off	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 9,667	\$ 12,609	\$ 9,805	\$ 10,479	\$ 10,754	\$ 10,098	\$ 4,487	\$ 4,162	\$ 11,643	\$ 9,933
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,014	\$ -	\$ -	\$ -	\$ 653	\$ 605	\$ -	\$ 6,000
Pension	\$ 10,493	\$ 5,941	\$ 3,256	\$ 3,827	\$ 4,284	\$ 3,427	\$ 5,941	\$ 5,427	\$ 4,284	\$ 6,503	\$ 6,198	\$ 11,629	\$ 7,395	\$ 9,478	\$ 2,447	\$ 2,270	\$ 15,846	\$ 2,906
OPEB	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 3,659	\$ -	\$ -	\$ 1,592	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 32,402	\$ 27,849	\$ 25,164	\$ 25,735	\$ 26,192	\$ 25,335	\$ 27,849	\$ 27,335	\$ 26,192	\$ 36,233	\$ 27,831	\$ 29,505	\$ 26,994	\$ 26,924	\$ 19,828	\$ 18,311	\$ 38,709	\$ 25,991
Total Compensation	\$ 89,525	\$ 84,972	\$ 82,287	\$ 82,858	\$ 83,315	\$ 82,458	\$ 84,972	\$ 84,458	\$ 83,315	\$ 112,471	\$ 85,758	\$ 87,474	\$ 90,690	\$ 85,247	\$ 102,792	\$ 93,978	\$ 109,113	\$ 84,119

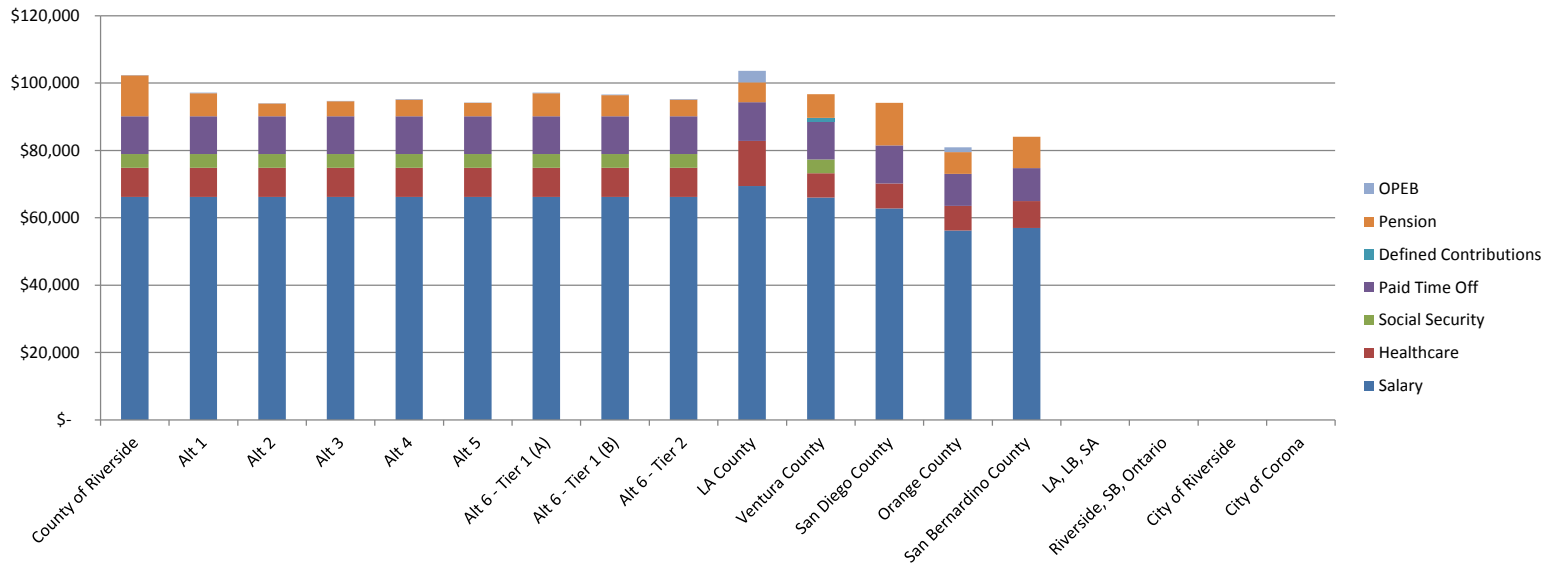


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CHILD SUPPORT SVCS SUPERVISOR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA			
															LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 66,248	\$ 69,416	\$ 66,028	\$ 62,795	\$ 56,274	\$ 56,971	-	-	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	-	\$ -	\$ -
Social Security	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ 4,107	\$ -	\$ 4,094	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,211	\$ 11,480	\$ 11,175	\$ 11,351	\$ 9,500	\$ 9,864	-	-	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,155	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 12,170	\$ 6,890	\$ 3,776	\$ 4,439	\$ 4,969	\$ 3,975	\$ 6,890	\$ 6,294	\$ 4,969	\$ 5,921	\$ 7,065	\$ 12,597	\$ 6,533	\$ 9,258	-	-	\$ -	\$ -
OPEB	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 132	\$ 3,332	\$ -	\$ -	\$ 1,407	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 36,206	\$ 30,926	\$ 27,812	\$ 28,475	\$ 29,005	\$ 28,011	\$ 30,926	\$ 30,330	\$ 29,005	\$ 34,195	\$ 30,712	\$ 31,345	\$ 24,693	\$ 27,098	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 102,454	\$ 97,174	\$ 94,060	\$ 94,723	\$ 95,253	\$ 94,259	\$ 97,174	\$ 96,578	\$ 95,253	\$ 103,611	\$ 96,740	\$ 94,140	\$ 80,967	\$ 84,069	\$ -	\$ -	\$ -	\$ -

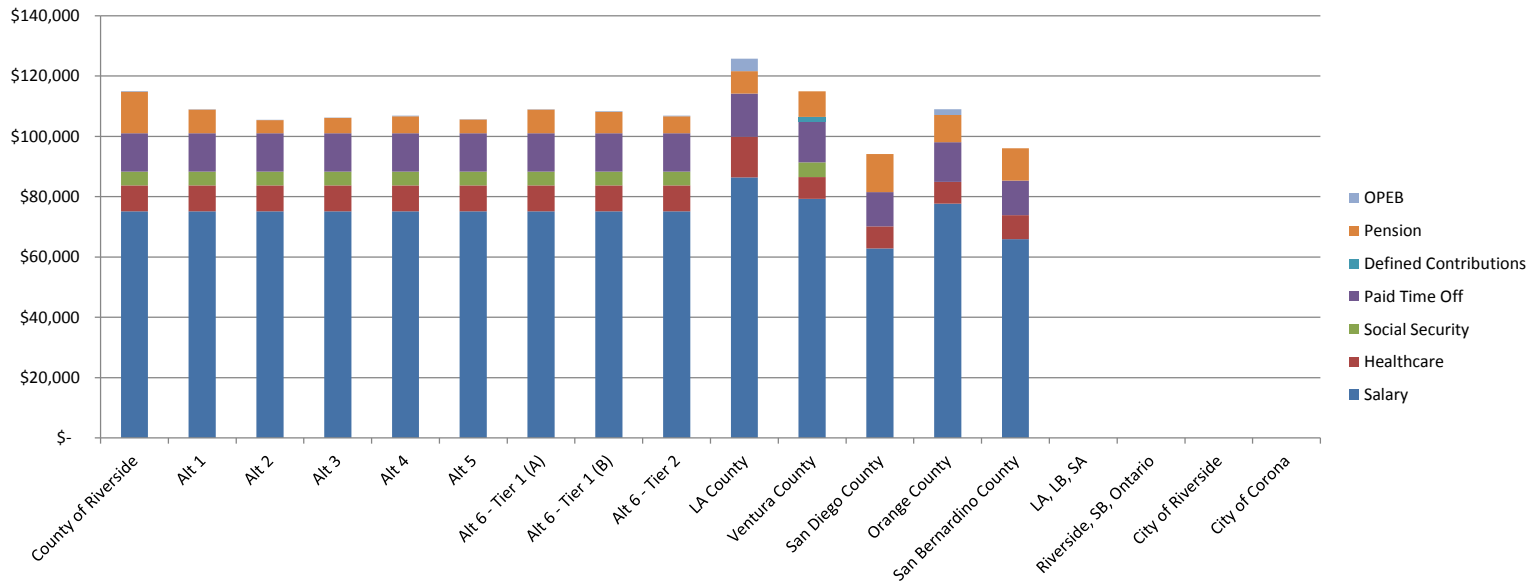


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CHILDREN'S SOCIAL SVC SUPV II

	County of Riverside	BLS DATA													LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona	
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County					
Salary	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 75,109	\$ 86,441	\$ 79,297	\$ 62,816	\$ 77,687	\$ 65,915	-	-	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	-	\$ -	\$ -
Social Security	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ 4,657	\$ -	\$ 4,916	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 12,711	\$ 14,296	\$ 13,421	\$ 11,355	\$ 13,116	\$ 11,413	-	-	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,586	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 13,798	\$ 7,811	\$ 4,281	\$ 5,032	\$ 5,633	\$ 4,507	\$ 7,811	\$ 7,135	\$ 5,633	\$ 7,373	\$ 8,485	\$ 12,601	\$ 9,019	\$ 10,711	-	-	\$ -	\$ -	
OPEB	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	\$ 4,149	\$ -	\$ -	\$ 1,942	\$ -	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 39,900	\$ 33,914	\$ 30,384	\$ 31,135	\$ 31,736	\$ 30,609	\$ 33,914	\$ 33,238	\$ 31,736	\$ 39,281	\$ 35,631	\$ 31,353	\$ 31,329	\$ 30,100	\$ -	\$ -	\$ -	\$ -	
Total Compensation	\$ 115,009	\$ 109,023	\$ 105,493	\$ 106,244	\$ 106,845	\$ 105,718	\$ 109,023	\$ 108,347	\$ 106,845	\$ 125,722	\$ 114,928	\$ 94,169	\$ 109,017	\$ 96,015	\$ -	\$ -	\$ -	\$ -	

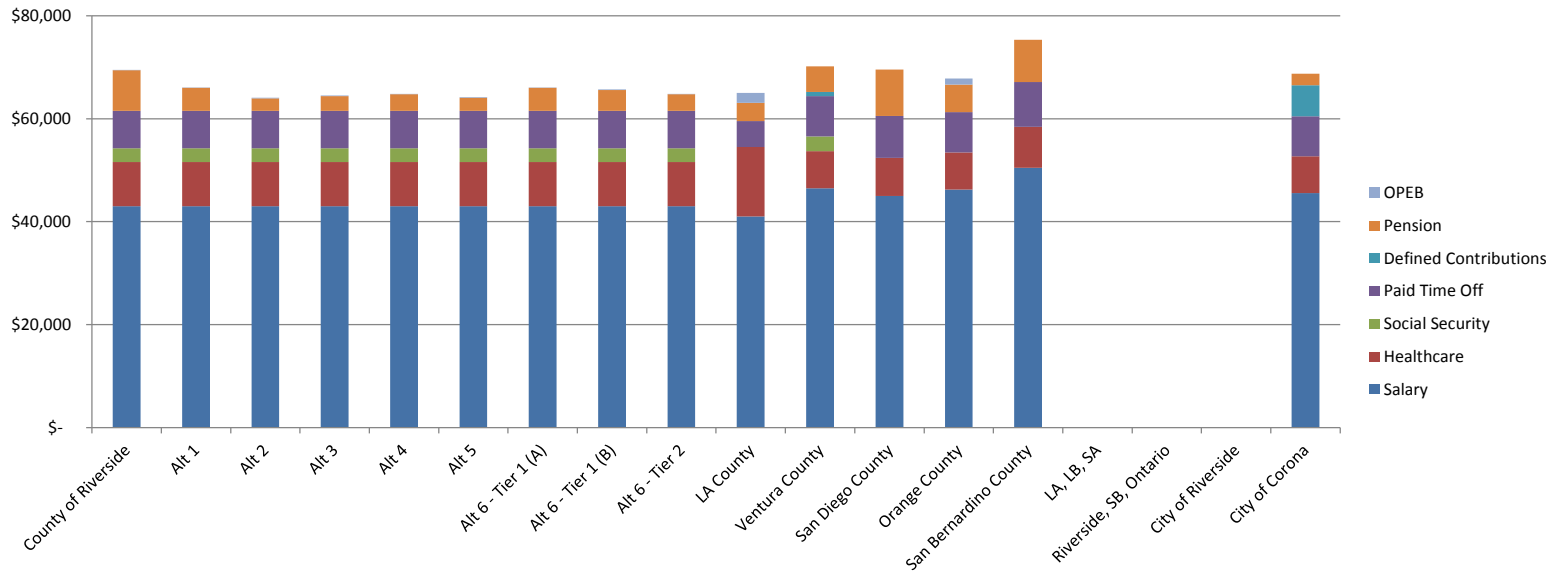


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

DPSS OFFICE SUPPORT SUPV

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 42,997	\$ 41,041	\$ 46,456	\$ 44,990	\$ 46,224	\$ 50,440	-	-	\$ -	\$ 45,552
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	-	-	\$ -	\$ 7,152
Social Security	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ 2,666	\$ -	\$ 2,880	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 7,276	\$ 5,057	\$ 7,862	\$ 8,133	\$ 7,804	\$ 8,733	-	-	\$ -	\$ 7,784
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 813	\$ -	\$ -	\$ -	-	-	\$ -	\$ 6,000
Pension	\$ 7,899	\$ 4,472	\$ 2,451	\$ 2,881	\$ 3,225	\$ 2,580	\$ 4,472	\$ 4,085	\$ 3,225	\$ 3,501	\$ 4,971	\$ 9,025	\$ 5,367	\$ 8,197	-	-	\$ -	\$ 2,278
OPEB	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 86	\$ 1,970	\$ -	\$ 1,156	\$ -	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 26,512	\$ 23,085	\$ 21,064	\$ 21,494	\$ 21,838	\$ 21,193	\$ 23,085	\$ 22,698	\$ 21,838	\$ 23,990	\$ 23,748	\$ 24,555	\$ 21,578	\$ 24,906	\$ -	\$ -	\$ -	\$ 23,213
Total Compensation	\$ 69,509	\$ 66,082	\$ 64,061	\$ 64,491	\$ 64,835	\$ 64,190	\$ 66,082	\$ 65,695	\$ 64,835	\$ 65,031	\$ 70,205	\$ 69,545	\$ 67,803	\$ 75,346	\$ -	\$ -	\$ -	\$ 68,765

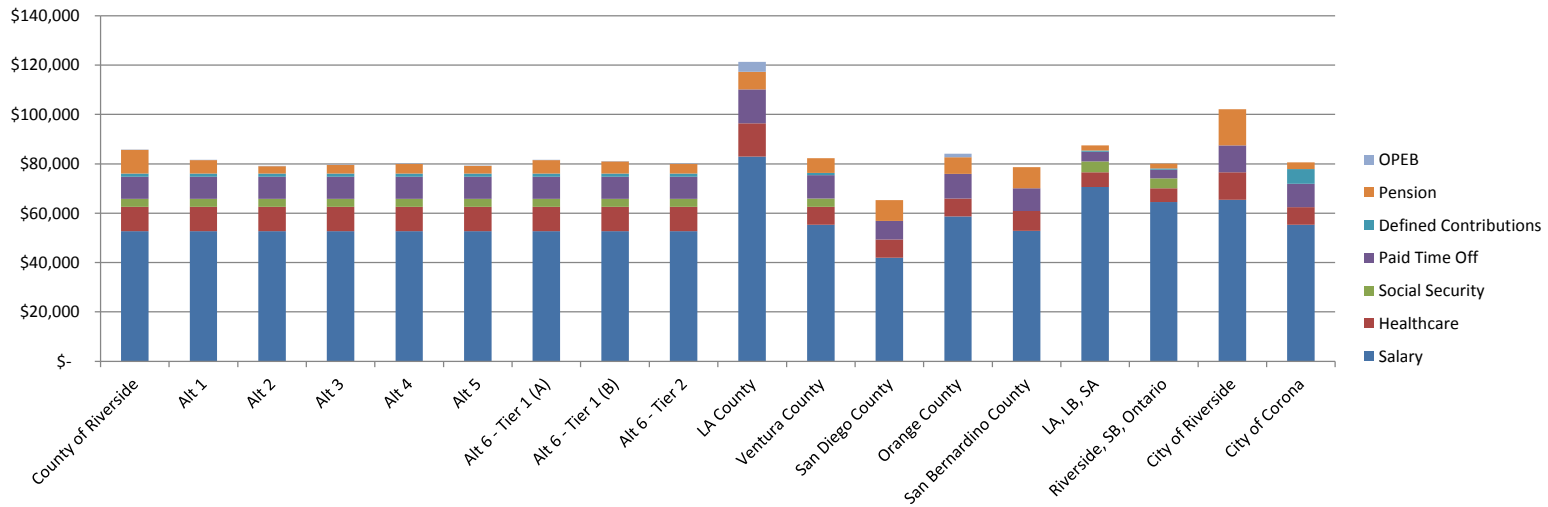


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

EXECUTIVE ASSISTANT I

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 52,748	\$ 82,900	\$ 55,349	\$ 41,954	\$ 58,692	\$ 52,915	\$ 70,590	\$ 64,476	\$ 65,388	\$ 55,296
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 6,039	\$ 5,609	\$ 11,220	\$ 7,152
Social Security	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ 3,270	\$ -	\$ 3,432	\$ -	\$ -	\$ -	\$ 4,377	\$ 3,998	\$ -	\$ -
Paid Time Off	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 8,927	\$ 13,844	\$ 9,369	\$ 7,584	\$ 9,933	\$ 9,162	\$ 3,818	\$ 3,546	\$ 10,814	\$ 9,449
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 969	\$ -	\$ -	\$ -	\$ 555	\$ 516	\$ -	\$ 6,000
Pension	\$ 9,690	\$ 5,486	\$ 3,007	\$ 3,534	\$ 3,956	\$ 3,165	\$ 5,486	\$ 5,011	\$ 3,956	\$ 7,071	\$ 5,922	\$ 8,416	\$ 6,814	\$ 8,599	\$ 2,082	\$ 1,934	\$ 14,717	\$ 2,765
OPEB	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 105	\$ 3,979	\$ -	\$ -	\$ 1,467	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 33,059	\$ 28,855	\$ 26,376	\$ 26,903	\$ 27,325	\$ 26,534	\$ 28,855	\$ 28,380	\$ 27,325	\$ 38,356	\$ 26,914	\$ 23,397	\$ 25,467	\$ 25,737	\$ 16,870	\$ 15,603	\$ 36,751	\$ 25,365
Total Compensation	\$ 85,807	\$ 81,603	\$ 79,124	\$ 79,651	\$ 80,073	\$ 79,282	\$ 81,603	\$ 81,128	\$ 80,073	\$ 121,257	\$ 82,263	\$ 65,350	\$ 84,159	\$ 78,652	\$ 87,460	\$ 80,079	\$ 102,139	\$ 80,661

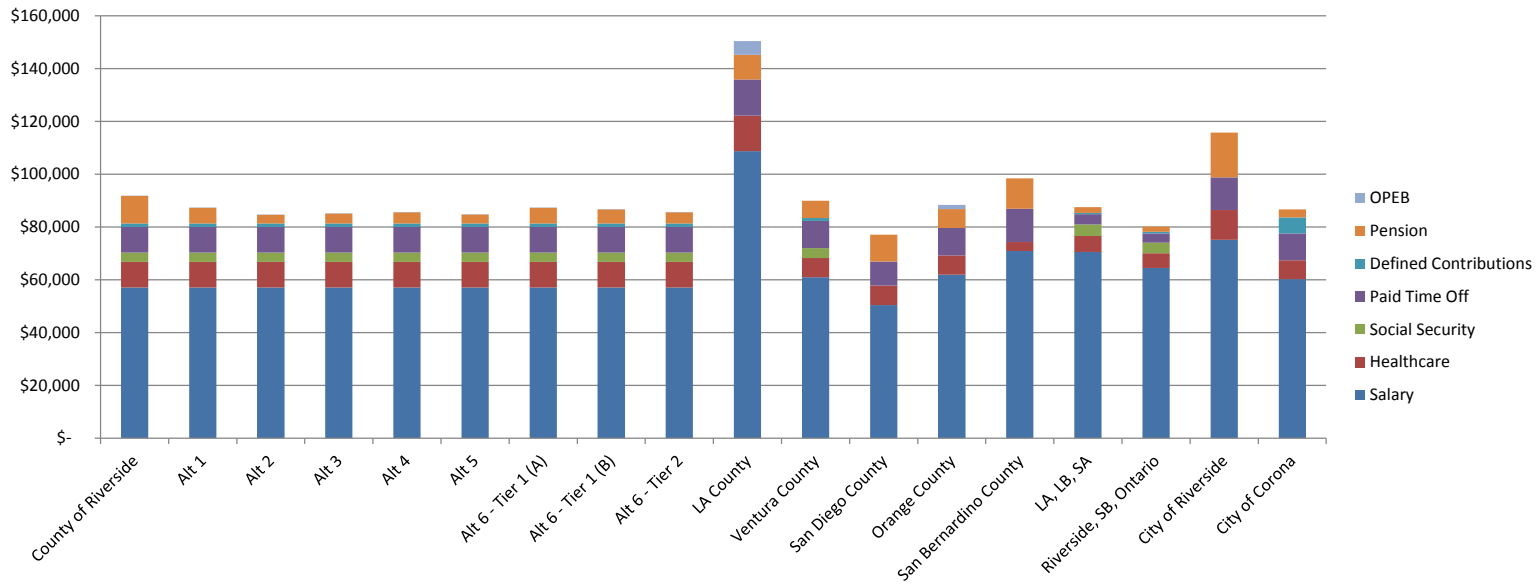


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

EXECUTIVE ASSISTANT II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 57,048	\$ 108,730	\$ 60,999	\$ 50,440	\$ 61,920	\$ 70,928	\$ 70,590	\$ 64,476	\$ 75,192	\$ 60,192
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,424	\$ 6,039	\$ 5,609	\$ 11,220	\$ 7,152
Social Security	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ 3,537	\$ -	\$ 3,782	\$ -	\$ -	\$ -	\$ 4,377	\$ 3,998	\$ -	\$ -
Paid Time Off	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 9,654	\$ 13,710	\$ 10,327	\$ 9,118	\$ 10,479	\$ 12,547	\$ 3,818	\$ 3,546	\$ 12,436	\$ 10,285
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,067	\$ -	\$ -	\$ -	\$ 555	\$ 516	\$ -	\$ 6,000
Pension	\$ 10,480	\$ 5,933	\$ 3,252	\$ 3,822	\$ 4,279	\$ 3,423	\$ 5,933	\$ 5,420	\$ 4,279	\$ 9,275	\$ 6,527	\$ 10,118	\$ 7,189	\$ 11,526	\$ 2,082	\$ 1,934	\$ 16,923	\$ 3,010
OPEB	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 114	\$ 5,219	\$ -	\$ -	\$ 1,548	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 34,852	\$ 30,305	\$ 27,624	\$ 28,194	\$ 28,651	\$ 27,795	\$ 30,305	\$ 29,792	\$ 28,651	\$ 41,666	\$ 28,925	\$ 26,633	\$ 26,468	\$ 27,496	\$ 16,870	\$ 15,603	\$ 40,579	\$ 26,447
Total Compensation	\$ 91,900	\$ 87,353	\$ 84,672	\$ 85,242	\$ 85,699	\$ 84,843	\$ 87,353	\$ 86,840	\$ 85,699	\$ 150,396	\$ 89,924	\$ 77,073	\$ 88,388	\$ 98,424	\$ 87,460	\$ 80,079	\$ 115,771	\$ 86,639



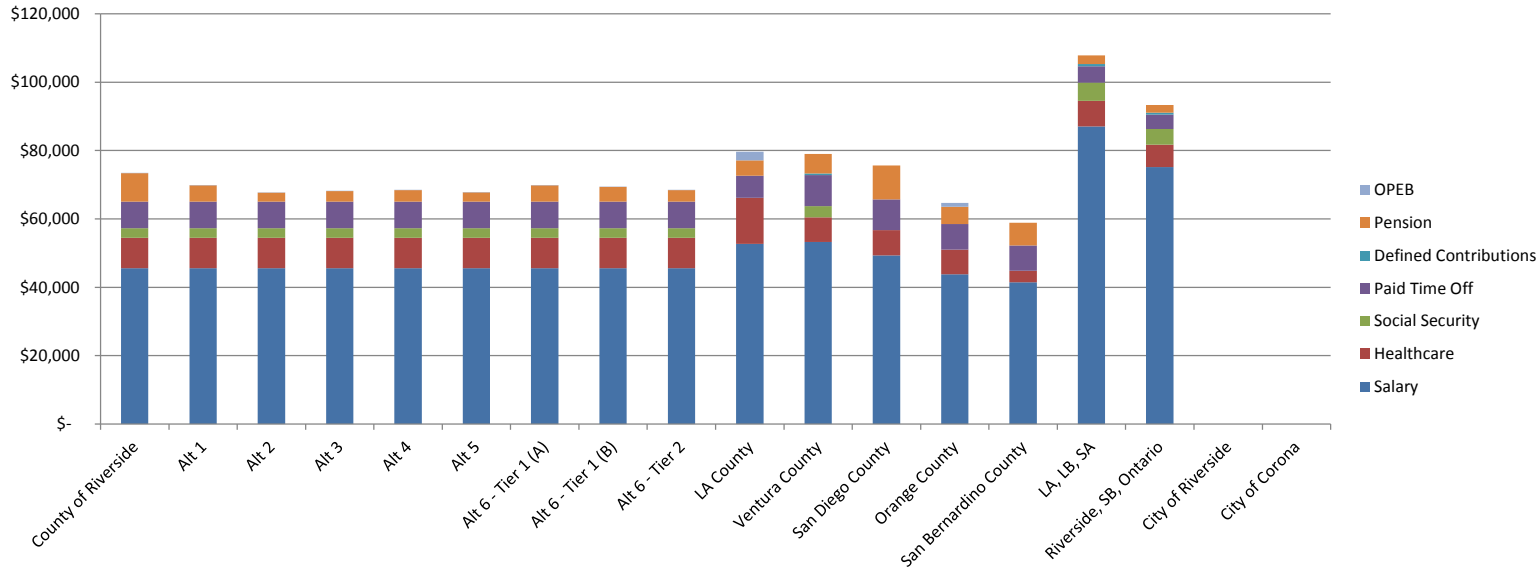
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

LEGAL SUPPORT ASST II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 45,617	\$ 52,665	\$ 53,240	\$ 49,358	\$ 43,800	\$ 41,434	\$ 87,047	\$ 75,138	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 3,424	\$ 7,447	\$ 6,537	\$ -	\$ -
Social Security	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ 2,828	\$ -	\$ 3,301	\$ -	\$ -	\$ -	\$ 5,397	\$ 4,659	\$ -	\$ -
Paid Time Off	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 7,720	\$ 6,480	\$ 9,013	\$ 8,922	\$ 7,413	\$ 7,329	\$ 4,708	\$ 4,133	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 532	\$ -	\$ -	\$ -	\$ 685	\$ 601	\$ -	\$ -
Pension	\$ 8,380	\$ 4,744	\$ 2,600	\$ 3,056	\$ 3,421	\$ 2,737	\$ 4,744	\$ 4,334	\$ 3,421	\$ 4,492	\$ 5,697	\$ 9,901	\$ 5,085	\$ 6,733	\$ 2,568	\$ 2,254	\$ -	\$ -
OPEB	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 91	\$ 2,528	\$ -	\$ -	\$ 1,095	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 27,897	\$ 24,261	\$ 22,117	\$ 22,573	\$ 22,938	\$ 22,254	\$ 24,261	\$ 23,850	\$ 22,938	\$ 26,963	\$ 25,766	\$ 26,221	\$ 20,846	\$ 17,486	\$ 20,803	\$ 18,183	\$ -	\$ -
Total Compensation	\$ 73,514	\$ 69,878	\$ 67,734	\$ 68,190	\$ 68,555	\$ 67,871	\$ 69,878	\$ 69,467	\$ 68,555	\$ 79,628	\$ 79,006	\$ 75,579	\$ 64,646	\$ 58,920	\$ 107,851	\$ 93,321	\$ -	\$ -

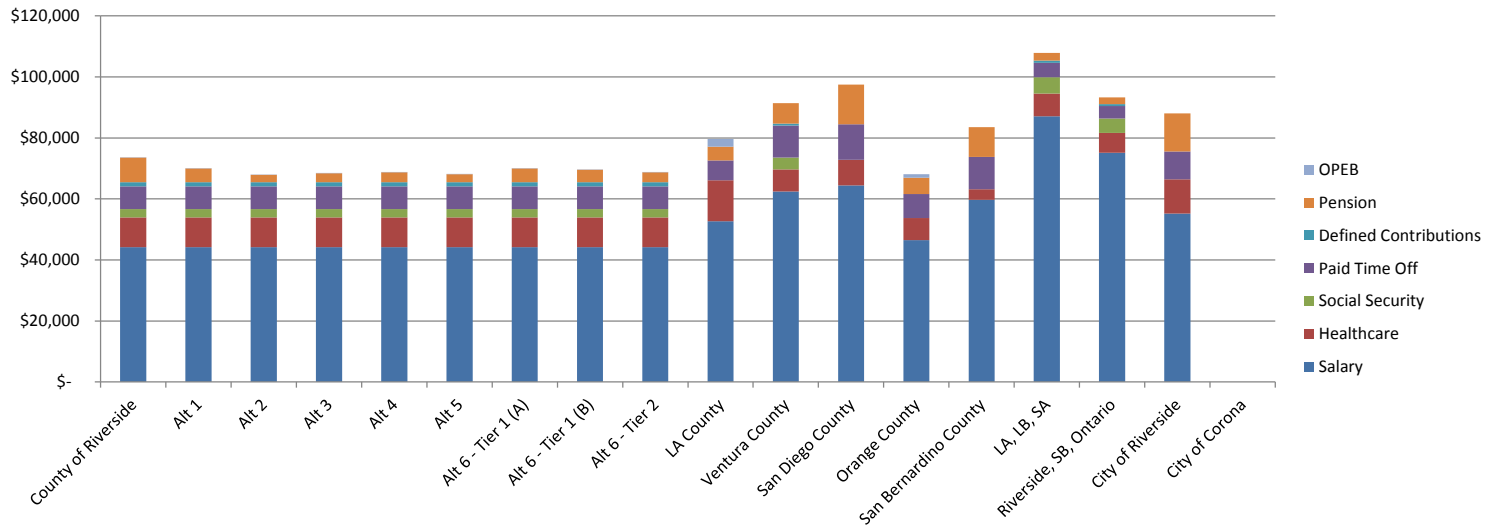


Miscellaneous Alternative Formulas					
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4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
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6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

LEGAL SUPPORT ASST II - C

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 44,149	\$ 52,665	\$ 62,430	\$ 64,480	\$ 46,454	\$ 59,758	\$ 87,047	\$ 75,138	\$ 55,224	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	\$ 7,447	\$ 6,537	\$ 11,220	\$ -
Social Security	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ 2,737	\$ -	\$ 3,871	\$ -	\$ -	\$ -	\$ 5,397	\$ 4,659	\$ -	\$ -
Paid Time Off	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 7,471	\$ 6,480	\$ 10,566	\$ 11,656	\$ 7,843	\$ 10,571	\$ 4,708	\$ 4,133	\$ 9,133	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 624	\$ -	\$ -	\$ -	\$ 685	\$ 601	\$ -	\$ -
Pension	\$ 8,110	\$ 4,591	\$ 2,516	\$ 2,958	\$ 3,311	\$ 2,649	\$ 4,591	\$ 4,194	\$ 3,311	\$ 4,492	\$ 6,680	\$ 12,935	\$ 5,393	\$ 9,711	\$ 2,568	\$ 2,254	\$ 12,429	\$ -
OPEB	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 88	\$ 2,528	\$ -	\$ -	\$ 1,161	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 29,474	\$ 25,955	\$ 23,880	\$ 24,322	\$ 24,675	\$ 24,013	\$ 25,955	\$ 25,558	\$ 24,675	\$ 26,963	\$ 28,963	\$ 32,937	\$ 21,650	\$ 23,706	\$ 20,803	\$ 18,183	\$ 32,782	\$ -
Total Compensation	\$ 73,623	\$ 70,104	\$ 68,029	\$ 68,471	\$ 68,824	\$ 68,162	\$ 70,104	\$ 69,707	\$ 68,824	\$ 79,628	\$ 91,393	\$ 97,417	\$ 68,103	\$ 83,464	\$ 107,851	\$ 93,321	\$ 88,006	\$ -

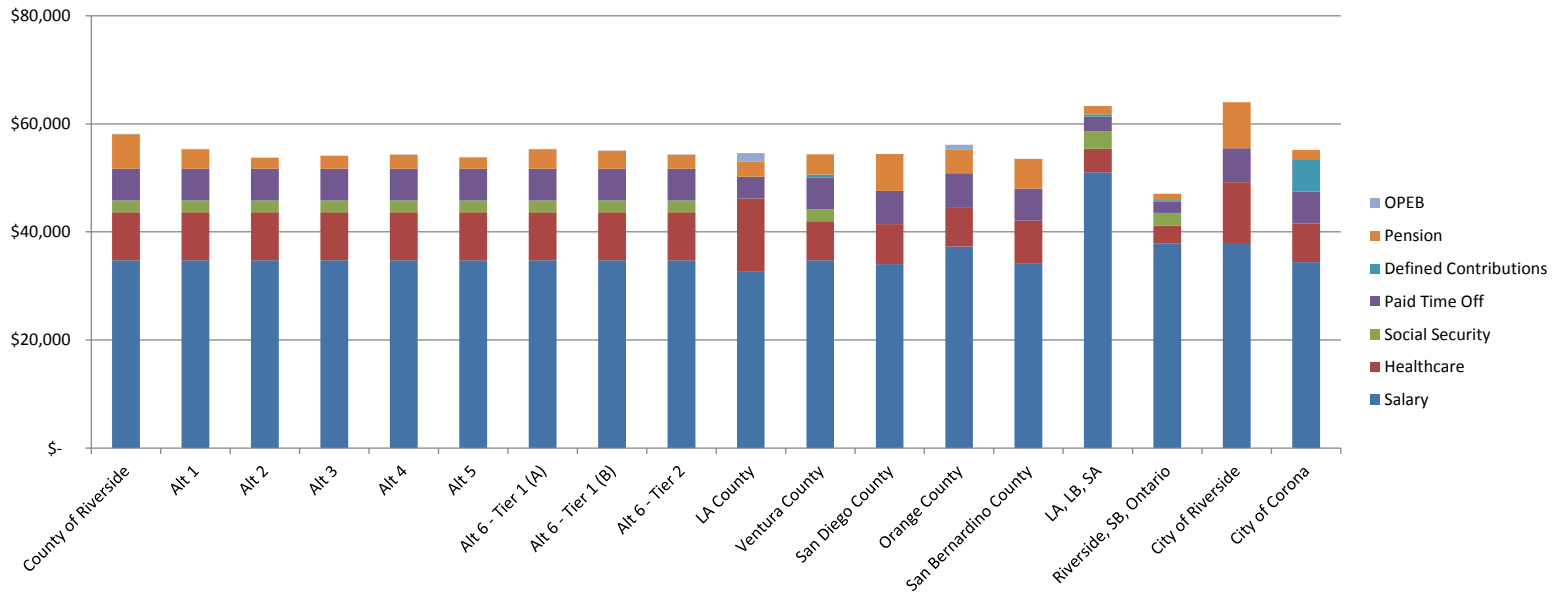


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

OFFICE ASSISTANT II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 34,781	\$ 32,740	\$ 34,767	\$ 34,029	\$ 37,322	\$ 34,112	\$ 51,065	\$ 37,886	\$ 37,968	\$ 34,428
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 4,368	\$ 3,296	\$ 11,220	\$ 7,152
Social Security	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ 2,156	\$ -	\$ 2,156	\$ -	\$ -	\$ -	\$ 3,166	\$ 2,349	\$ -	\$ -
Paid Time Off	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 5,886	\$ 4,013	\$ 5,887	\$ 6,151	\$ 6,301	\$ 5,906	\$ 2,762	\$ 2,084	\$ 6,279	\$ 5,883
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 608	\$ -	\$ -	\$ -	\$ 402	\$ 303	\$ -	\$ 6,000
Pension	\$ 6,389	\$ 3,617	\$ 1,983	\$ 2,330	\$ 2,609	\$ 2,087	\$ 3,617	\$ 3,304	\$ 2,609	\$ 2,793	\$ 3,720	\$ 6,826	\$ 4,333	\$ 5,543	\$ 1,506	\$ 1,137	\$ 8,545	\$ 1,721
OPEB	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 1,572	\$ -	\$ -	\$ 933	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 23,379	\$ 20,607	\$ 18,972	\$ 19,320	\$ 19,598	\$ 19,076	\$ 20,607	\$ 20,294	\$ 19,598	\$ 21,839	\$ 19,593	\$ 20,375	\$ 18,819	\$ 19,426	\$ 12,204	\$ 9,168	\$ 26,045	\$ 20,756
Total Compensation	\$ 58,160	\$ 55,388	\$ 53,753	\$ 54,101	\$ 54,379	\$ 53,857	\$ 55,388	\$ 55,075	\$ 54,379	\$ 54,580	\$ 54,361	\$ 54,403	\$ 56,141	\$ 53,538	\$ 63,269	\$ 47,055	\$ 64,013	\$ 55,184

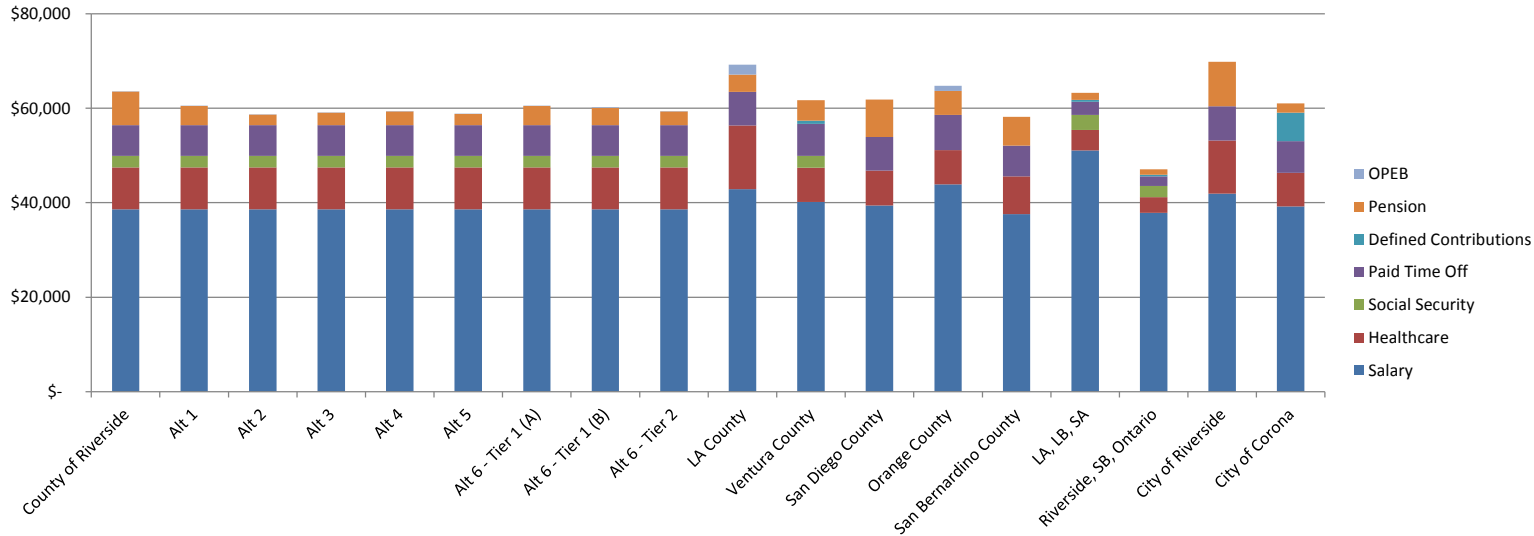


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

OFFICE ASSISTANT III

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 38,637	\$ 42,876	\$ 40,186	\$ 39,395	\$ 43,910	\$ 37,586	\$ 51,065	\$ 37,886	\$ 41,936	\$ 39,192
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 4,368	\$ 3,296	\$ 11,220	\$ 7,152
Social Security	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ 2,395	\$ -	\$ 2,492	\$ -	\$ -	\$ -	\$ 3,166	\$ 2,349	\$ -	\$ -
Paid Time Off	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 6,539	\$ 7,160	\$ 6,802	\$ 7,121	\$ 7,413	\$ 6,508	\$ 2,762	\$ 2,084	\$ 7,266	\$ 6,697
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 703	\$ -	\$ -	\$ -	\$ 402	\$ 303	\$ -	\$ 6,000
Pension	\$ 7,098	\$ 4,018	\$ 2,202	\$ 2,589	\$ 2,898	\$ 2,318	\$ 4,018	\$ 3,671	\$ 2,898	\$ 3,657	\$ 4,300	\$ 7,903	\$ 5,098	\$ 6,108	\$ 1,506	\$ 1,137	\$ 9,439	\$ 1,960
OPEB	\$ 77	\$ 77	\$ 77	\$ 77	\$ 77	\$ 77	\$ 77	\$ 77	\$ 77	\$ 2,058	\$ -	\$ -	\$ 1,098	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 24,986	\$ 21,907	\$ 20,091	\$ 20,477	\$ 20,786	\$ 20,207	\$ 21,907	\$ 21,559	\$ 20,786	\$ 26,337	\$ 21,519	\$ 22,421	\$ 20,861	\$ 20,591	\$ 12,204	\$ 9,168	\$ 27,924	\$ 21,808
Total Compensation	\$ 63,623	\$ 60,544	\$ 58,728	\$ 59,114	\$ 59,423	\$ 58,844	\$ 60,544	\$ 60,196	\$ 59,423	\$ 69,213	\$ 61,705	\$ 61,816	\$ 64,771	\$ 58,177	\$ 63,269	\$ 47,055	\$ 69,860	\$ 61,000

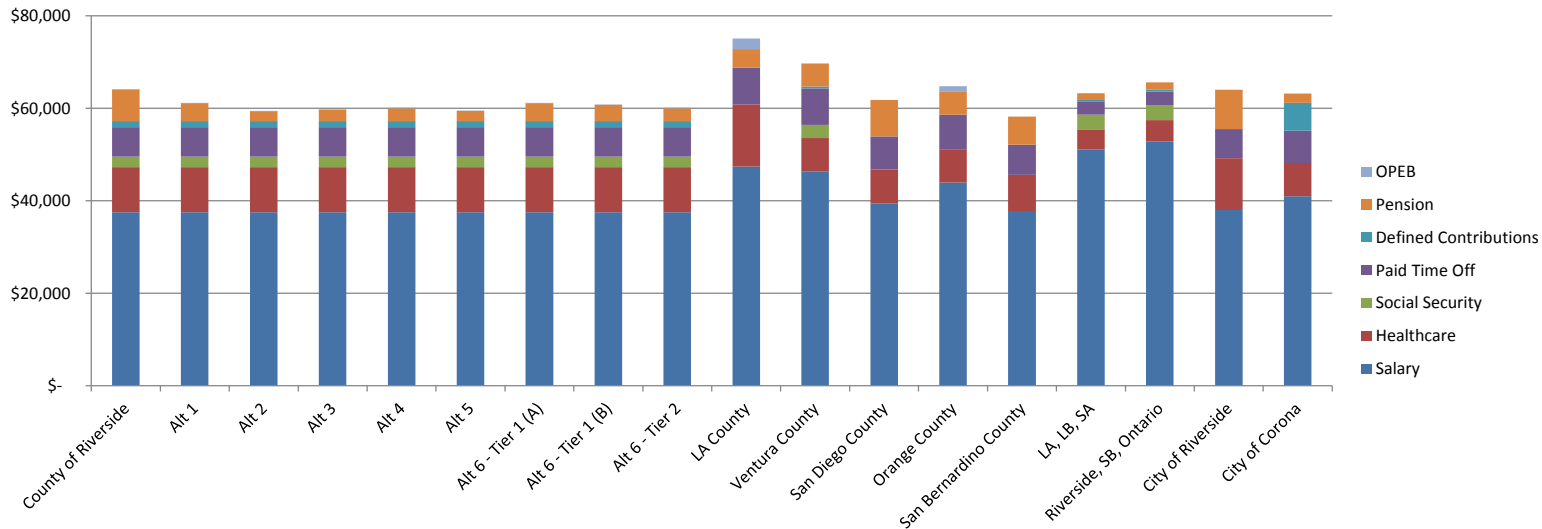


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

OFFICE ASSISTANT III - C

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 37,475	\$ 47,380	\$ 46,315	\$ 39,395	\$ 43,910	\$ 37,586	\$ 51,065	\$ 52,799	\$ 37,968	\$ 40,992
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 4,368	\$ 4,594	\$ 11,220	\$ 7,152
Social Security	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ 2,323	\$ -	\$ 2,872	\$ -	\$ -	\$ -	\$ 3,166	\$ 3,274	\$ -	\$ -
Paid Time Off	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 6,342	\$ 7,912	\$ 7,841	\$ 7,121	\$ 7,413	\$ 6,508	\$ 2,762	\$ 2,904	\$ 6,279	\$ 7,004
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 463	\$ -	\$ -	\$ -	\$ 402	\$ 422	\$ -	\$ 6,000
Pension	\$ 6,884	\$ 3,897	\$ 2,136	\$ 2,511	\$ 2,811	\$ 2,249	\$ 3,897	\$ 3,560	\$ 2,811	\$ 4,042	\$ 4,956	\$ 7,903	\$ 5,098	\$ 6,108	\$ 1,506	\$ 1,584	\$ 8,545	\$ 2,050
OPEB	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 2,274	\$ -	\$ -	\$ 1,098	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 26,691	\$ 23,704	\$ 21,943	\$ 22,318	\$ 22,618	\$ 22,055	\$ 23,704	\$ 23,367	\$ 22,618	\$ 27,690	\$ 23,354	\$ 22,421	\$ 20,861	\$ 20,591	\$ 12,204	\$ 12,777	\$ 26,045	\$ 22,206
Total Compensation	\$ 64,166	\$ 61,179	\$ 59,418	\$ 59,793	\$ 60,093	\$ 59,530	\$ 61,179	\$ 60,842	\$ 60,093	\$ 75,070	\$ 69,669	\$ 61,816	\$ 64,771	\$ 58,177	\$ 63,269	\$ 65,577	\$ 64,013	\$ 63,198

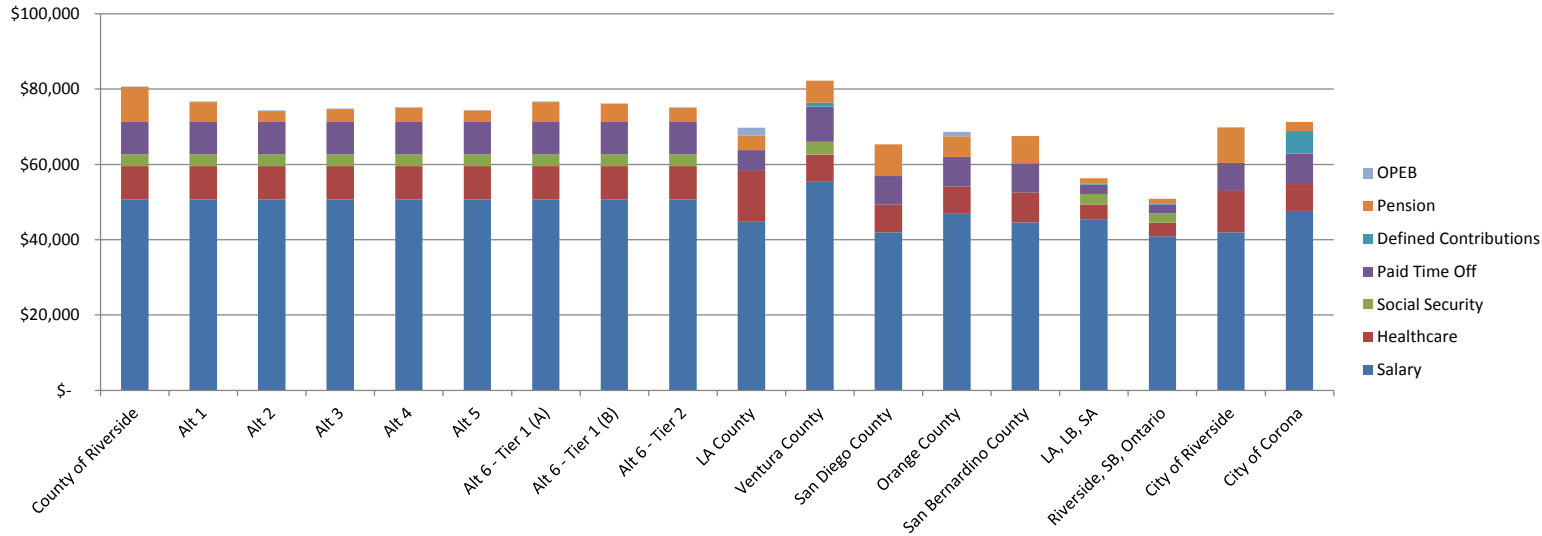


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SECRETARY II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 50,705	\$ 44,799	\$ 55,349	\$ 41,954	\$ 46,871	\$ 44,595	\$ 45,459	\$ 40,975	\$ 41,936	\$ 47,616
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 3,889	\$ 3,565	\$ 11,220	\$ 7,152
Social Security	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ 3,144	\$ -	\$ 3,432	\$ -	\$ -	\$ -	\$ 2,818	\$ 2,540	\$ -	\$ -
Paid Time Off	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 8,581	\$ 5,520	\$ 9,369	\$ 7,584	\$ 7,913	\$ 7,721	\$ 2,458	\$ 2,254	\$ 7,266	\$ 8,136
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 969	\$ -	\$ -	\$ -	\$ 358	\$ 328	\$ -	\$ 6,000
Pension	\$ 9,315	\$ 5,273	\$ 2,890	\$ 3,397	\$ 3,803	\$ 3,042	\$ 5,273	\$ 4,817	\$ 3,803	\$ 3,821	\$ 5,922	\$ 8,416	\$ 5,442	\$ 7,247	\$ 1,341	\$ 1,229	\$ 9,439	\$ 2,381
OPEB	\$ 101	\$ 101	\$ 101	\$ 101	\$ 101	\$ 101	\$ 101	\$ 101	\$ 101	\$ 2,150	\$ -	\$ -	\$ 1,172	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 30,018	\$ 25,977	\$ 23,594	\$ 24,101	\$ 24,506	\$ 23,746	\$ 25,977	\$ 25,520	\$ 24,506	\$ 24,954	\$ 26,914	\$ 23,397	\$ 21,779	\$ 22,944	\$ 10,864	\$ 9,916	\$ 27,924	\$ 23,669
Total Compensation	\$ 80,723	\$ 76,682	\$ 74,299	\$ 74,806	\$ 75,211	\$ 74,451	\$ 76,682	\$ 76,225	\$ 75,211	\$ 69,753	\$ 82,263	\$ 65,350	\$ 68,650	\$ 67,539	\$ 56,323	\$ 50,890	\$ 69,860	\$ 71,285

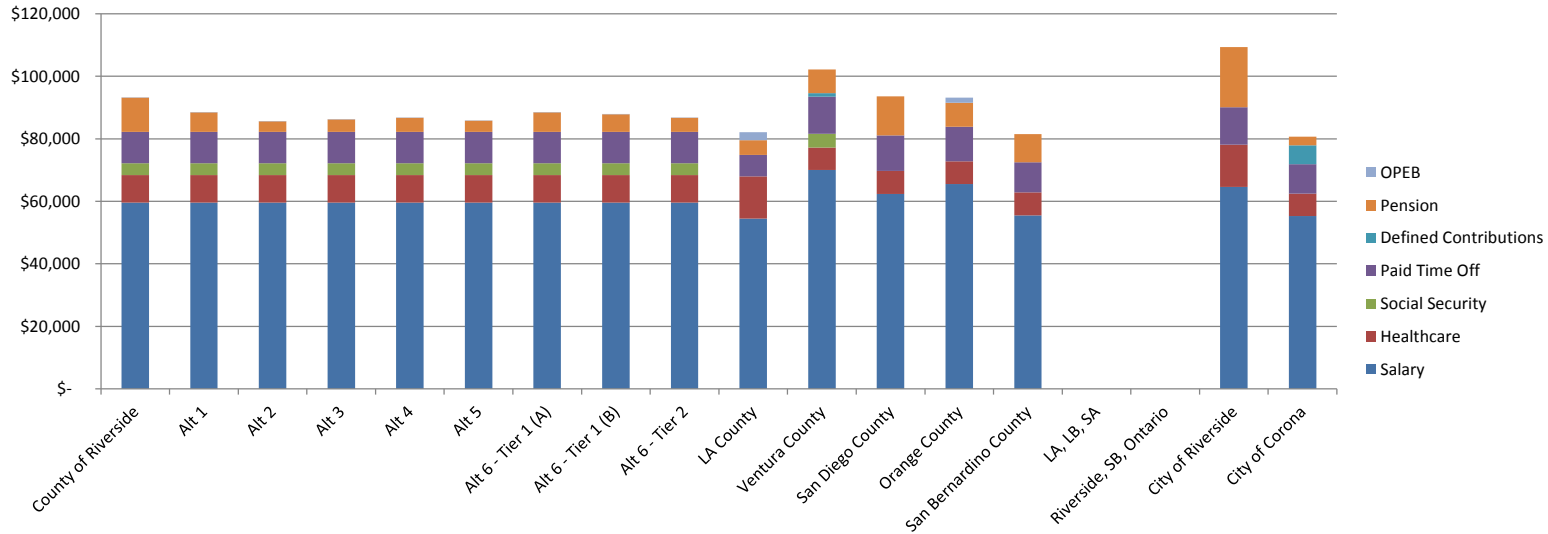


Miscellaneous Alternative Formulas					
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SHERIFF 911 COMM OFFICER II

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 59,557	\$ 54,515	\$ 70,001	\$ 62,358	\$ 65,552	\$ 55,536	-	-	\$ 64,644	\$ 55,296
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-	\$ 13,464	\$ 7,152
Social Security	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ 3,693	\$ -	\$ 4,340	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 10,079	\$ 6,886	\$ 11,847	\$ 11,272	\$ 11,067	\$ 9,616	-	-	\$ 11,934	\$ 9,449
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,225	\$ -	\$ -	\$ -	-	-	\$ -	\$ 6,000
Pension	\$ 10,941	\$ 6,194	\$ 3,395	\$ 3,990	\$ 4,467	\$ 3,573	\$ 6,194	\$ 5,658	\$ 4,467	\$ 4,650	\$ 7,490	\$ 12,509	\$ 7,611	\$ 9,025	-	-	\$ 19,235	\$ 2,765
OPEB	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 119	\$ 2,617	\$ -	\$ -	\$ 1,639	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 33,709	\$ 28,962	\$ 26,163	\$ 26,758	\$ 27,235	\$ 26,341	\$ 28,962	\$ 28,426	\$ 27,235	\$ 27,615	\$ 32,125	\$ 31,179	\$ 27,569	\$ 25,988	\$ -	\$ -	\$ 44,634	\$ 25,365
Total Compensation	\$ 93,266	\$ 88,519	\$ 85,720	\$ 86,315	\$ 86,792	\$ 85,898	\$ 88,519	\$ 87,983	\$ 86,792	\$ 82,130	\$ 102,126	\$ 93,537	\$ 93,121	\$ 81,524	\$ -	\$ -	\$ 109,278	\$ 80,661

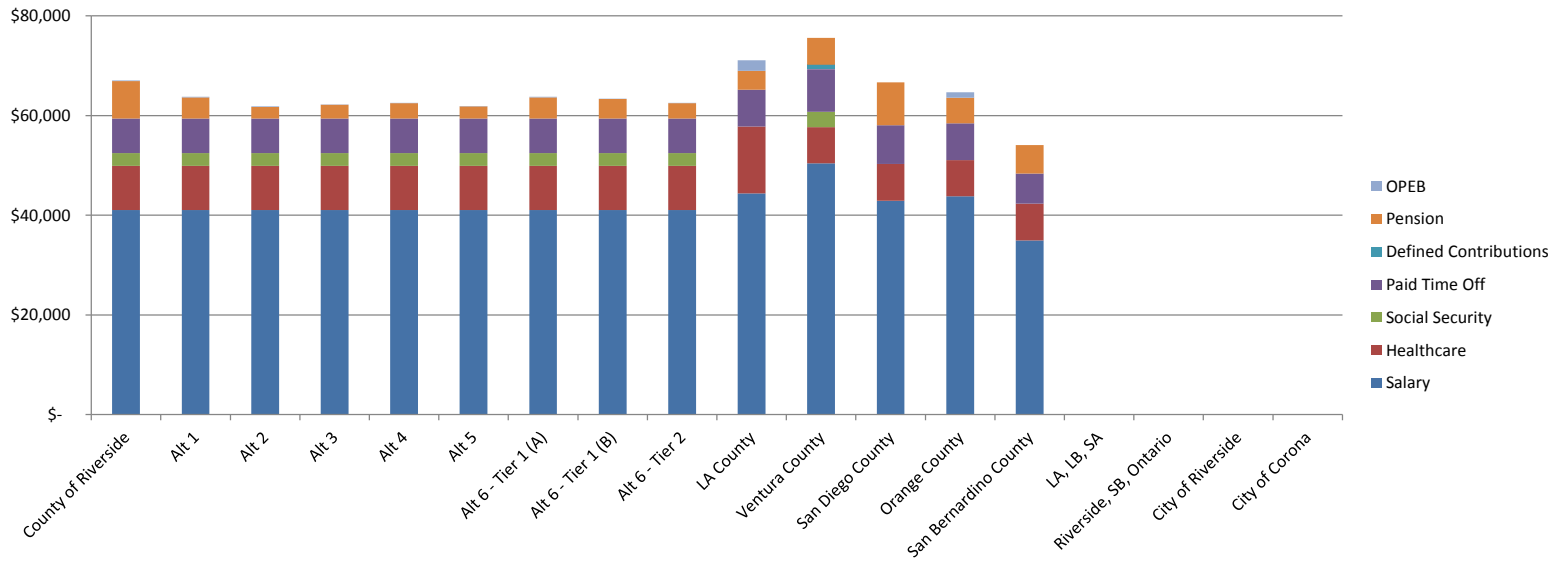


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SHERIFF CORRECTIONS ASST I

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA			
															LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 41,023	\$ 44,359	\$ 50,418	\$ 42,890	\$ 43,800	\$ 34,965	-	-	\$ -	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	-	-	\$ -	\$ -
Social Security	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ 2,543	\$ -	\$ 3,126	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 6,942	\$ 7,336	\$ 8,534	\$ 7,753	\$ 7,413	\$ 6,054	-	-	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 882	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 7,536	\$ 4,266	\$ 2,338	\$ 2,749	\$ 3,077	\$ 2,461	\$ 4,266	\$ 3,897	\$ 3,077	\$ 3,784	\$ 5,395	\$ 8,604	\$ 5,085	\$ 5,682	-	-	\$ -	\$ -
OPEB	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 2,129	\$ -	\$ -	\$ 1,095	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 25,981	\$ 22,712	\$ 20,784	\$ 21,194	\$ 21,522	\$ 20,907	\$ 22,712	\$ 22,342	\$ 21,522	\$ 26,711	\$ 25,160	\$ 23,754	\$ 20,846	\$ 19,084	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 67,004	\$ 63,735	\$ 61,807	\$ 62,217	\$ 62,545	\$ 61,930	\$ 63,735	\$ 63,365	\$ 62,545	\$ 71,070	\$ 75,578	\$ 66,643	\$ 64,646	\$ 54,049	\$ -	\$ -	\$ -	\$ -



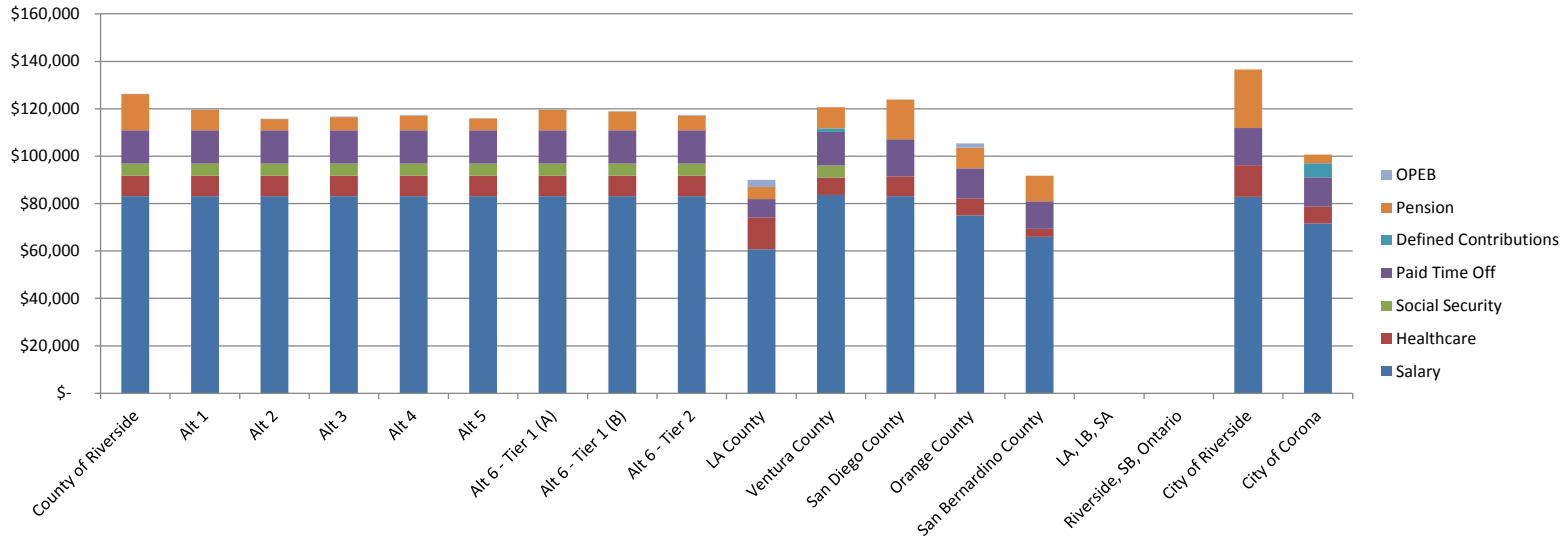
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

SHERIFF'S COMMUNICATION SUPV B

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 83,123	\$ 60,764	\$ 83,680	\$ 83,123	\$ 74,956	\$ 65,915	-	-	\$ 82,800	\$ 71,676
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 3,424	-	-	\$ 13,464	\$ 7,152
Social Security	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ 5,154	\$ -	\$ 5,188	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 14,067	\$ 7,666	\$ 14,164	\$ 15,664	\$ 12,654	\$ 11,660	-	-	\$ 15,616	\$ 12,248
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,464	\$ -	\$ -	\$ -	-	-	\$ -	\$ 6,000
Pension	\$ 15,270	\$ 8,645	\$ 4,738	\$ 5,569	\$ 6,234	\$ 4,987	\$ 8,645	\$ 7,897	\$ 6,234	\$ 5,183	\$ 8,954	\$ 16,675	\$ 8,702	\$ 10,711	-	-	\$ 24,638	\$ 3,584
OPEB	\$ 166	\$ 166	\$ 166	\$ 166	\$ 166	\$ 166	\$ 166	\$ 166	\$ 166	\$ 2,917	\$ -	\$ -	\$ 1,874	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 43,242	\$ 36,617	\$ 32,710	\$ 33,541	\$ 34,206	\$ 32,960	\$ 36,617	\$ 35,869	\$ 34,206	\$ 29,228	\$ 36,993	\$ 40,685	\$ 30,483	\$ 25,795	\$ -	\$ -	\$ 53,718	\$ 28,983
Total Compensation	\$ 126,365	\$ 119,740	\$ 115,834	\$ 116,665	\$ 117,330	\$ 116,083	\$ 119,740	\$ 118,992	\$ 117,330	\$ 89,992	\$ 120,672	\$ 123,808	\$ 105,439	\$ 91,710	\$ -	\$ -	\$ 136,518	\$ 100,659

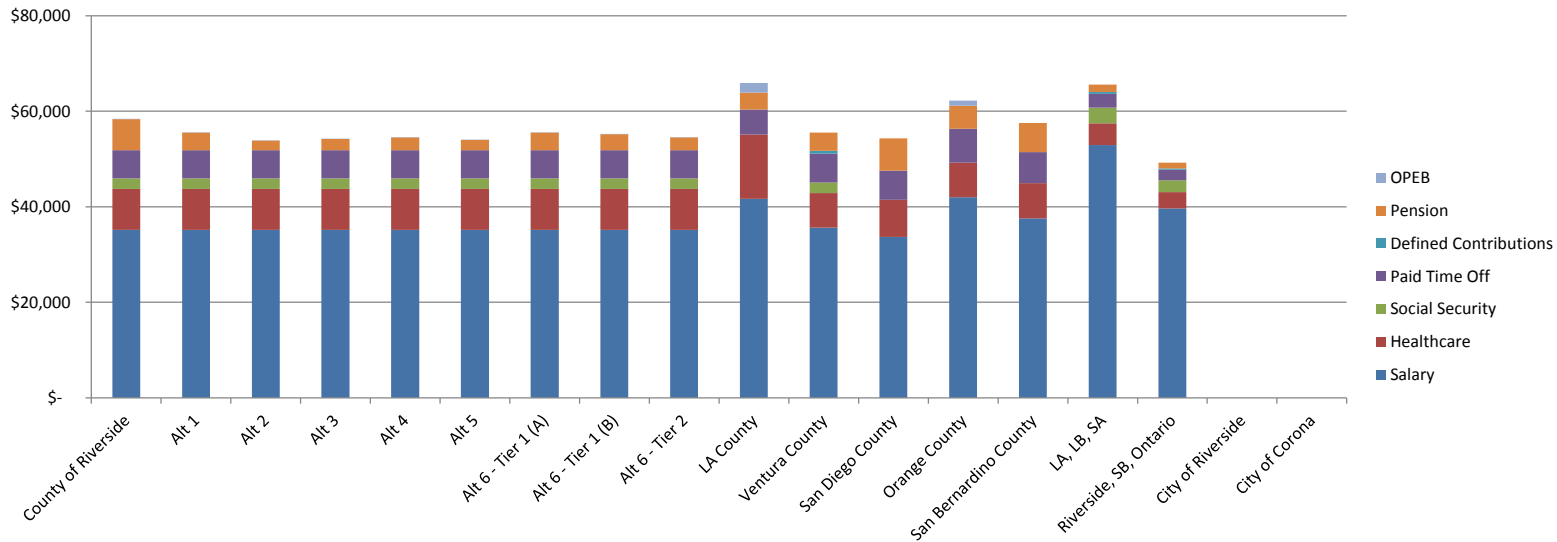


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SOCIAL SERVICES ASSISTANT

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 35,154	\$ 41,637	\$ 35,637	\$ 33,717	\$ 41,971	\$ 37,586	\$ 52,947	\$ 39,642	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,761	\$ 7,252	\$ 7,348	\$ 4,529	\$ 3,449	\$ -	\$ -
Social Security	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ 2,180	\$ -	\$ 2,209	\$ -	\$ -	\$ -	\$ 3,283	\$ 2,458	\$ -	\$ -
Paid Time Off	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,949	\$ 5,270	\$ 6,031	\$ 6,095	\$ 7,086	\$ 6,508	\$ 2,863	\$ 2,180	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 624	\$ -	\$ -	\$ -	\$ 416	\$ 317	\$ -	\$ -
Pension	\$ 6,458	\$ 3,656	\$ 2,004	\$ 2,355	\$ 2,637	\$ 2,109	\$ 3,656	\$ 3,340	\$ 2,637	\$ 3,552	\$ 3,813	\$ 6,764	\$ 4,873	\$ 6,108	\$ 1,562	\$ 1,189	\$ -	\$ -
OPEB	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 70	\$ 1,999	\$ -	\$ 1,049	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 23,242	\$ 20,440	\$ 18,788	\$ 19,139	\$ 19,421	\$ 18,893	\$ 20,440	\$ 20,124	\$ 19,421	\$ 24,283	\$ 19,900	\$ 20,620	\$ 20,260	\$ 19,964	\$ 12,654	\$ 9,593	\$ -	\$ -
Total Compensation	\$ 58,396	\$ 55,594	\$ 53,942	\$ 54,293	\$ 54,575	\$ 54,047	\$ 55,594	\$ 55,278	\$ 54,575	\$ 65,919	\$ 55,536	\$ 54,336	\$ 62,231	\$ 57,549	\$ 65,601	\$ 49,235	\$ -	\$ -

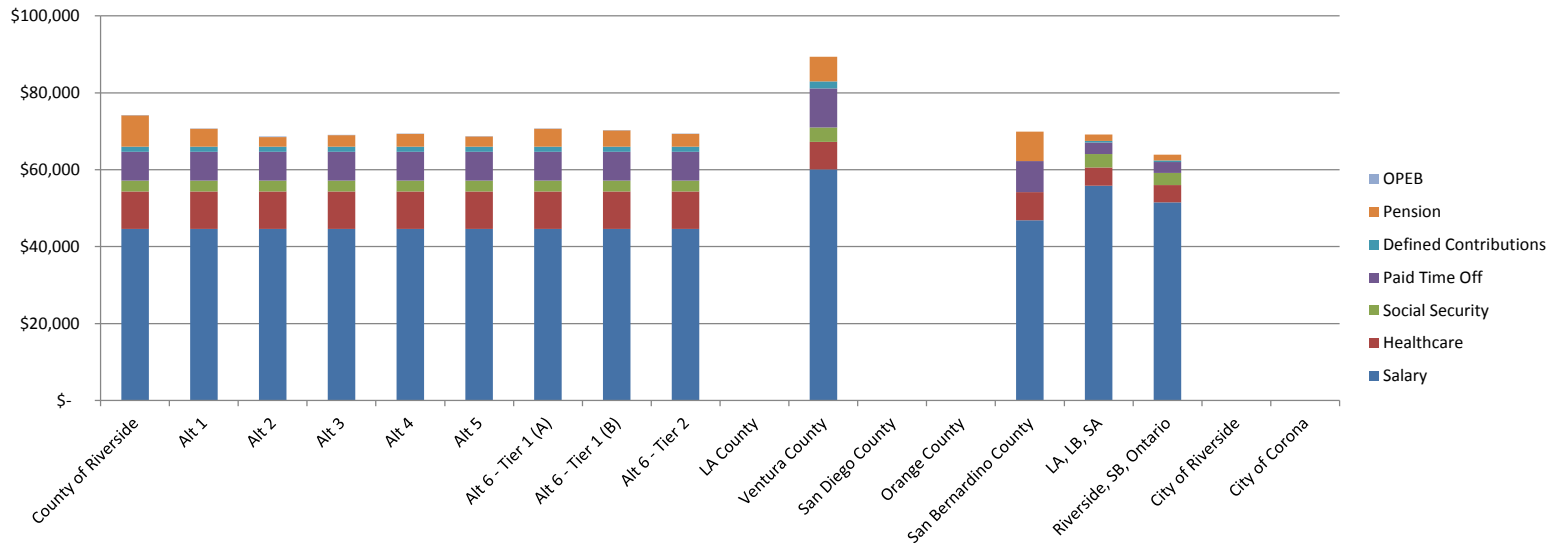


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR HUMAN RESOURCES CLERK - C

	County of Riverside	BLS DATA																
		Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ 44,603	\$ -	\$ 60,046	\$ -	\$ -	\$ 46,821	\$ 55,824	\$ 51,488	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ 7,222	\$ -	\$ -	\$ 7,348	\$ 4,776	\$ 4,479	\$ -	\$ -
Social Security	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ 2,765	\$ -	\$ 3,723	\$ -	\$ -	\$ -	\$ 3,461	\$ 3,192	\$ -	\$ -
Paid Time Off	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ 7,548	\$ -	\$ 10,165	\$ -	\$ -	\$ 8,107	\$ 3,019	\$ 2,832	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,801	\$ -	\$ -	\$ -	\$ 439	\$ 412	\$ -	\$ -
Pension	\$ 8,194	\$ 4,639	\$ 2,542	\$ 2,988	\$ 3,345	\$ 2,676	\$ 4,639	\$ 4,237	\$ 3,345	\$ -	\$ 6,425	\$ -	\$ -	\$ 7,608	\$ 1,647	\$ 1,545	\$ -	\$ -
OPEB	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ 89	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 29,663	\$ 26,108	\$ 24,012	\$ 24,458	\$ 24,815	\$ 24,146	\$ 26,108	\$ 25,707	\$ 24,815	\$ -	\$ 29,336	\$ -	\$ -	\$ 23,063	\$ 13,342	\$ 12,460	\$ -	\$ -
Total Compensation	\$ 74,266	\$ 70,711	\$ 68,615	\$ 69,061	\$ 69,418	\$ 68,749	\$ 70,711	\$ 70,310	\$ 69,418	\$ -	\$ 89,382	\$ -	\$ -	\$ 69,884	\$ 69,166	\$ 63,948	\$ -	\$ -

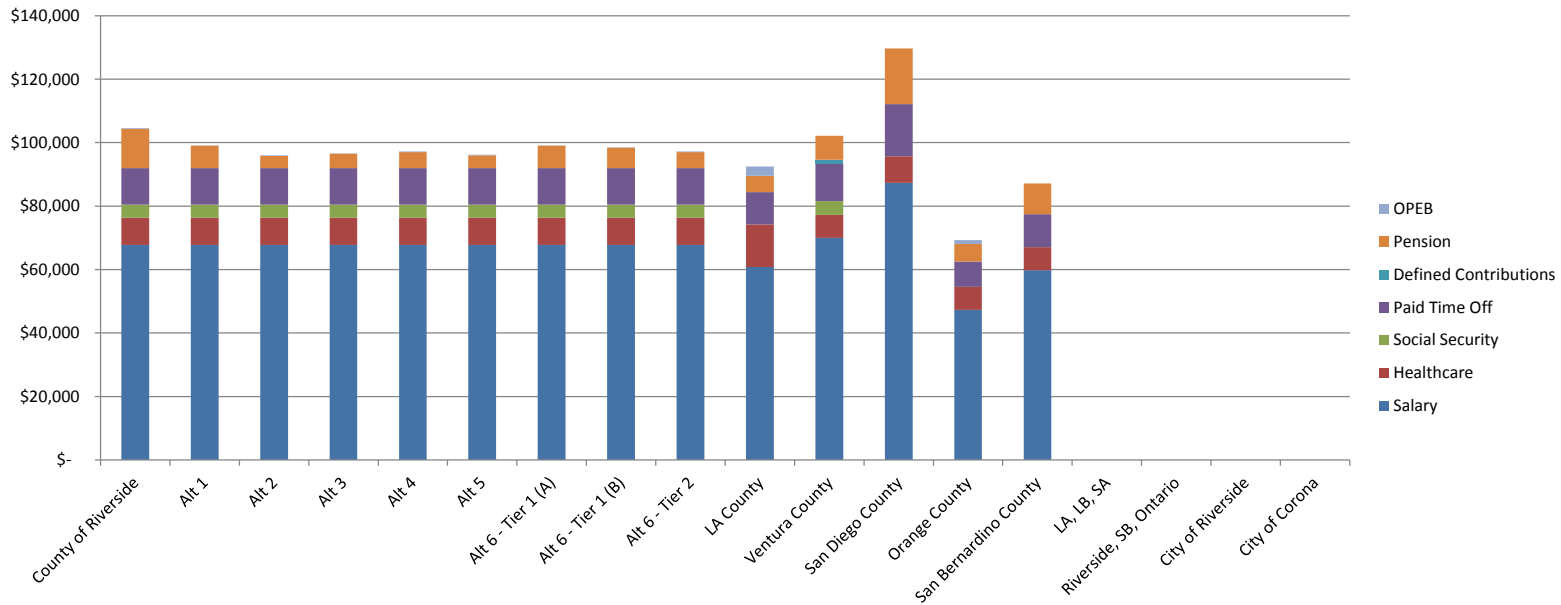


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SR SHERIFF'S 911 COMM OFFICER A

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA			
															LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 67,733	\$ 60,764	\$ 70,001	\$ 87,360	\$ 47,330	\$ 59,758	-	-	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 8,346	\$ 7,252	\$ 7,348	-	-	\$ -	\$ -
Social Security	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ 4,199	\$ -	\$ 4,340	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 11,462	\$ 10,147	\$ 11,847	\$ 16,464	\$ 7,990	\$ 10,347	-	-	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,225	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 12,443	\$ 7,044	\$ 3,861	\$ 4,538	\$ 5,080	\$ 4,064	\$ 7,044	\$ 6,435	\$ 5,080	\$ 5,183	\$ 7,490	\$ 17,524	\$ 5,495	\$ 9,711	-	-	\$ -	\$ -
OPEB	\$ 135	\$ 135	\$ 135	\$ 135	\$ 135	\$ 135	\$ 135	\$ 135	\$ 135	\$ 2,917	\$ -	\$ -	\$ 1,183	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 36,825	\$ 31,427	\$ 28,243	\$ 28,921	\$ 29,463	\$ 28,447	\$ 31,427	\$ 30,817	\$ 29,463	\$ 31,709	\$ 32,125	\$ 42,334	\$ 21,921	\$ 27,406	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 104,558	\$ 99,160	\$ 95,976	\$ 96,654	\$ 97,195	\$ 96,179	\$ 99,160	\$ 98,550	\$ 97,195	\$ 92,473	\$ 102,126	\$ 129,694	\$ 69,250	\$ 87,164	\$ -	\$ -	\$ -	\$ -

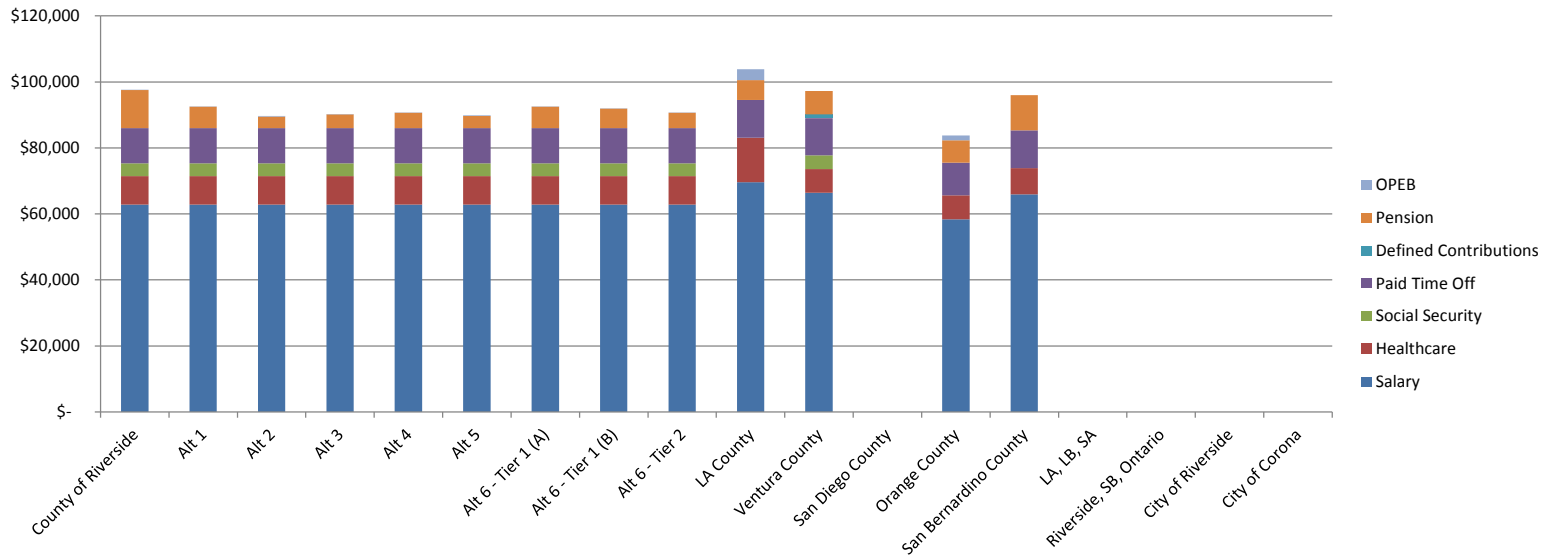


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV EMPLOYMENT SVCS COUNSELOR

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	BLS DATA			
															LA, LB, SA	Riverside, SB, Ontario	City of Riverside	City of Corona
Salary	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 62,830	\$ 69,586	\$ 66,401	\$ -	\$ 58,401	\$ 65,915	-	-	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ -	\$ 7,252	\$ 7,976	-	-	\$ -	\$ -
Social Security	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ 3,895	\$ -	\$ 4,117	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Paid Time Off	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 10,633	\$ 11,508	\$ 11,238	\$ -	\$ 9,860	\$ 11,413	-	-	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,162	\$ -	\$ -	\$ -	-	-	\$ -	\$ -
Pension	\$ 11,542	\$ 6,534	\$ 3,581	\$ 4,210	\$ 4,712	\$ 3,770	\$ 6,534	\$ 5,969	\$ 4,712	\$ 5,936	\$ 7,105	\$ -	\$ 6,780	\$ 10,711	-	-	\$ -	\$ -
OPEB	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 126	\$ 3,340	\$ -	\$ -	\$ 1,460	\$ -	-	-	\$ -	\$ -
Total Benefits	\$ 34,781	\$ 29,773	\$ 26,820	\$ 27,449	\$ 27,951	\$ 27,009	\$ 29,773	\$ 29,208	\$ 27,951	\$ 34,246	\$ 30,844	\$ -	\$ 25,352	\$ 30,100	\$ -	\$ -	\$ -	\$ -
Total Compensation	\$ 97,611	\$ 92,603	\$ 89,650	\$ 90,279	\$ 90,781	\$ 89,839	\$ 92,603	\$ 92,038	\$ 90,781	\$ 103,832	\$ 97,245	\$ -	\$ 83,753	\$ 96,015	\$ -	\$ -	\$ -	\$ -

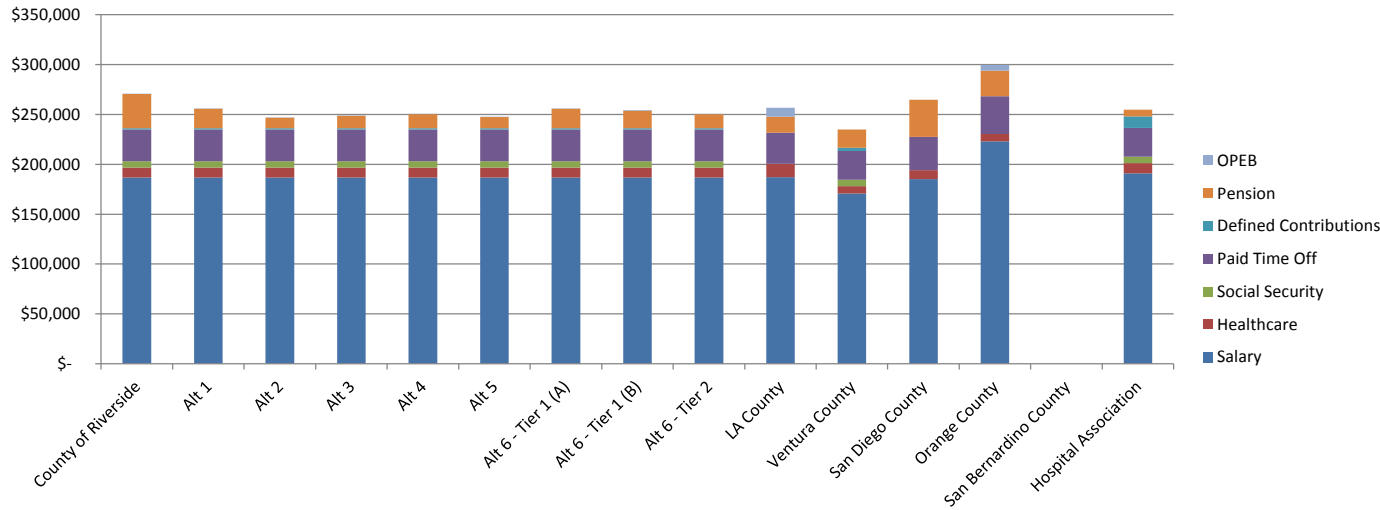


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

CHF OF MEDICAL SPECIALTY

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 186,835	\$ 187,176	\$ 170,761	\$ 185,120	\$ 223,104	\$ -	\$ 190,815
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 8,918	\$ 7,252	\$ -	\$ 10,264
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 31,618	\$ 30,956	\$ 28,906	\$ 33,464	\$ 37,756	\$ -	\$ 28,806
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,988	\$ -	\$ -	\$ -	\$ 11,449
Pension	\$ 34,322	\$ 19,431	\$ 10,650	\$ 12,518	\$ 14,013	\$ 11,210	\$ 19,431	\$ 17,749	\$ 14,013	\$ 15,966	\$ 18,271	\$ 37,135	\$ 25,902	\$ -	\$ 6,622
OPEB	\$ 374	\$ 374	\$ 374	\$ 374	\$ 374	\$ 374	\$ 374	\$ 374	\$ 374	\$ 8,984	\$ -	\$ -	\$ 5,578	\$ -	\$ -
Total Benefits	\$ 84,002	\$ 69,111	\$ 60,330	\$ 62,198	\$ 63,693	\$ 60,890	\$ 69,111	\$ 67,429	\$ 63,693	\$ 69,369	\$ 64,009	\$ 79,517	\$ 76,488	\$ -	\$ 63,762
Total Compensation	\$ 270,837	\$ 255,946	\$ 247,165	\$ 249,033	\$ 250,528	\$ 247,725	\$ 255,946	\$ 254,264	\$ 250,528	\$ 256,545	\$ 234,770	\$ 264,637	\$ 299,592	\$ -	\$ 254,577

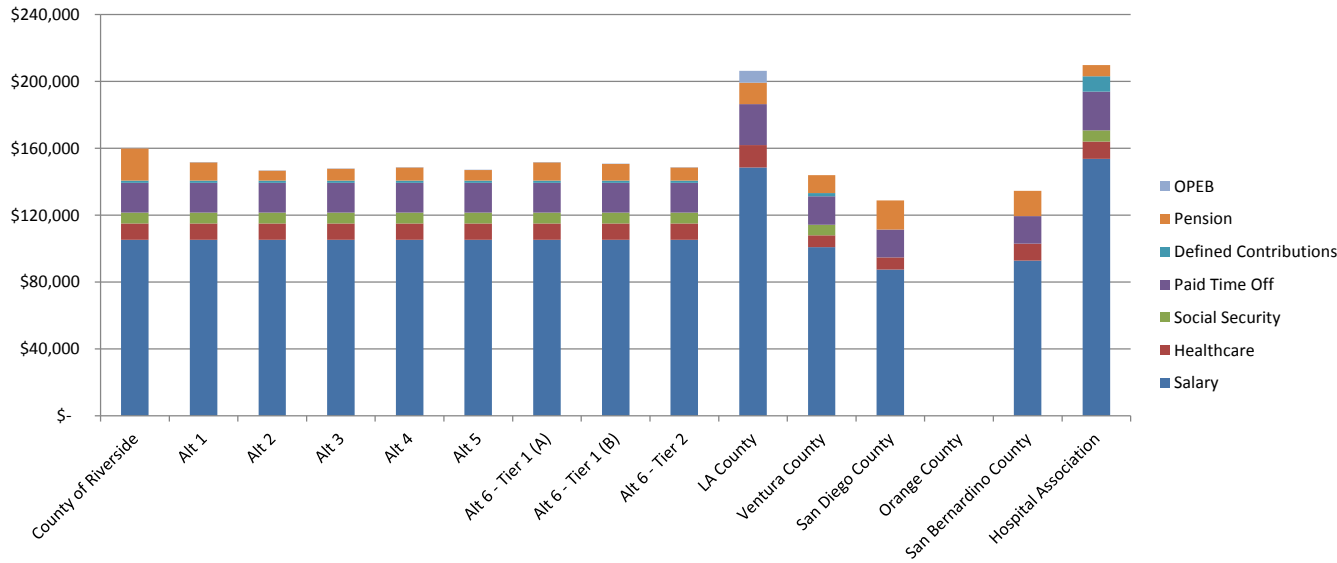


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

NURSE MANAGER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 105,271	\$ 148,449	\$ 100,837	\$ 87,464	\$ -	\$ 92,955	\$ 153,759
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 13,462	\$ 7,222	\$ 7,397	\$ -	\$ 10,037	\$ 10,264
Social Security	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ 6,527	\$ -	\$ 6,252	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 17,815	\$ 24,551	\$ 17,069	\$ 16,484	\$ -	\$ 16,443	\$ 23,212
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 1,765	\$ -	\$ -	\$ -	\$ 9,226
Pension	\$ 19,338	\$ 10,948	\$ 6,000	\$ 7,053	\$ 7,895	\$ 6,316	\$ 10,948	\$ 10,001	\$ 7,895	\$ 12,663	\$ 10,790	\$ 17,545	\$ -	\$ 15,105	\$ 6,622
OPEB	\$ 211	\$ 211	\$ 211	\$ 211	\$ 211	\$ 211	\$ 211	\$ 211	\$ 211	\$ 7,126	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 54,957	\$ 46,567	\$ 41,620	\$ 42,672	\$ 43,514	\$ 41,935	\$ 46,567	\$ 45,620	\$ 43,514	\$ 57,802	\$ 43,097	\$ 41,426	\$ -	\$ 41,586	\$ 55,944
Total Compensation	\$ 160,228	\$ 151,838	\$ 146,891	\$ 147,943	\$ 148,785	\$ 147,206	\$ 151,838	\$ 150,891	\$ 148,785	\$ 206,251	\$ 143,934	\$ 128,890	\$ -	\$ 134,541	\$ 209,703

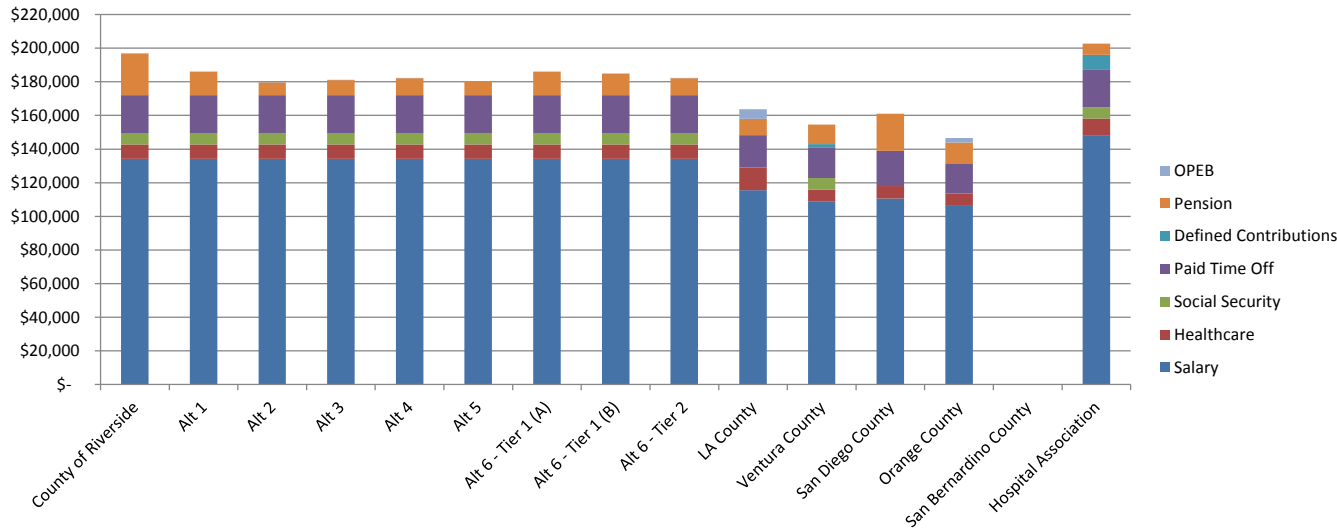


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

CLINICAL PHARMACIST

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 134,116	\$ 115,637	\$ 108,735	\$ 110,635	\$ 106,332	\$ -	\$ 147,930
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ -	\$ 10,264
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,742	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 22,697	\$ 19,125	\$ 18,407	\$ 20,850	\$ 17,994	\$ -	\$ 22,332
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,903	\$ -	\$ -	\$ -	\$ 8,876
Pension	\$ 24,637	\$ 13,948	\$ 7,645	\$ 8,986	\$ 10,059	\$ 8,047	\$ 13,948	\$ 12,741	\$ 10,059	\$ 9,864	\$ 11,635	\$ 22,193	\$ 12,345	\$ -	\$ 6,622
OPEB	\$ 268	\$ 268	\$ 268	\$ 268	\$ 268	\$ 268	\$ 268	\$ 268	\$ 268	\$ 5,551	\$ -	\$ -	\$ 2,658	\$ -	\$ -
Total Benefits	\$ 62,809	\$ 52,120	\$ 45,816	\$ 47,157	\$ 48,230	\$ 46,219	\$ 52,120	\$ 50,913	\$ 48,230	\$ 48,001	\$ 45,908	\$ 50,441	\$ 40,250	\$ -	\$ 54,715
Total Compensation	\$ 196,925	\$ 186,236	\$ 179,932	\$ 181,273	\$ 182,346	\$ 180,335	\$ 186,236	\$ 185,029	\$ 182,346	\$ 163,639	\$ 154,643	\$ 161,076	\$ 146,582	\$ -	\$ 202,644



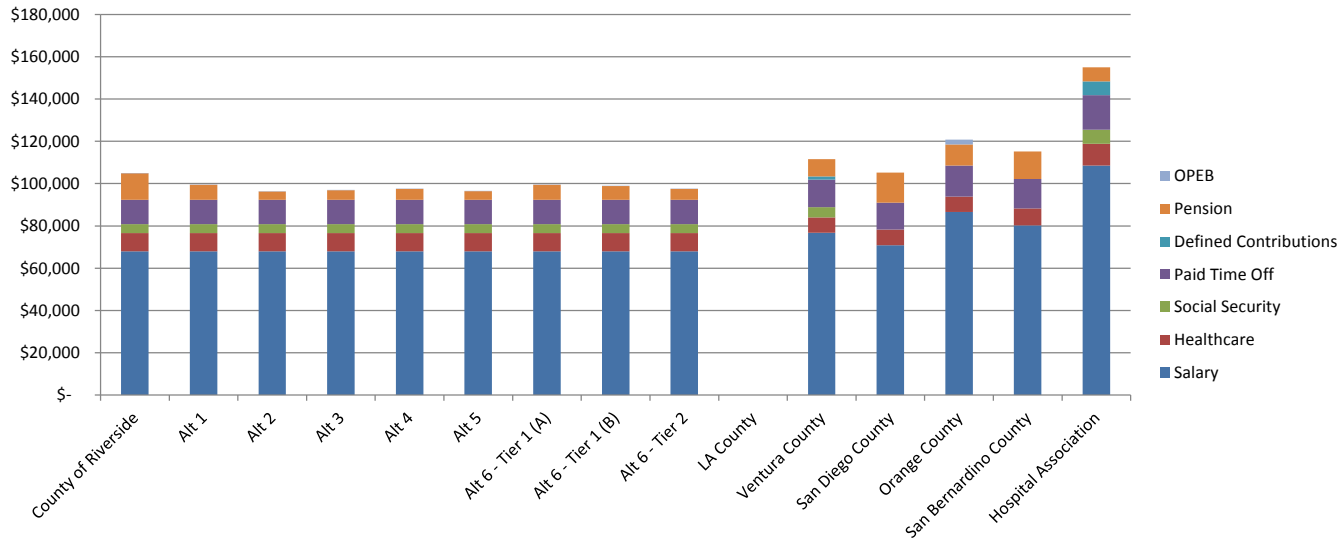
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%



County of Riverside Analysis

CLINICAL THERAPIST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ 68,033	\$ -	\$ 76,830	\$ 70,845	\$ 86,616	\$ 80,246	\$ 108,555
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 10,264
Social Security	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ 4,218	\$ -	\$ 4,763	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ 11,513	\$ -	\$ 13,006	\$ 12,807	\$ 14,657	\$ 13,894	\$ 16,388
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,537	\$ -	\$ -	\$ -	\$ 6,513
Pension	\$ 12,498	\$ 7,075	\$ 3,878	\$ 4,558	\$ 5,102	\$ 4,082	\$ 7,075	\$ 6,463	\$ 5,102	\$ -	\$ 8,221	\$ 14,211	\$ 10,056	\$ 13,040	\$ 6,622
OPEB	\$ 136	\$ 136	\$ 136	\$ 136	\$ 136	\$ 136	\$ 136	\$ 136	\$ 136	\$ -	\$ -	\$ 2,165	\$ -	\$ -	\$ -
Total Benefits	\$ 36,950	\$ 31,528	\$ 28,330	\$ 29,011	\$ 29,555	\$ 28,535	\$ 31,528	\$ 30,916	\$ 29,555	\$ -	\$ 34,749	\$ 34,415	\$ 34,131	\$ 34,910	\$ 46,408
Total Compensation	\$ 104,983	\$ 99,561	\$ 96,363	\$ 97,044	\$ 97,588	\$ 96,568	\$ 99,561	\$ 98,949	\$ 97,588	\$ -	\$ 111,579	\$ 105,260	\$ 120,747	\$ 115,157	\$ 154,963

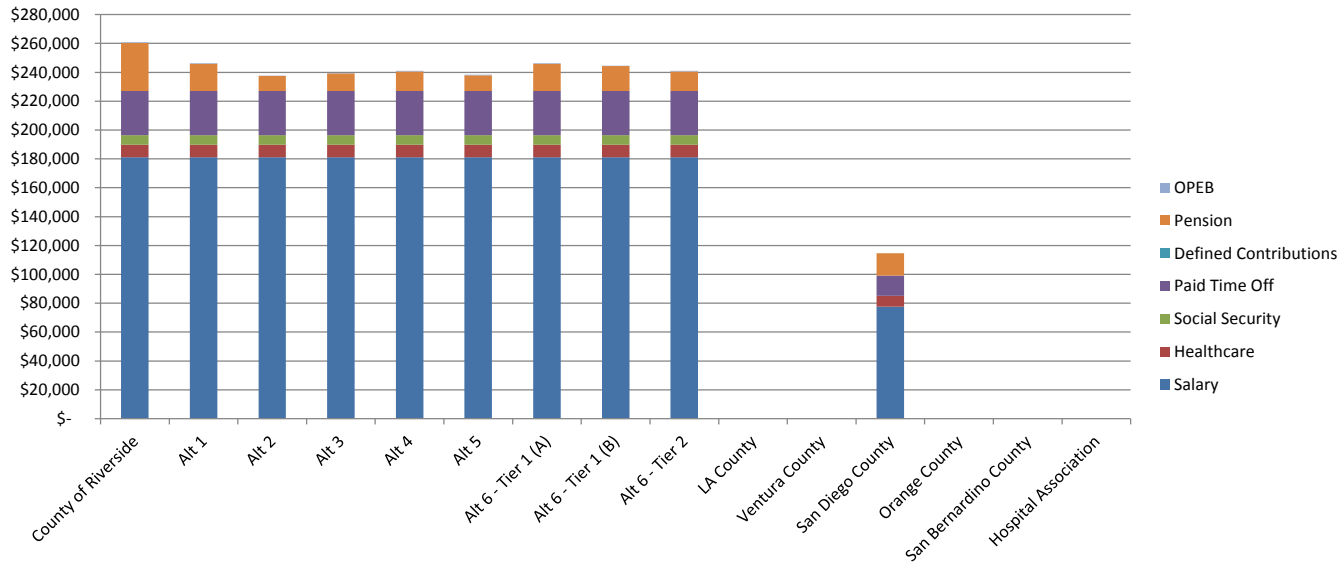


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

FORENSIC PATHOLOGIST IV

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ 181,189	\$ -	\$ -	\$ 77,667	\$ -	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ -	\$ 7,397	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ 30,663	\$ -	\$ -	\$ 14,040	\$ -	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 33,284	\$ 18,844	\$ 10,328	\$ 12,140	\$ 13,589	\$ 10,871	\$ 18,844	\$ 17,213	\$ 13,589	\$ -	\$ -	\$ 15,580	\$ -	\$ -	\$ -
OPEB	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ 362	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 79,516	\$ 65,076	\$ 56,560	\$ 58,372	\$ 59,821	\$ 57,103	\$ 65,076	\$ 63,445	\$ 59,821	\$ -	\$ -	\$ 37,017	\$ -	\$ -	\$ -
Total Compensation	\$ 260,705	\$ 246,265	\$ 237,749	\$ 239,561	\$ 241,010	\$ 238,292	\$ 246,265	\$ 244,634	\$ 241,010	\$ -	\$ -	\$ 114,684	\$ -	\$ -	\$ -

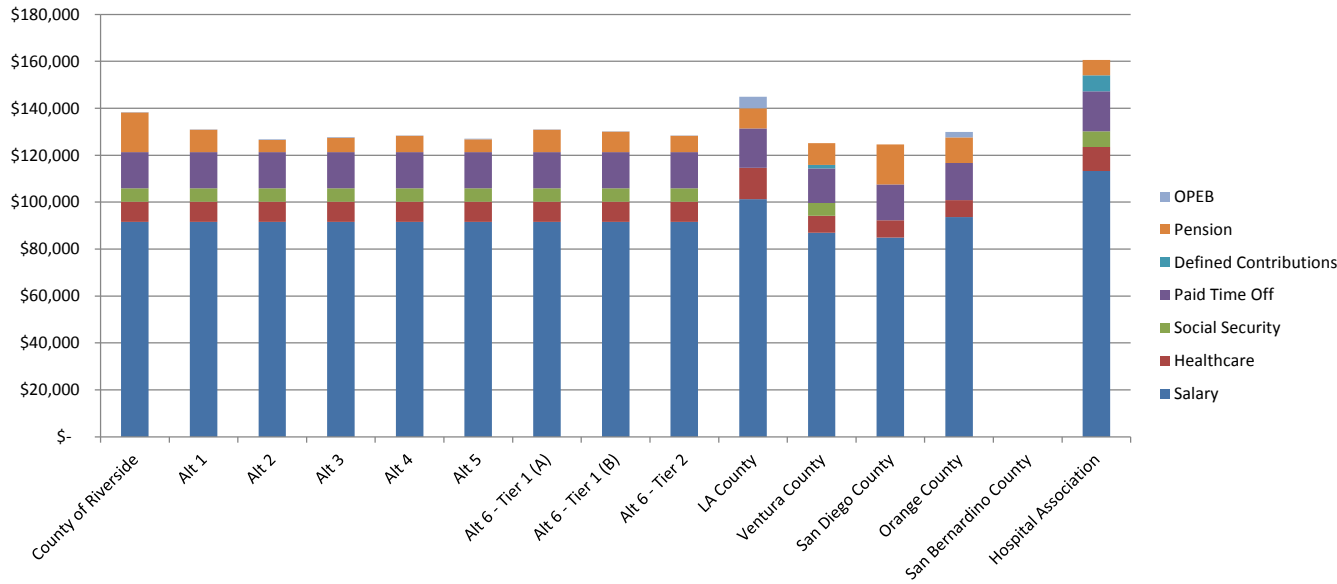


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PHYSICIAN ASSISTANT III

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 91,586	\$ 101,221	\$ 86,985	\$ 84,843	\$ 93,624	\$ -	\$ 113,256
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ -	\$ 10,264
Social Security	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ 5,678	\$ -	\$ 5,393	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 15,499	\$ 16,740	\$ 14,724	\$ 15,337	\$ 15,844	\$ -	\$ 17,097
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,522	\$ -	\$ -	\$ -	\$ 6,795
Pension	\$ 16,824	\$ 9,525	\$ 5,220	\$ 6,136	\$ 6,869	\$ 5,495	\$ 9,525	\$ 8,701	\$ 6,869	\$ 8,634	\$ 9,307	\$ 17,020	\$ 10,870	\$ -	\$ 6,622
OPEB	\$ 183	\$ 183	\$ 183	\$ 183	\$ 183	\$ 183	\$ 183	\$ 183	\$ 183	\$ 4,859	\$ -	\$ -	\$ 2,341	\$ -	\$ -
Total Benefits	\$ 46,770	\$ 39,471	\$ 35,166	\$ 36,082	\$ 36,815	\$ 35,441	\$ 39,471	\$ 38,646	\$ 36,815	\$ 43,695	\$ 38,169	\$ 39,754	\$ 36,306	\$ -	\$ 47,400
Total Compensation	\$ 138,356	\$ 131,057	\$ 126,752	\$ 127,668	\$ 128,401	\$ 127,027	\$ 131,057	\$ 130,232	\$ 128,401	\$ 144,916	\$ 125,153	\$ 124,597	\$ 129,930	\$ -	\$ 160,656

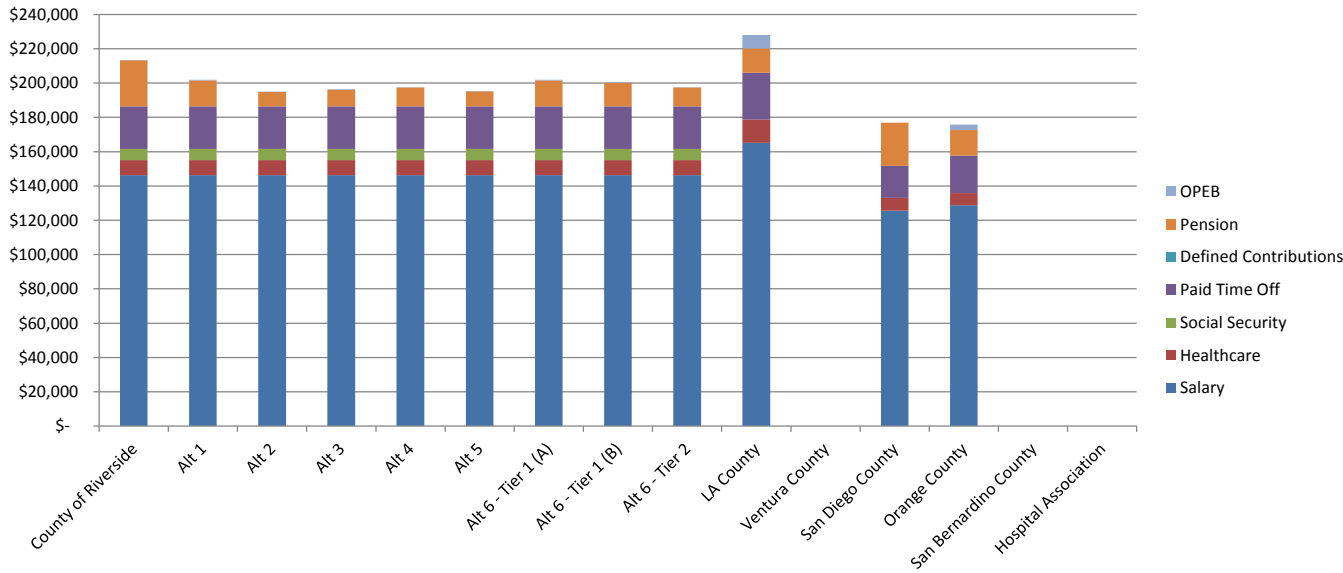


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PHYSICIAN II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 146,384	\$ 165,224	\$ -	\$ 125,653	\$ 128,664	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ -	\$ 7,397	\$ 7,252	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 24,773	\$ 27,326	\$ -	\$ 18,687	\$ 21,775	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 26,891	\$ 15,224	\$ 8,344	\$ 9,808	\$ 10,979	\$ 8,783	\$ 15,224	\$ 13,906	\$ 10,979	\$ 14,094	\$ -	\$ 25,206	\$ 14,938	\$ -	\$ -
OPEB	\$ 293	\$ 293	\$ 293	\$ 293	\$ 293	\$ 293	\$ 293	\$ 293	\$ 293	\$ 7,931	\$ -	\$ -	\$ 3,217	\$ -	\$ -
Total Benefits	\$ 67,163	\$ 55,496	\$ 48,616	\$ 50,080	\$ 51,251	\$ 49,055	\$ 55,496	\$ 54,179	\$ 51,251	\$ 62,812	\$ -	\$ 51,290	\$ 47,182	\$ -	\$ -
Total Compensation	\$ 213,547	\$ 201,880	\$ 195,000	\$ 196,464	\$ 197,635	\$ 195,439	\$ 201,880	\$ 200,563	\$ 197,635	\$ 228,036	\$ -	\$ 176,943	\$ 175,846	\$ -	\$ -

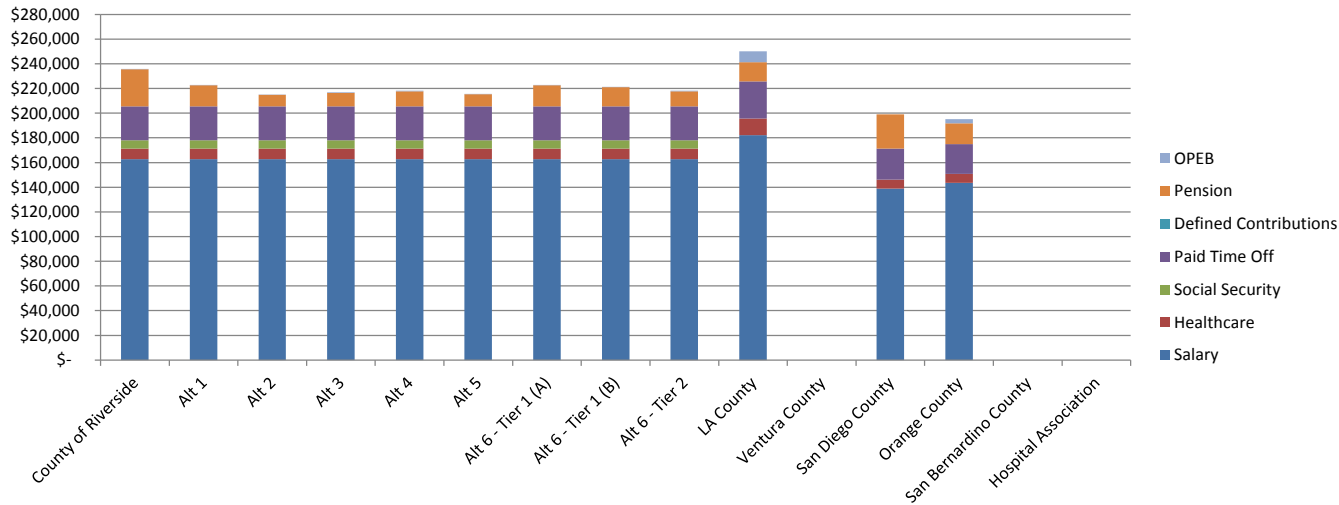


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%
6 - Tier 2	1.5%@65 (FAE3, 2%COLA, PRSA, EE pays 2%)	New Hires	7.50%	0%	2.00%

County of Riverside Analysis

PHYSICIAN IV

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 162,848	\$ 182,160	\$ -	\$ 138,778	\$ 143,496	\$ -	\$ -
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ -	\$ 7,397	\$ 7,252	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 27,559	\$ 30,126	\$ -	\$ 25,087	\$ 24,284	\$ -	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 29,915	\$ 16,936	\$ 9,282	\$ 10,911	\$ 12,214	\$ 9,771	\$ 16,936	\$ 15,471	\$ 12,214	\$ 15,538	\$ -	\$ 27,839	\$ 16,660	\$ -	\$ -
OPEB	\$ 326	\$ 326	\$ 326	\$ 326	\$ 326	\$ 326	\$ 326	\$ 326	\$ 326	\$ 8,744	\$ -	\$ -	\$ 3,587	\$ -	\$ -
Total Benefits	\$ 73,007	\$ 60,028	\$ 52,374	\$ 54,002	\$ 55,305	\$ 52,862	\$ 60,028	\$ 58,562	\$ 55,305	\$ 67,870	\$ -	\$ 60,323	\$ 51,784	\$ -	\$ -
Total Compensation	\$ 235,855	\$ 222,876	\$ 215,222	\$ 216,850	\$ 218,153	\$ 215,710	\$ 222,876	\$ 221,410	\$ 218,153	\$ 250,030	\$ -	\$ 199,100	\$ 195,280	\$ -	\$ -

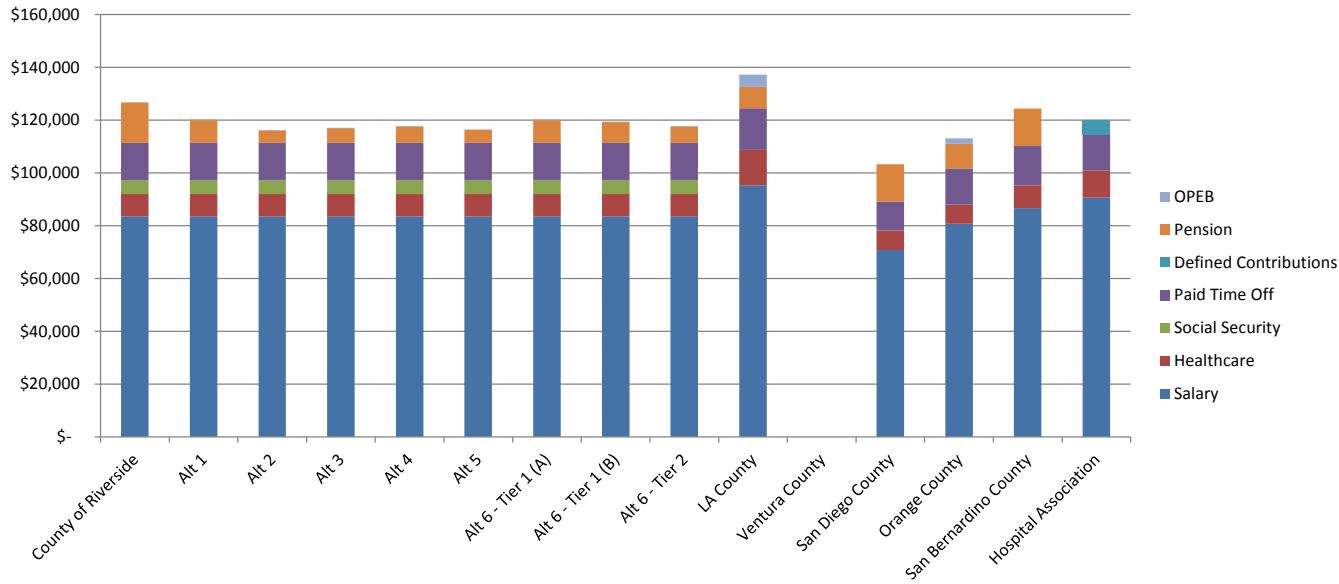


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

INSTITUTIONAL NURSE

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 83,456	\$ 95,284	\$ -	\$ 70,762	\$ 80,748	\$ 86,632	\$ 90,605
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ -	\$ 7,397	\$ 7,252	\$ 8,606	\$ 10,264
Social Security	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ 5,174	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 14,123	\$ 15,758	\$ -	\$ 10,972	\$ 13,665	\$ 15,000	\$ 13,678
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,436
Pension	\$ 15,331	\$ 8,679	\$ 4,757	\$ 5,592	\$ 6,259	\$ 5,007	\$ 8,679	\$ 7,928	\$ 6,259	\$ 8,128	\$ -	\$ 14,195	\$ 9,375	\$ 14,078	\$ -
OPEB	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 4,574	\$ -	\$ -	\$ 2,019	\$ -	\$ -
Total Benefits	\$ 43,381	\$ 36,729	\$ 32,807	\$ 33,641	\$ 34,309	\$ 33,057	\$ 36,729	\$ 35,978	\$ 34,309	\$ 41,922	\$ -	\$ 32,564	\$ 32,311	\$ 37,684	\$ 29,378
Total Compensation	\$ 126,837	\$ 120,185	\$ 116,263	\$ 117,097	\$ 117,765	\$ 116,513	\$ 120,185	\$ 119,434	\$ 117,765	\$ 137,206	\$ -	\$ 103,325	\$ 113,059	\$ 124,316	\$ 119,983

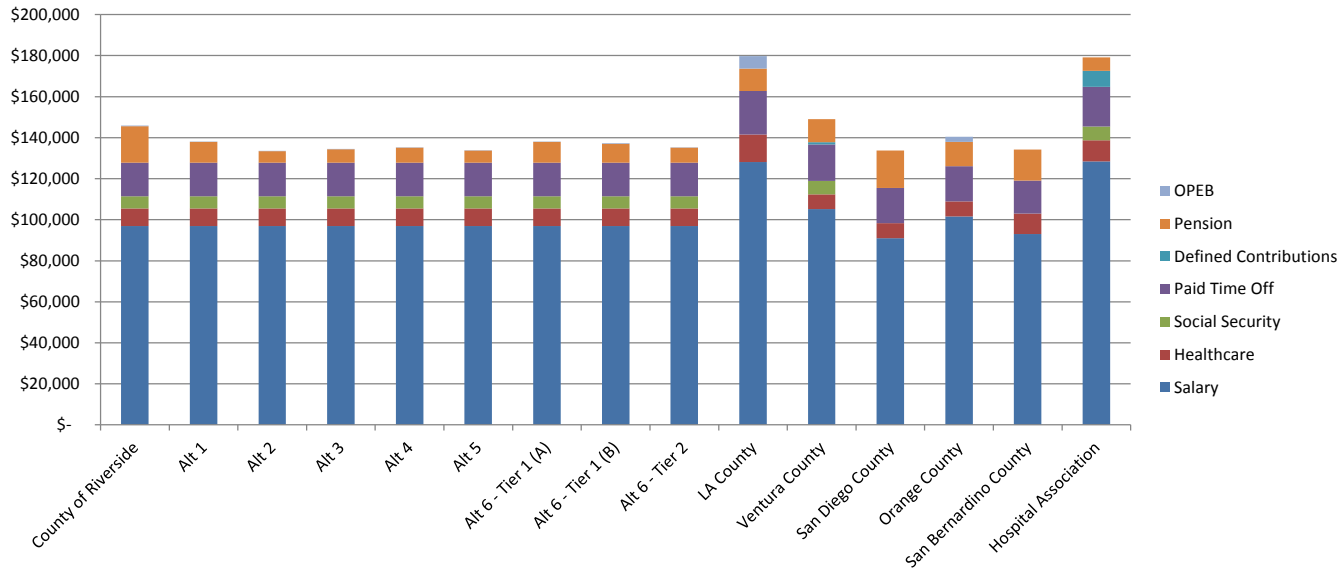


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

NURSE PRACTITIONER III

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 96,868	\$ 128,054	\$ 105,164	\$ 91,000	\$ 101,676	\$ 92,955	\$ 128,502
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 10,037	\$ 10,264
Social Security	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ 6,006	\$ -	\$ 6,520	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 16,393	\$ 21,178	\$ 17,801	\$ 17,150	\$ 17,206	\$ 16,095	\$ 19,399
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,052	\$ -	\$ -	\$ -	\$ 7,710
Pension	\$ 17,795	\$ 10,074	\$ 5,521	\$ 6,490	\$ 7,265	\$ 5,812	\$ 10,074	\$ 9,202	\$ 7,265	\$ 10,923	\$ 11,253	\$ 18,255	\$ 11,805	\$ 15,105	\$ 6,622
OPEB	\$ 194	\$ 194	\$ 194	\$ 194	\$ 194	\$ 194	\$ 194	\$ 194	\$ 194	\$ 6,147	\$ -	\$ -	\$ 2,542	\$ -	\$ -
Total Benefits	\$ 48,972	\$ 41,252	\$ 36,699	\$ 37,668	\$ 38,443	\$ 36,990	\$ 41,252	\$ 40,380	\$ 38,443	\$ 51,710	\$ 43,848	\$ 42,802	\$ 38,805	\$ 41,237	\$ 50,616
Total Compensation	\$ 145,840	\$ 138,120	\$ 133,567	\$ 134,536	\$ 135,311	\$ 133,858	\$ 138,120	\$ 137,248	\$ 135,311	\$ 179,763	\$ 149,012	\$ 133,802	\$ 140,481	\$ 134,192	\$ 179,119

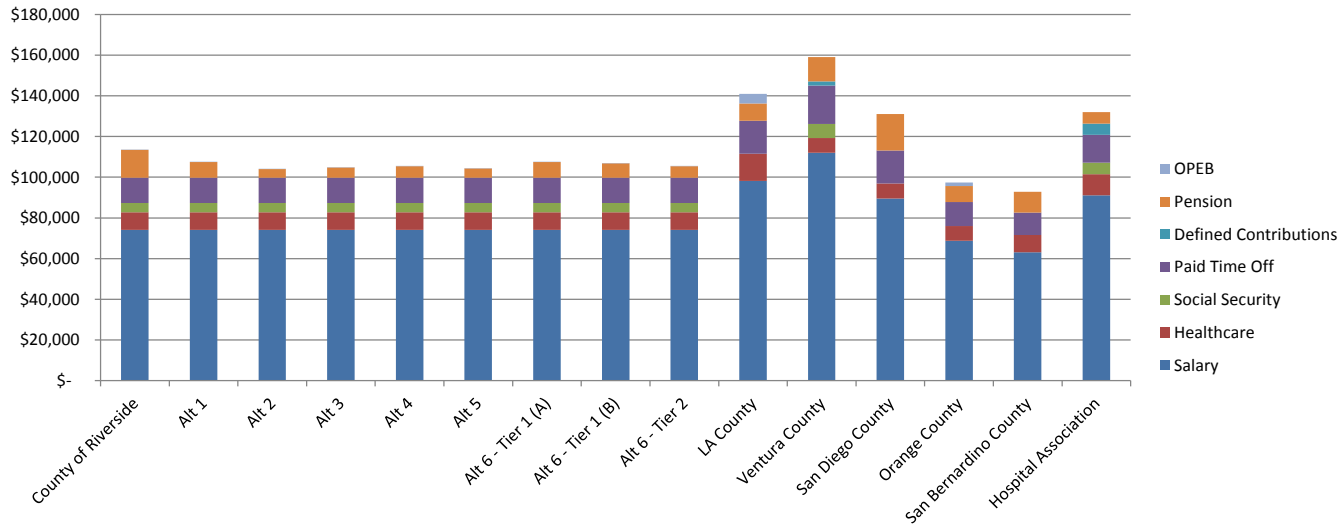


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

REGISTERED NURSE III

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 74,114	\$ 98,142	\$ 111,994	\$ 89,523	\$ 68,832	\$ 63,066	\$ 91,166
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 8,606	\$ 10,264
Social Security	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ 4,595	\$ -	\$ 6,944	\$ -	\$ -	\$ -	\$ 5,652
Paid Time Off	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 12,542	\$ 16,231	\$ 18,956	\$ 16,168	\$ 11,648	\$ 10,919	\$ 13,763
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,960	\$ -	\$ -	\$ -	\$ 5,470
Pension	\$ 13,615	\$ 7,708	\$ 4,224	\$ 4,966	\$ 5,559	\$ 4,447	\$ 7,708	\$ 7,041	\$ 5,559	\$ 8,372	\$ 11,983	\$ 17,958	\$ 7,991	\$ 10,248	\$ 5,652
OPEB	\$ 148	\$ 148	\$ 148	\$ 148	\$ 148	\$ 148	\$ 148	\$ 148	\$ 148	\$ 4,711	\$ -	\$ -	\$ 1,721	\$ -	\$ -
Total Benefits	\$ 39,486	\$ 33,579	\$ 30,095	\$ 30,837	\$ 31,429	\$ 30,318	\$ 33,579	\$ 32,912	\$ 31,429	\$ 42,776	\$ 47,065	\$ 41,523	\$ 28,612	\$ 29,774	\$ 40,801
Total Compensation	\$ 113,600	\$ 107,693	\$ 104,209	\$ 104,951	\$ 105,543	\$ 104,432	\$ 107,693	\$ 107,026	\$ 105,543	\$ 140,918	\$ 159,059	\$ 131,047	\$ 97,444	\$ 92,839	\$ 131,968



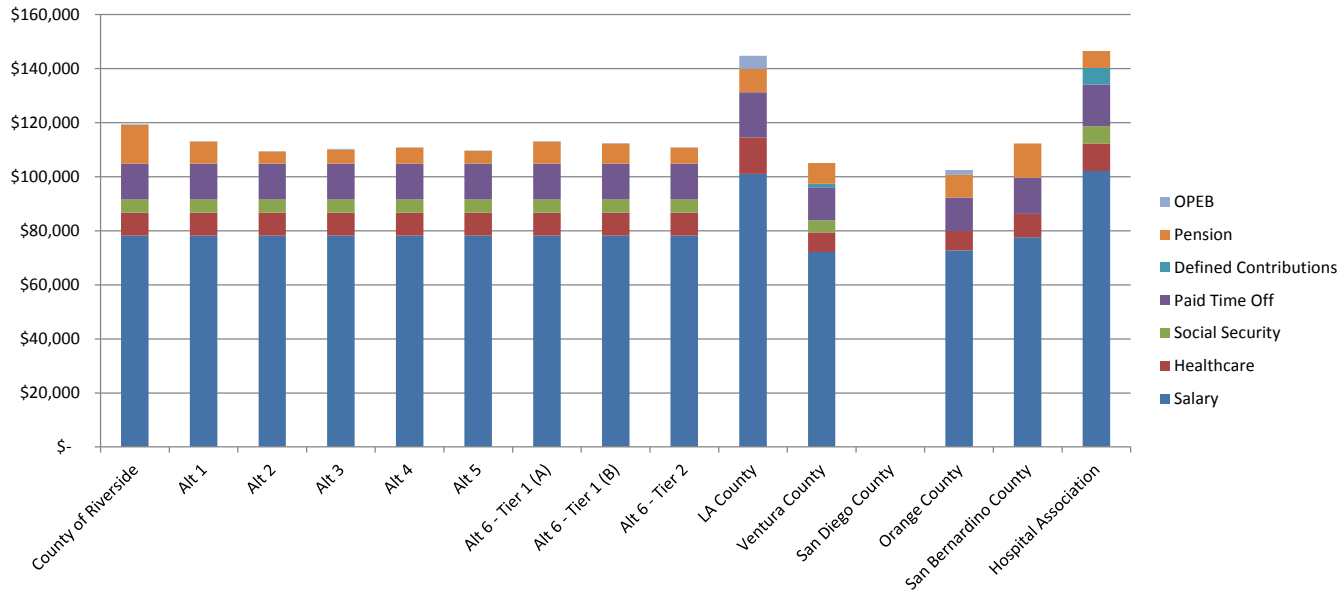
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

REGISTERED NURSE IV

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 78,186	\$ 101,087	\$ 72,157	\$ -	\$ 72,696	\$ 77,605	\$ 102,066
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ -	\$ 7,252	\$ 8,606	\$ 10,264
Social Security	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ 4,848	\$ -	\$ 4,474	\$ -	\$ -	\$ -	\$ 6,328
Paid Time Off	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 13,231	\$ 16,718	\$ 12,214	\$ -	\$ 12,302	\$ 13,437	\$ 15,408
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,263	\$ -	\$ -	\$ -	\$ 6,124
Pension	\$ 14,363	\$ 8,131	\$ 4,457	\$ 5,238	\$ 5,864	\$ 4,691	\$ 8,131	\$ 7,428	\$ 5,864	\$ 8,623	\$ 7,721	\$ -	\$ 8,440	\$ 12,611	\$ 6,328
OPEB	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 156	\$ 4,852	\$ -	\$ -	\$ 1,817	\$ -	\$ -
Total Benefits	\$ 41,183	\$ 34,952	\$ 31,277	\$ 32,059	\$ 32,684	\$ 31,512	\$ 34,952	\$ 34,248	\$ 32,684	\$ 43,655	\$ 32,893	\$ -	\$ 29,812	\$ 34,654	\$ 44,452
Total Compensation	\$ 119,369	\$ 113,138	\$ 109,463	\$ 110,245	\$ 110,870	\$ 109,698	\$ 113,138	\$ 112,434	\$ 110,870	\$ 144,742	\$ 105,051	\$ -	\$ 102,508	\$ 112,259	\$ 146,518

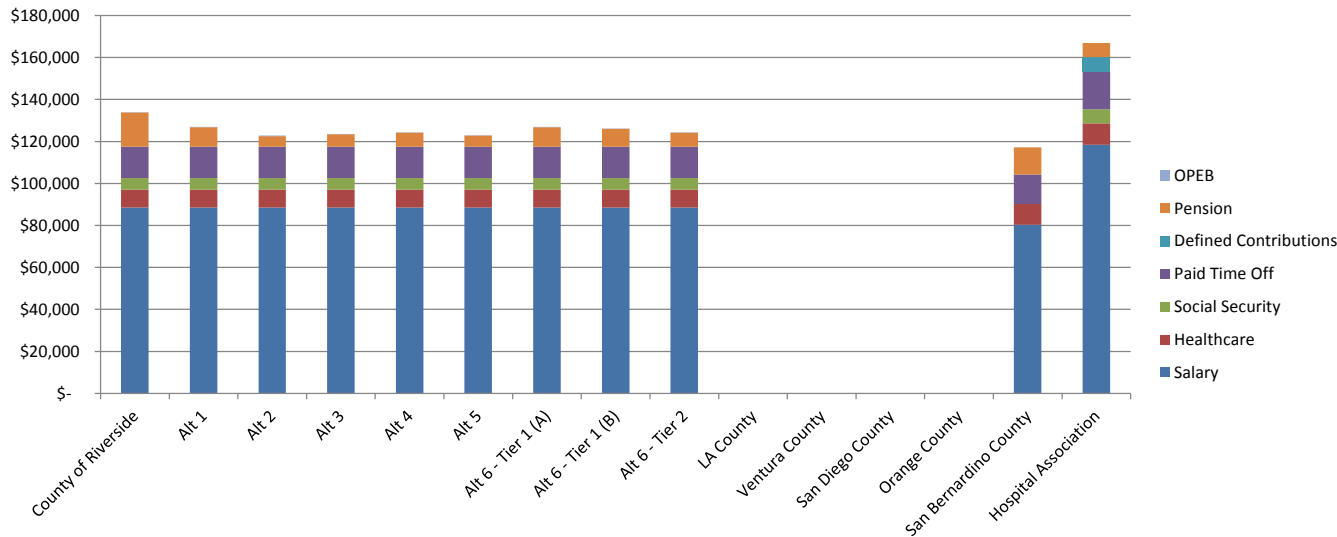


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ASST NURSE MANAGER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ 88,505	\$ -	\$ -	\$ -	\$ -	\$ 80,246	\$ 118,380
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ -	\$ -	\$ -	\$ 10,037	\$ 10,264
Social Security	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ 5,487	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ 14,978	\$ -	\$ -	\$ -	\$ -	\$ 13,894	\$ 17,871
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,103
Pension	\$ 16,258	\$ 9,205	\$ 5,045	\$ 5,930	\$ 6,638	\$ 5,310	\$ 9,205	\$ 8,408	\$ 6,638	\$ -	\$ -	\$ -	\$ -	\$ 13,040	\$ 6,622
OPEB	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ 177	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 45,486	\$ 38,432	\$ 34,272	\$ 35,157	\$ 35,865	\$ 34,538	\$ 38,432	\$ 37,635	\$ 35,865	\$ -	\$ -	\$ -	\$ -	\$ 36,972	\$ 48,481
Total Compensation	\$ 133,991	\$ 126,937	\$ 122,777	\$ 123,662	\$ 124,370	\$ 123,043	\$ 126,937	\$ 126,141	\$ 124,370	\$ -	\$ -	\$ -	\$ -	\$ 117,218	\$ 166,861

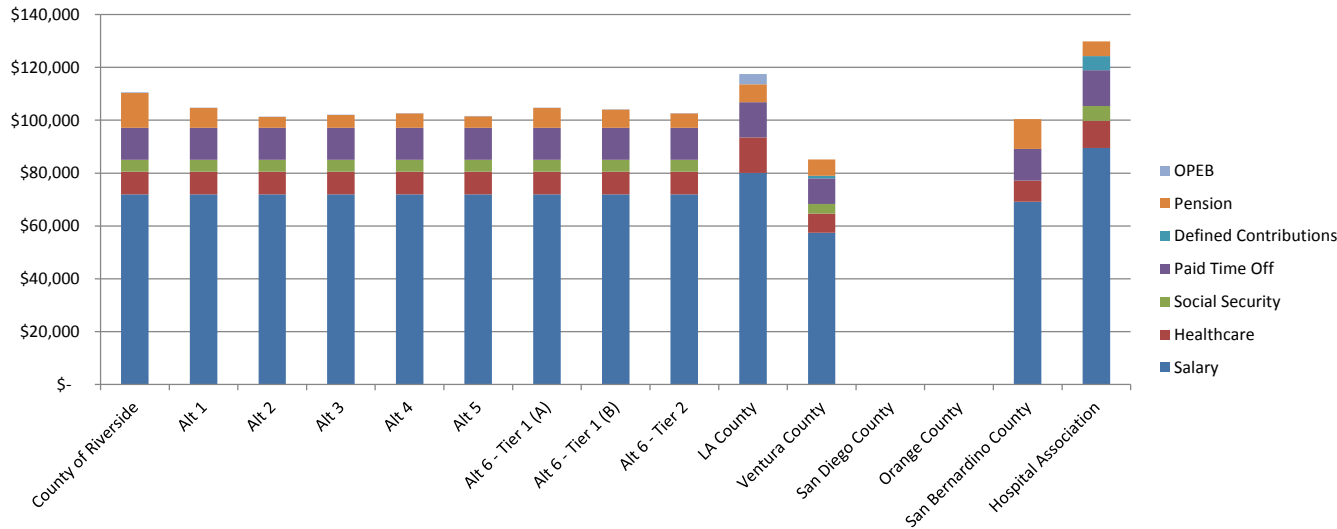


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV RESP CARE PRACTITIONER

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 71,956	\$ 80,084	\$ 57,490	\$ -	\$ -	\$ 69,222	\$ 89,572
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ -	\$ -	\$ 7,976	\$ 10,264
Social Security	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ 4,461	\$ -	\$ 3,564	\$ -	\$ -	\$ -	\$ 5,553
Paid Time Off	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 12,177	\$ 13,245	\$ 9,731	\$ -	\$ -	\$ 11,985	\$ 13,522
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,006	\$ -	\$ -	\$ -	\$ 5,374
Pension	\$ 13,218	\$ 7,483	\$ 4,101	\$ 4,821	\$ 5,397	\$ 4,317	\$ 7,483	\$ 6,836	\$ 5,397	\$ 6,831	\$ 6,151	\$ -	\$ -	\$ 11,249	\$ 5,553
OPEB	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 144	\$ 3,844	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 38,586	\$ 32,851	\$ 29,469	\$ 30,189	\$ 30,764	\$ 29,685	\$ 32,851	\$ 32,203	\$ 30,764	\$ 37,382	\$ 27,676	\$ -	\$ -	\$ 31,210	\$ 40,267
Total Compensation	\$ 110,542	\$ 104,807	\$ 101,425	\$ 102,145	\$ 102,720	\$ 101,641	\$ 104,807	\$ 104,160	\$ 102,720	\$ 117,466	\$ 85,165	\$ -	\$ -	\$ 100,433	\$ 129,839

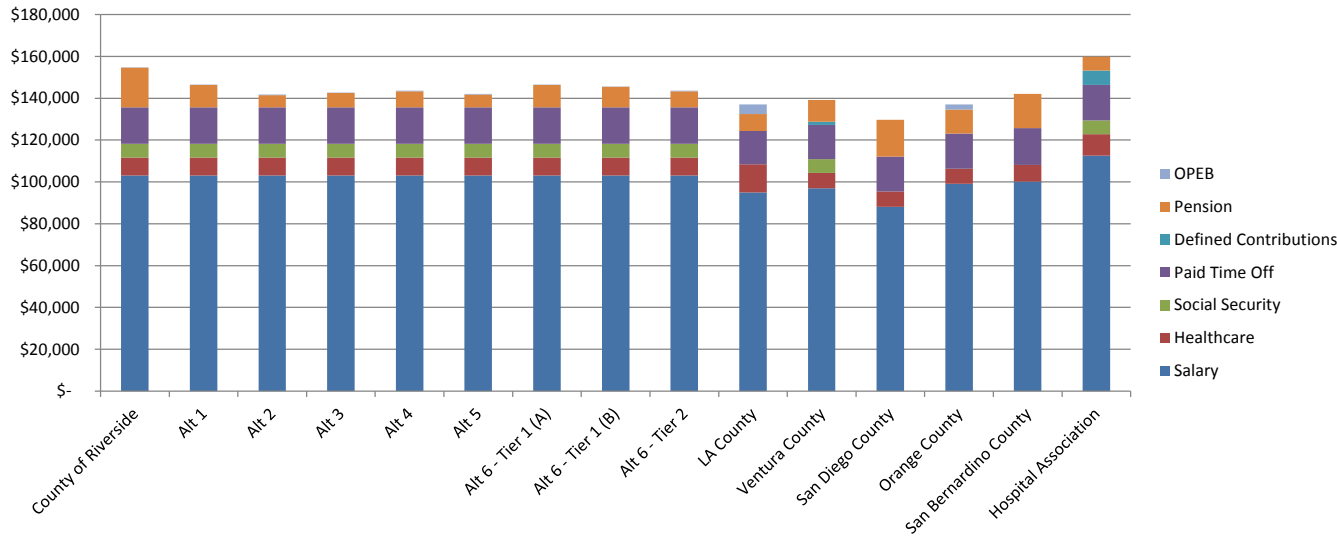


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SUPV THERAPIST

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 102,996	\$ 94,946	\$ 97,007	\$ 88,088	\$ 99,096	\$ 100,090	\$ 112,549
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 10,264
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ 6,622
Paid Time Off	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 17,430	\$ 15,935	\$ 16,421	\$ 16,601	\$ 16,769	\$ 17,705	\$ 16,991
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,455	\$ -	\$ -	\$ -	\$ 6,753
Pension	\$ 18,920	\$ 10,712	\$ 5,871	\$ 6,901	\$ 7,725	\$ 6,180	\$ 10,712	\$ 9,785	\$ 7,725	\$ 8,099	\$ 10,380	\$ 17,670	\$ 11,505	\$ 16,265	\$ 6,622
OPEB	\$ 206	\$ 206	\$ 206	\$ 206	\$ 206	\$ 206	\$ 206	\$ 206	\$ 206	\$ 4,557	\$ -	\$ -	\$ 2,477	\$ -	\$ -
Total Benefits	\$ 51,763	\$ 43,554	\$ 38,714	\$ 39,744	\$ 40,568	\$ 39,023	\$ 43,554	\$ 42,627	\$ 40,568	\$ 42,054	\$ 42,100	\$ 41,669	\$ 38,004	\$ 41,946	\$ 47,251
Total Compensation	\$ 154,759	\$ 146,550	\$ 141,710	\$ 142,740	\$ 143,564	\$ 142,019	\$ 146,550	\$ 145,623	\$ 143,564	\$ 137,000	\$ 139,107	\$ 129,757	\$ 137,100	\$ 142,035	\$ 159,800

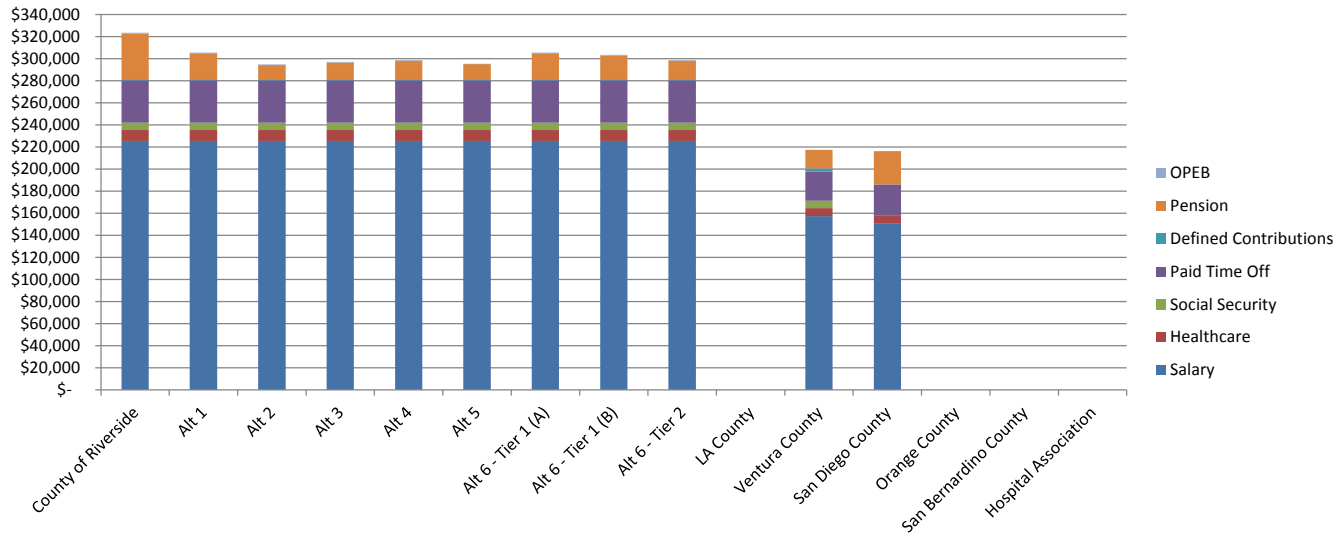


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

STAFF PSYCHIATRIST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ 225,630	\$ -	\$ 157,307	\$ 150,322	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ 7,222	\$ 7,397	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ 38,184	\$ -	\$ 26,628	\$ 28,330	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,753	\$ -	\$ -	\$ -	\$ -
Pension	\$ 41,448	\$ 23,466	\$ 12,861	\$ 15,117	\$ 16,922	\$ 13,538	\$ 23,466	\$ 21,435	\$ 16,922	\$ -	\$ 16,832	\$ 30,155	\$ -	\$ -	\$ -
OPEB	\$ 451	\$ 451	\$ 451	\$ 451	\$ 451	\$ 451	\$ 451	\$ 451	\$ 451	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 97,771	\$ 79,789	\$ 69,184	\$ 71,440	\$ 73,245	\$ 69,861	\$ 79,789	\$ 77,758	\$ 73,245	\$ -	\$ 60,056	\$ 65,881	\$ -	\$ -	\$ -
Total Compensation	\$ 323,401	\$ 305,419	\$ 294,814	\$ 297,070	\$ 298,875	\$ 295,491	\$ 305,419	\$ 303,388	\$ 298,875	\$ -	\$ 217,363	\$ 216,203	\$ -	\$ -	\$ -

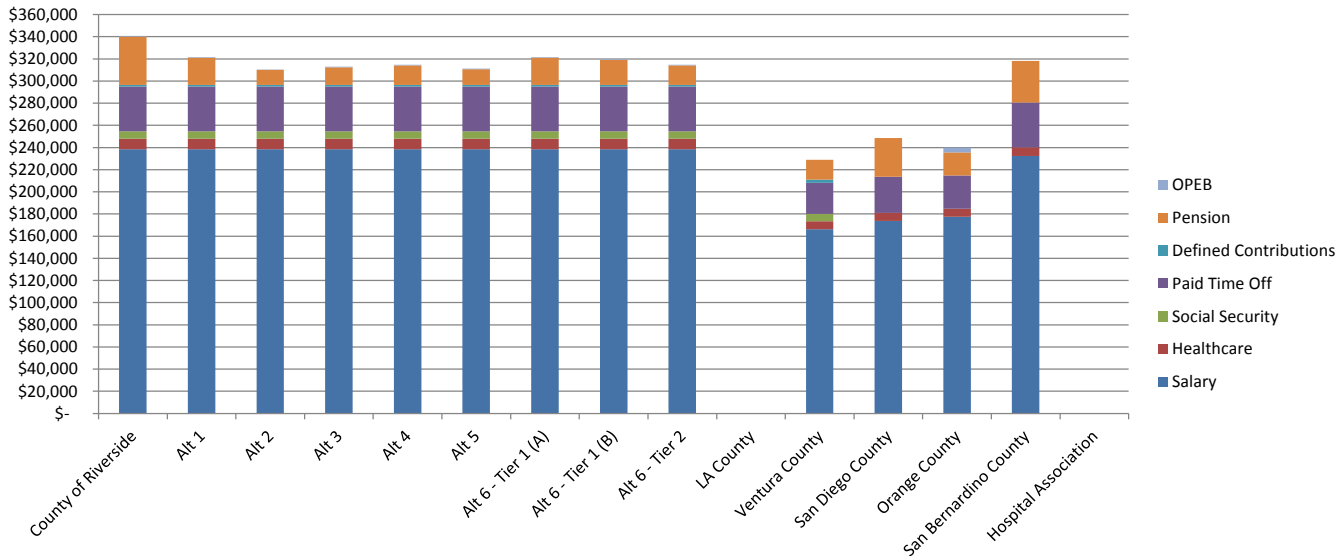


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

STAFF PSYCHIATRIST III

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ 238,364	\$ -	\$ 166,167	\$ 173,638	\$ 177,612	\$ 232,294	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ 40,338	\$ -	\$ 28,128	\$ 32,724	\$ 30,057	\$ 40,220	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 2,908	\$ -	\$ -	\$ -	\$ -
Pension	\$ 43,787	\$ 24,790	\$ 13,587	\$ 15,970	\$ 17,877	\$ 14,302	\$ 24,790	\$ 22,645	\$ 17,877	\$ -	\$ 17,780	\$ 34,832	\$ 20,621	\$ 37,748	\$ -
OPEB	\$ 477	\$ 477	\$ 477	\$ 477	\$ 477	\$ 477	\$ 477	\$ 477	\$ 477	\$ -	\$ -	\$ -	\$ 4,440	\$ -	\$ -
Total Benefits	\$ 102,291	\$ 83,293	\$ 72,090	\$ 74,474	\$ 76,381	\$ 72,805	\$ 83,293	\$ 81,148	\$ 76,381	\$ -	\$ 62,659	\$ 74,953	\$ 62,371	\$ 85,944	\$ -
Total Compensation	\$ 340,655	\$ 321,657	\$ 310,454	\$ 312,838	\$ 314,745	\$ 311,169	\$ 321,657	\$ 319,512	\$ 314,745	\$ -	\$ 228,826	\$ 248,591	\$ 239,983	\$ 318,239	\$ -

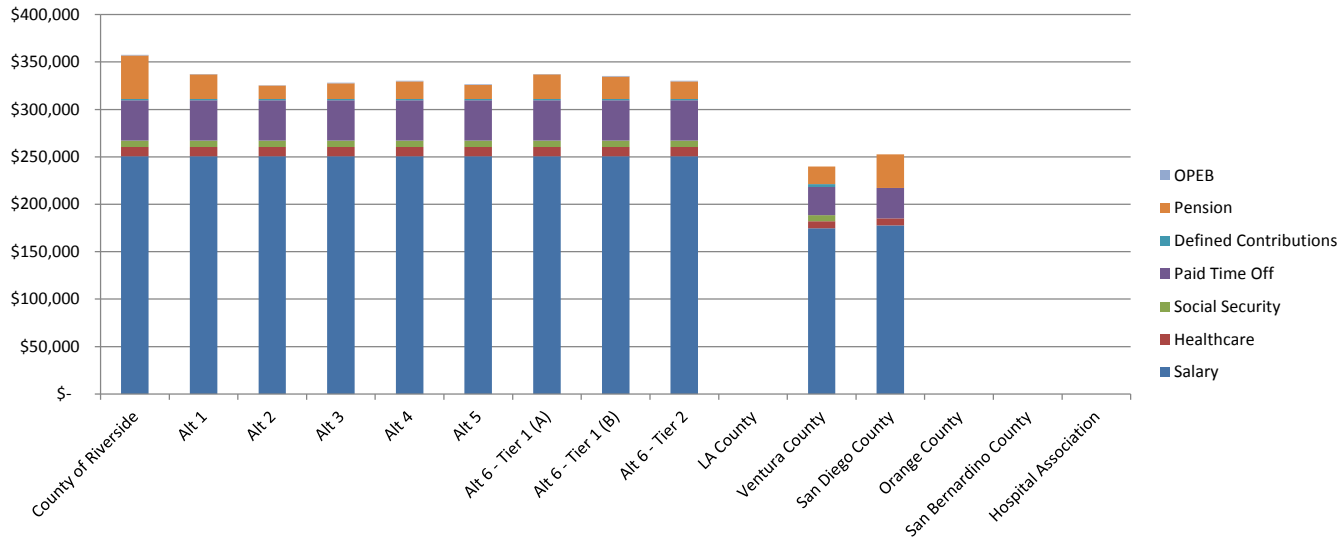


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

STAFF PSYCHIATRIST IV

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ 250,722	\$ -	\$ 174,757	\$ 177,611	\$ -	\$ -	\$ -
Healthcare	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ 9,767	\$ -	\$ 7,222	\$ 7,397	\$ -	\$ -	\$ -
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 6,622	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ 42,430	\$ -	\$ 29,582	\$ 32,107	\$ -	\$ -	\$ -
Defined Contributions	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300	\$ -	\$ 3,058	\$ -	\$ -	\$ -	\$ -
Pension	\$ 46,058	\$ 26,075	\$ 14,291	\$ 16,798	\$ 18,804	\$ 15,043	\$ 26,075	\$ 23,819	\$ 18,804	\$ -	\$ 18,699	\$ 35,629	\$ -	\$ -	\$ -
OPEB	\$ 501	\$ 501	\$ 501	\$ 501	\$ 501	\$ 501	\$ 501	\$ 501	\$ 501	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 106,677	\$ 86,695	\$ 74,911	\$ 77,418	\$ 79,424	\$ 75,663	\$ 86,695	\$ 84,438	\$ 79,424	\$ -	\$ 65,183	\$ 75,132	\$ -	\$ -	\$ -
Total Compensation	\$ 357,399	\$ 337,417	\$ 325,633	\$ 328,140	\$ 330,146	\$ 326,385	\$ 337,417	\$ 335,160	\$ 330,146	\$ -	\$ 239,940	\$ 252,744	\$ -	\$ -	\$ -

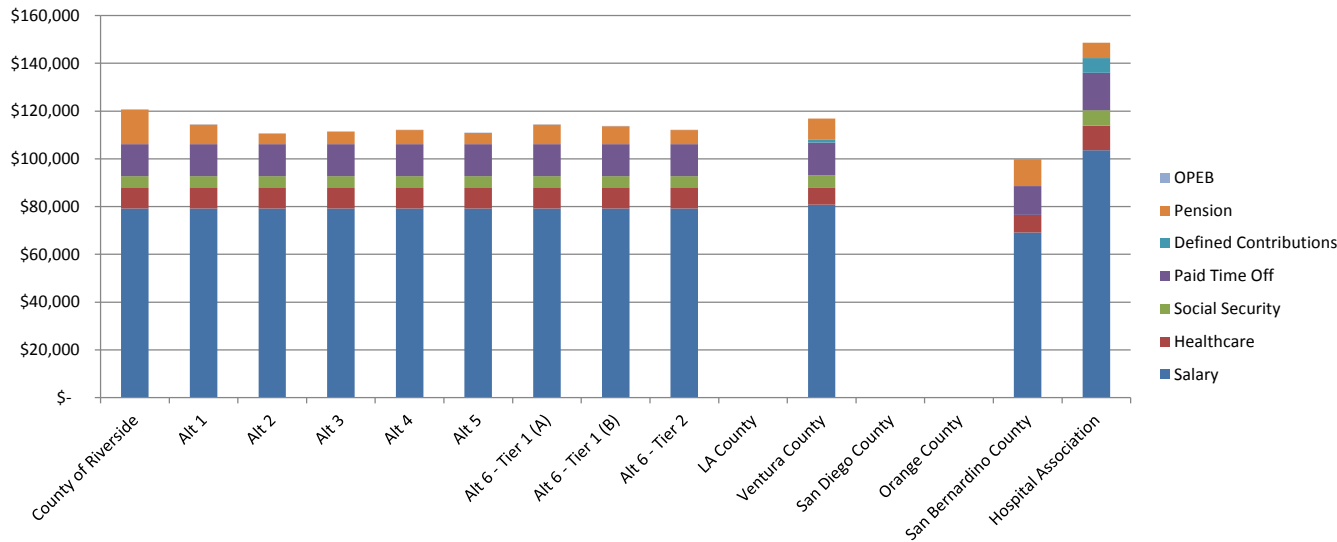


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

RADIOLOGIC SPECIALIST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ 79,190	\$ -	\$ 80,883	\$ -	\$ -	\$ 69,222	\$ 103,646
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ 7,222	\$ -	\$ -	\$ 7,348	\$ 10,264
Social Security	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ 4,910	\$ -	\$ 5,015	\$ -	\$ -	\$ -	\$ 6,426
Paid Time Off	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ 13,401	\$ -	\$ 13,692	\$ -	\$ -	\$ 11,985	\$ 15,647
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,415	\$ -	\$ -	\$ -	\$ 6,219
Pension	\$ 14,547	\$ 8,236	\$ 4,514	\$ 5,306	\$ 5,939	\$ 4,751	\$ 8,236	\$ 7,523	\$ 5,939	\$ -	\$ 8,654	\$ -	\$ -	\$ 11,249	\$ 6,426
OPEB	\$ 158	\$ 158	\$ 158	\$ 158	\$ 158	\$ 158	\$ 158	\$ 158	\$ 158	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 41,602	\$ 35,290	\$ 31,569	\$ 32,360	\$ 32,994	\$ 31,806	\$ 35,290	\$ 34,578	\$ 32,994	\$ -	\$ 35,999	\$ -	\$ -	\$ 30,582	\$ 44,982
Total Compensation	\$ 120,792	\$ 114,480	\$ 110,759	\$ 111,550	\$ 112,184	\$ 110,996	\$ 114,480	\$ 113,768	\$ 112,184	\$ -	\$ 116,882	\$ -	\$ -	\$ 99,805	\$ 148,628



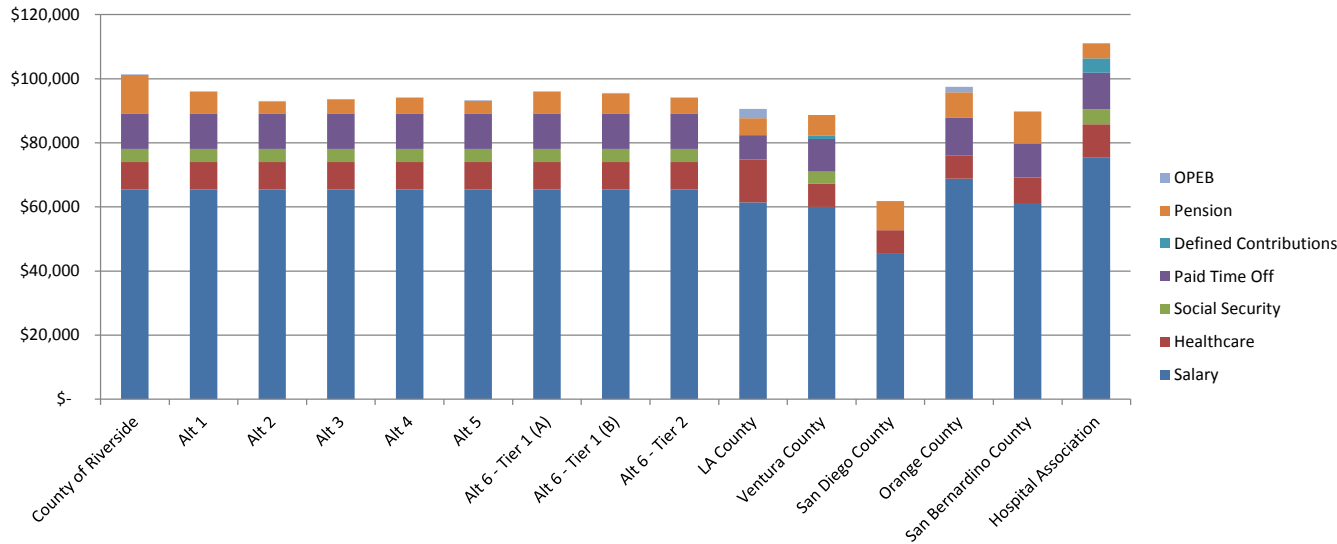
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

RADIOLOGIC TECHNOLOGIST II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 65,452	\$ 61,370	\$ 60,060	\$ 45,302	\$ 68,832	\$ 61,214	\$ 75,483
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,976	\$ 10,264
Social Security	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ 4,058	\$ -	\$ 3,724	\$ -	\$ -	\$ -	\$ 4,680
Paid Time Off	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 11,076	\$ 10,165	\$ 7,592	\$ -	\$ 11,648	\$ 10,599	\$ 11,395
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,051	\$ -	\$ -	\$ -	\$ 4,529
Pension	\$ 12,024	\$ 6,807	\$ 3,731	\$ 4,385	\$ 4,909	\$ 3,927	\$ 6,807	\$ 6,218	\$ 4,909	\$ 5,235	\$ 6,426	\$ 9,088	\$ 7,991	\$ 9,947	\$ 4,680
OPEB	\$ 131	\$ 131	\$ 131	\$ 131	\$ 131	\$ 131	\$ 131	\$ 131	\$ 131	\$ 2,946	\$ -	\$ -	\$ 1,721	\$ -	\$ -
Total Benefits	\$ 35,874	\$ 30,658	\$ 27,581	\$ 28,236	\$ 28,759	\$ 27,778	\$ 30,658	\$ 30,068	\$ 28,759	\$ 29,235	\$ 28,588	\$ 16,485	\$ 28,612	\$ 28,522	\$ 35,548
Total Compensation	\$ 101,326	\$ 96,110	\$ 93,033	\$ 93,688	\$ 94,211	\$ 93,230	\$ 96,110	\$ 95,520	\$ 94,211	\$ 90,605	\$ 88,648	\$ 61,787	\$ 97,444	\$ 89,737	\$ 111,031

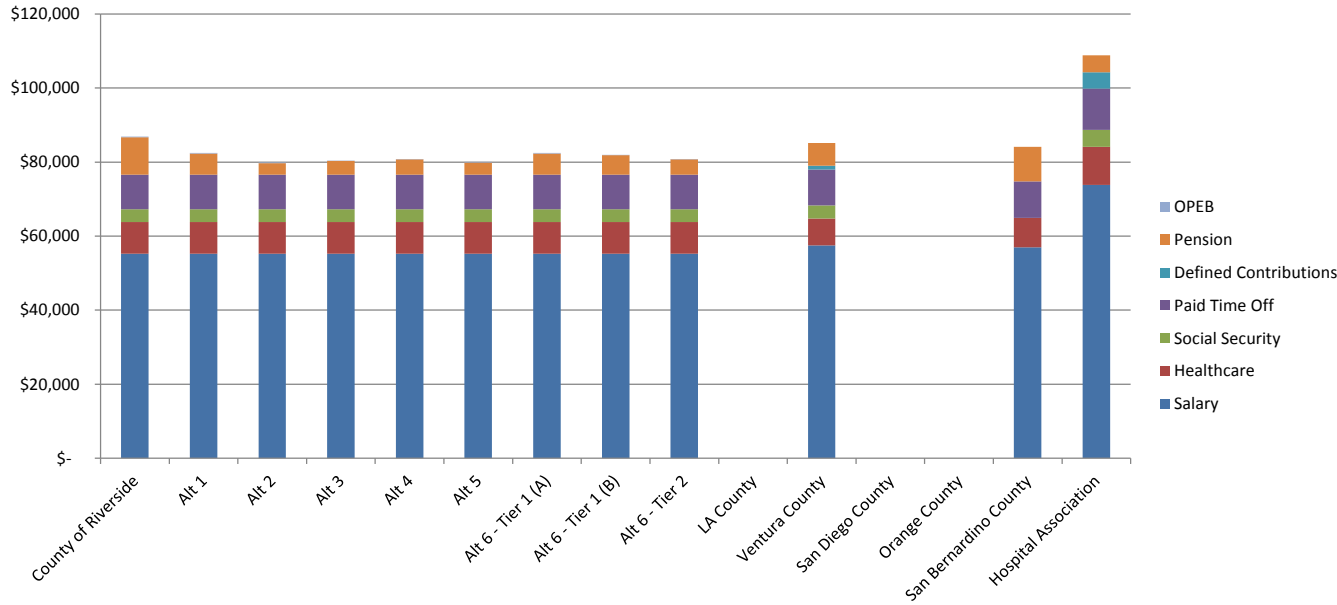


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

RESP CARE PRACT II, REG

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ 55,227	\$ -	\$ 57,490	\$ -	\$ -	\$ 56,971	\$ 73,819
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ -	\$ 7,222	\$ -	\$ -	\$ 7,976	\$ 10,264
Social Security	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ 3,424	\$ -	\$ 3,564	\$ -	\$ -	\$ -	\$ 4,577
Paid Time Off	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ 9,346	\$ -	\$ 9,731	\$ -	\$ -	\$ 9,864	\$ 11,144
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,006	\$ -	\$ -	\$ -	\$ 4,429
Pension	\$ 10,145	\$ 5,744	\$ 3,148	\$ 3,700	\$ 4,142	\$ 3,314	\$ 5,744	\$ 5,247	\$ 4,142	\$ -	\$ 6,151	\$ -	\$ -	\$ 9,258	\$ 4,577
OPEB	\$ 110	\$ 110	\$ 110	\$ 110	\$ 110	\$ 110	\$ 110	\$ 110	\$ 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 31,611	\$ 27,209	\$ 24,614	\$ 25,166	\$ 25,608	\$ 24,779	\$ 27,209	\$ 26,712	\$ 25,608	\$ -	\$ 27,676	\$ -	\$ -	\$ 27,098	\$ 34,991
Total Compensation	\$ 86,838	\$ 82,436	\$ 79,841	\$ 80,393	\$ 80,835	\$ 80,006	\$ 82,436	\$ 81,939	\$ 80,835	\$ -	\$ 85,165	\$ -	\$ -	\$ 84,069	\$ 108,810

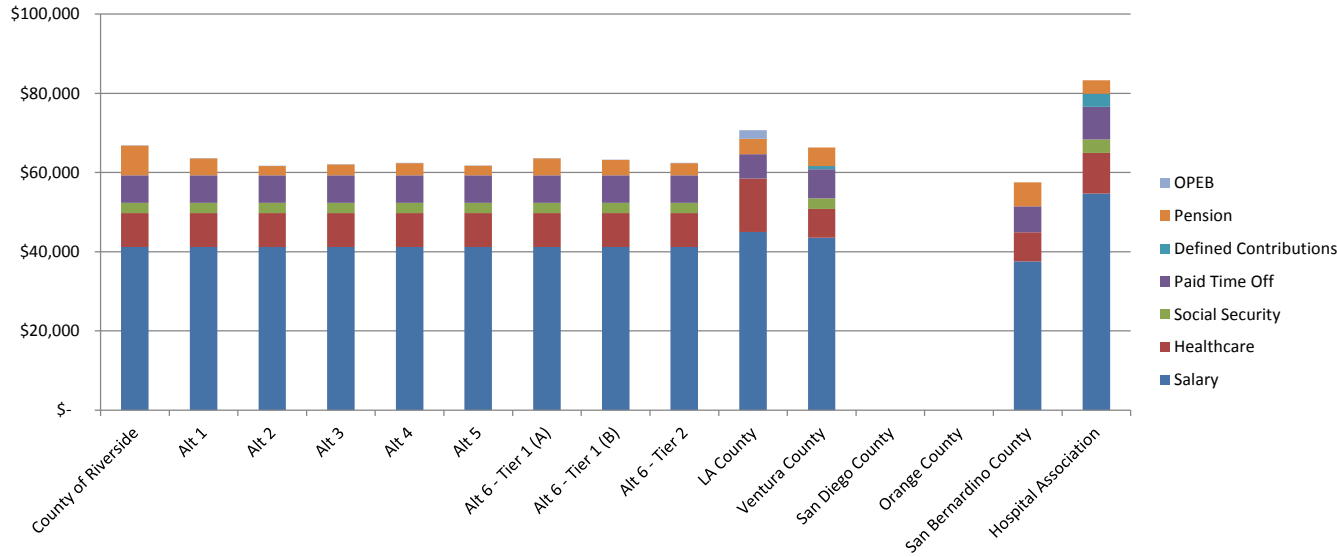


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

SURGICAL TECHNICIAN

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 41,167	\$ 45,020	\$ 43,564	\$ -	\$ -	\$ 37,586	\$ 54,704
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ -	\$ -	\$ 7,348	\$ 10,264
Social Security	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ 2,552	\$ -	\$ 2,701	\$ -	\$ -	\$ -	\$ 3,392
Paid Time Off	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,967	\$ 6,172	\$ 7,373	\$ -	\$ -	\$ 6,508	\$ 8,258
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 762	\$ -	\$ -	\$ -	\$ 3,282
Pension	\$ 7,562	\$ 4,281	\$ 2,347	\$ 2,758	\$ 3,088	\$ 2,470	\$ 4,281	\$ 3,911	\$ 3,088	\$ 3,840	\$ 4,661	\$ -	\$ -	\$ 6,108	\$ 3,392
OPEB	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 82	\$ 2,161	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 25,749	\$ 22,468	\$ 20,533	\$ 20,945	\$ 21,274	\$ 20,657	\$ 22,468	\$ 22,097	\$ 21,274	\$ 25,636	\$ 22,720	\$ -	\$ -	\$ 19,964	\$ 28,588
Total Compensation	\$ 66,916	\$ 63,635	\$ 61,700	\$ 62,112	\$ 62,441	\$ 61,824	\$ 63,635	\$ 63,264	\$ 62,441	\$ 70,655	\$ 66,284	\$ -	\$ -	\$ 57,549	\$ 83,292

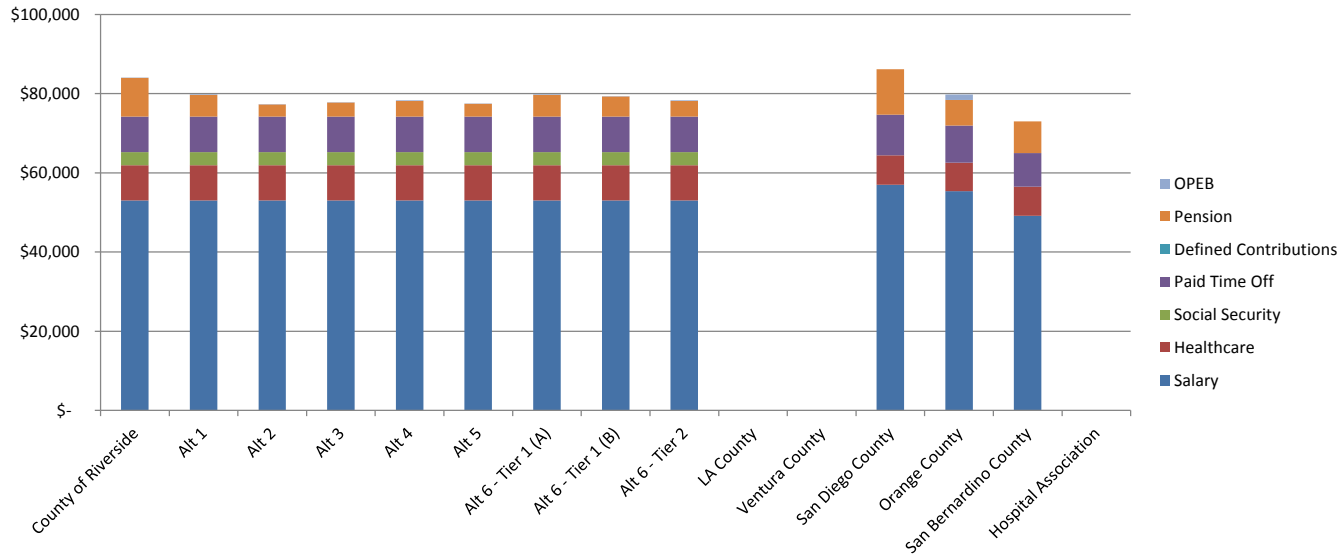


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

COMMUNICABLE DISEASES SPEC

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ 53,069	\$ -	\$ -	\$ 56,992	\$ 55,344	\$ 49,171	\$ -
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ -	\$ -	\$ 7,397	\$ 7,252	\$ 7,348	\$ -
Social Security	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ 3,290	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paid Time Off	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ 8,981	\$ -	\$ -	\$ 10,302	\$ 9,367	\$ 8,514	\$ -
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pension	\$ 9,749	\$ 5,519	\$ 3,025	\$ 3,556	\$ 3,980	\$ 3,184	\$ 5,519	\$ 5,042	\$ 3,980	\$ -	\$ -	\$ 11,433	\$ 6,425	\$ 7,990	\$ -
OPEB	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ 106	\$ -	\$ -	\$ -	\$ 1,384	\$ -	\$ -
Total Benefits	\$ 31,003	\$ 26,774	\$ 24,280	\$ 24,810	\$ 25,235	\$ 24,439	\$ 26,774	\$ 26,296	\$ 25,235	\$ -	\$ -	\$ 29,132	\$ 24,428	\$ 23,852	\$ -
Total Compensation	\$ 84,072	\$ 79,843	\$ 77,349	\$ 77,879	\$ 78,304	\$ 77,508	\$ 79,843	\$ 79,365	\$ 78,304	\$ -	\$ -	\$ 86,124	\$ 79,772	\$ 73,023	\$ -

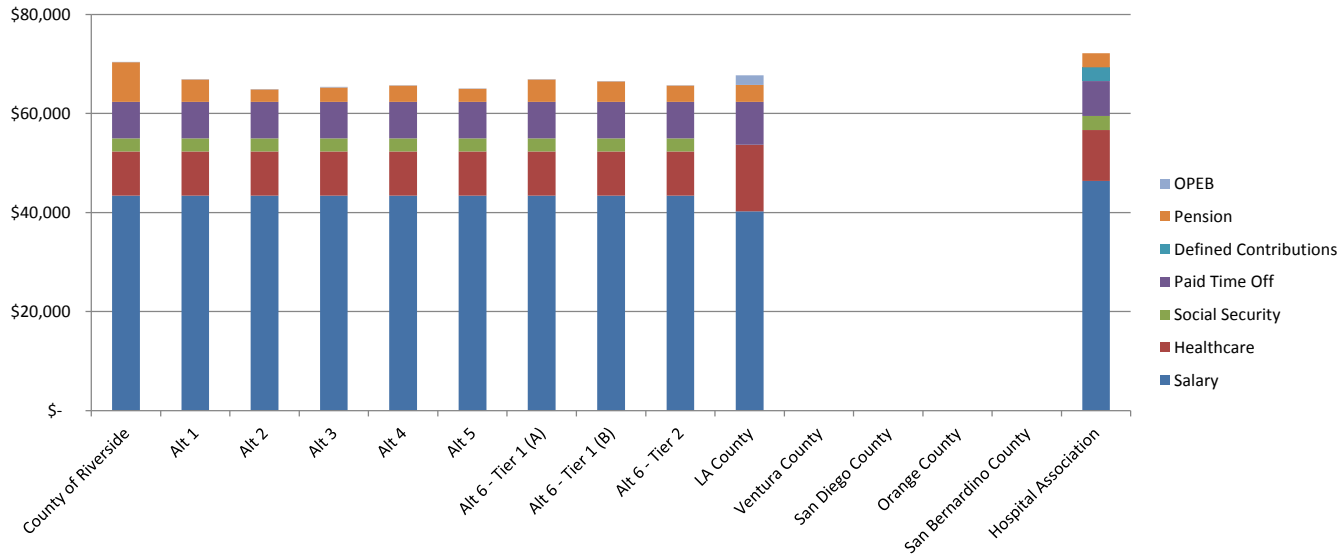


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

ELECTROCARDIOGRAPH TECH

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 43,444	\$ 40,251	\$ -	\$ -	\$ -	\$ -	\$ 46,384
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ -	\$ -	\$ -	\$ -	\$ 10,264
Social Security	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ 2,694	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,876
Paid Time Off	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 7,352	\$ 8,624	\$ -	\$ -	\$ -	\$ -	\$ 7,002
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,783
Pension	\$ 7,981	\$ 4,518	\$ 2,476	\$ 2,911	\$ 3,258	\$ 2,607	\$ 4,518	\$ 4,127	\$ 3,258	\$ 3,433	\$ -	\$ -	\$ -	\$ -	\$ 2,876
OPEB	\$ 87	\$ 87	\$ 87	\$ 87	\$ 87	\$ 87	\$ 87	\$ 87	\$ 87	\$ 1,932	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 26,991	\$ 23,528	\$ 21,486	\$ 21,921	\$ 22,268	\$ 21,617	\$ 23,528	\$ 23,137	\$ 22,268	\$ 27,452	\$ -	\$ -	\$ -	\$ -	\$ 25,801
Total Compensation	\$ 70,435	\$ 66,972	\$ 64,930	\$ 65,365	\$ 65,712	\$ 65,061	\$ 66,972	\$ 66,581	\$ 65,712	\$ 67,703	\$ -	\$ -	\$ -	\$ -	\$ 72,185

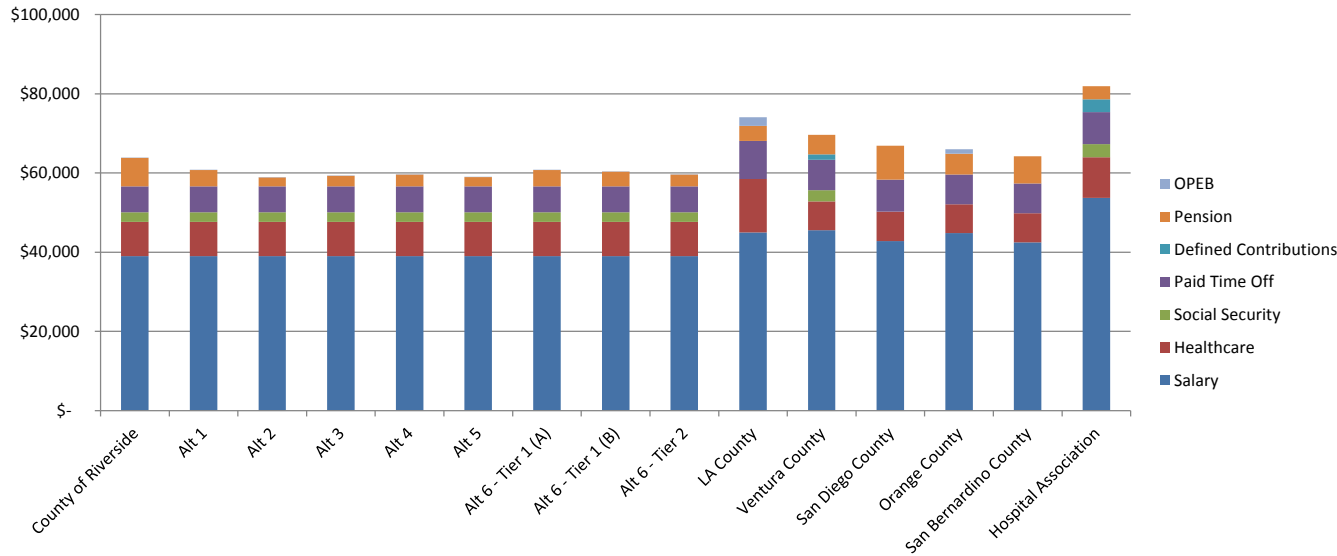


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

LICENSED VOC NURSE II

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 39,050	\$ 45,020	\$ 45,598	\$ 42,827	\$ 44,820	\$ 42,494	\$ 53,685
Healthcare	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 8,585	\$ 13,462	\$ 7,222	\$ 7,397	\$ 7,252	\$ 7,348	\$ 10,264
Social Security	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ 2,421	\$ -	\$ 2,827	\$ -	\$ -	\$ -	\$ 3,328
Paid Time Off	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 6,608	\$ 9,613	\$ 7,718	\$ 8,071	\$ 7,586	\$ 7,517	\$ 8,104
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,368	\$ -	\$ -	\$ -	\$ 3,221
Pension	\$ 7,173	\$ 4,061	\$ 2,226	\$ 2,616	\$ 2,929	\$ 2,343	\$ 4,061	\$ 3,710	\$ 2,929	\$ 3,840	\$ 4,879	\$ 8,591	\$ 5,204	\$ 6,905	\$ 3,328
OPEB	\$ 78	\$ 78	\$ 78	\$ 78	\$ 78	\$ 78	\$ 78	\$ 78	\$ 78	\$ 2,161	\$ -	\$ -	\$ 1,121	\$ -	\$ -
Total Benefits	\$ 24,866	\$ 21,754	\$ 19,919	\$ 20,309	\$ 20,622	\$ 20,036	\$ 21,754	\$ 21,403	\$ 20,622	\$ 29,077	\$ 24,014	\$ 24,059	\$ 21,162	\$ 21,770	\$ 28,246
Total Compensation	\$ 63,916	\$ 60,804	\$ 58,969	\$ 59,359	\$ 59,672	\$ 59,086	\$ 60,804	\$ 60,453	\$ 59,672	\$ 74,096	\$ 69,611	\$ 66,887	\$ 65,982	\$ 64,265	\$ 81,931

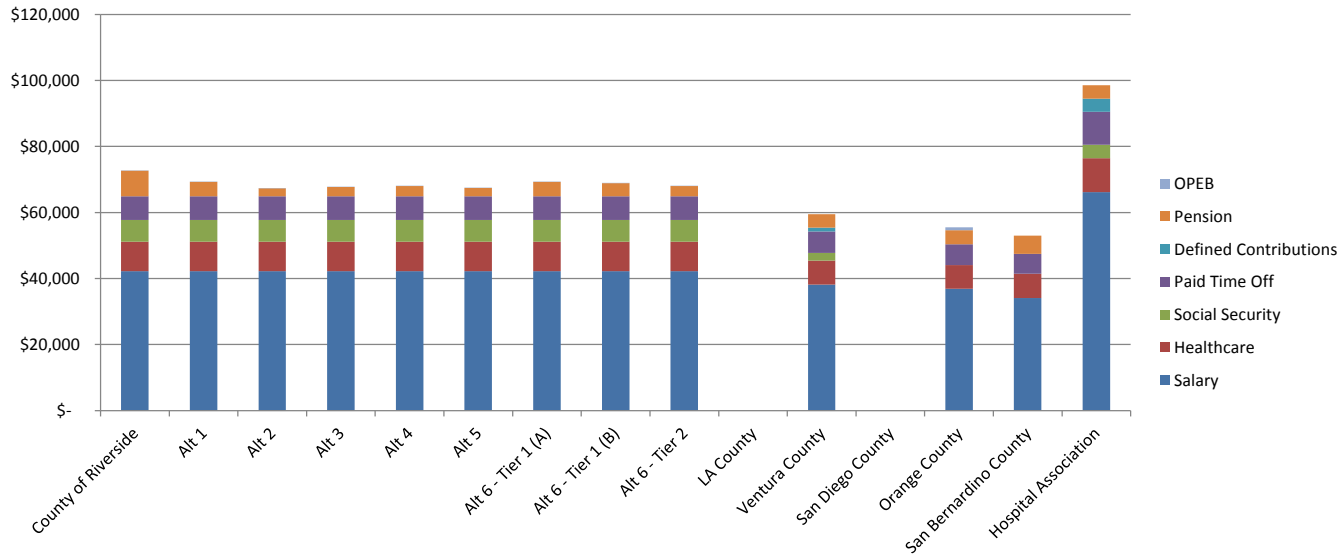


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

MEDICAL THERAPY UNIT AIDE

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ 42,242	\$ -	\$ 38,179	\$ -	\$ 36,852	\$ 34,112	\$ 66,165
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ -	\$ 7,222	\$ -	\$ 7,252	\$ 7,348	\$ 10,264
Social Security	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ 6,622	\$ -	\$ 2,367	\$ -	\$ -	\$ -	\$ 4,102
Paid Time Off	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ 7,149	\$ -	\$ 6,464	\$ -	\$ 6,237	\$ 6,034	\$ 9,988
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,145	\$ -	\$ -	\$ -	\$ 3,970
Pension	\$ 7,760	\$ 4,393	\$ 2,408	\$ 2,830	\$ 3,168	\$ 2,535	\$ 4,393	\$ 4,013	\$ 3,168	\$ -	\$ 4,085	\$ -	\$ 4,279	\$ 5,543	\$ 4,102
OPEB	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ 84	\$ -	\$ -	\$ -	\$ 921	\$ -	\$ -
Total Benefits	\$ 30,492	\$ 27,125	\$ 25,140	\$ 25,562	\$ 25,900	\$ 25,267	\$ 27,125	\$ 26,745	\$ 25,900	\$ -	\$ 21,284	\$ -	\$ 18,690	\$ 18,926	\$ 32,427
Total Compensation	\$ 72,734	\$ 69,367	\$ 67,382	\$ 67,804	\$ 68,142	\$ 67,509	\$ 69,367	\$ 68,987	\$ 68,142	\$ -	\$ 59,463	\$ -	\$ 55,542	\$ 53,038	\$ 98,591

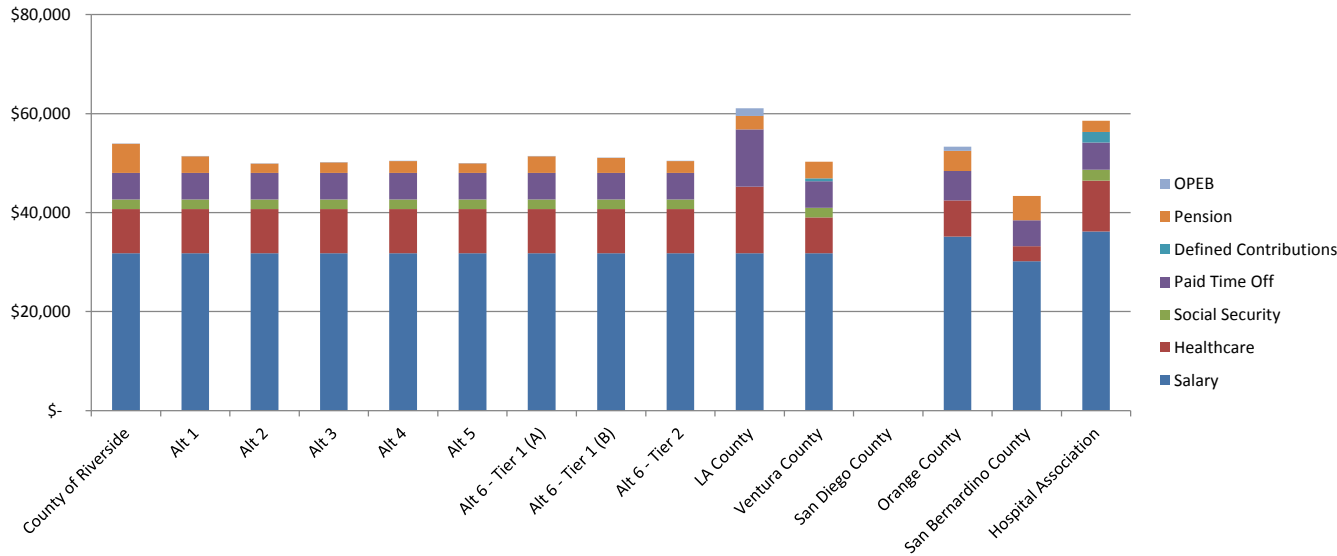


Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%

County of Riverside Analysis

NURSING ASSISTANT

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,810	\$ 31,791	\$ 31,772	\$ -	\$ 35,172	\$ 30,181	\$ 36,171
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 13,462	\$ 7,222	\$ -	\$ 7,252	\$ 3,036	\$ 10,264
Social Security	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ 1,972	\$ -	\$ 1,970	\$ -	\$ -	\$ -	\$ 2,243
Paid Time Off	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 5,383	\$ 11,565	\$ 5,376	\$ -	\$ 5,952	\$ 5,226	\$ 5,460
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 556	\$ -	\$ -	\$ -	\$ 2,170
Pension	\$ 5,843	\$ 3,308	\$ 1,813	\$ 2,131	\$ 2,386	\$ 1,909	\$ 3,308	\$ 3,022	\$ 2,386	\$ 2,712	\$ 3,400	\$ -	\$ 4,083	\$ 4,904	\$ 2,243
OPEB	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 64	\$ 1,526	\$ -	\$ -	\$ 879	\$ -	\$ -
Total Benefits	\$ 22,140	\$ 19,605	\$ 18,110	\$ 18,428	\$ 18,682	\$ 18,205	\$ 19,605	\$ 19,318	\$ 18,682	\$ 29,265	\$ 18,524	\$ -	\$ 18,167	\$ 13,166	\$ 22,380
Total Compensation	\$ 53,950	\$ 51,415	\$ 49,920	\$ 50,238	\$ 50,492	\$ 50,015	\$ 51,415	\$ 51,128	\$ 50,492	\$ 61,057	\$ 50,296	\$ -	\$ 53,339	\$ 43,347	\$ 58,551



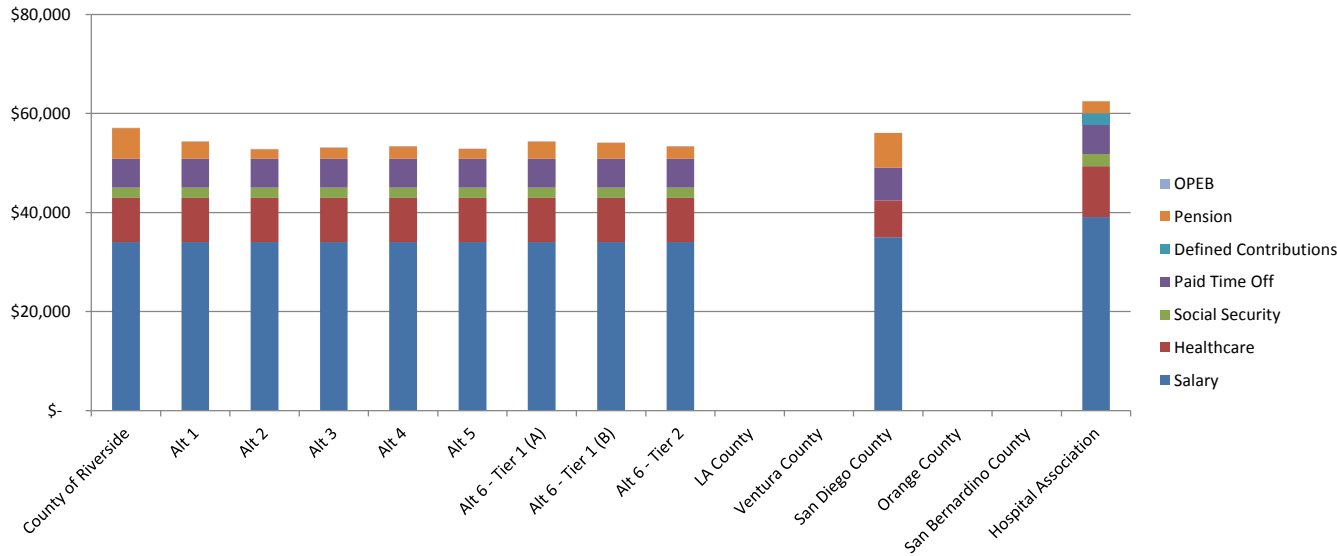
Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
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4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%



County of Riverside Analysis

MEDICAL UNIT CLERK

	County of Riverside	Alt 1	Alt 2	Alt 3	Alt 4	Alt 5	Alt 6 - Tier 1 (A)	Alt 6 - Tier 1 (B)	Alt 6 - Tier 2	LA County	Ventura County	San Diego County	Orange County	San Bernardino County	Hospital Association
Salary	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ 34,066	\$ -	\$ -	\$ 35,027	\$ -	\$ -	\$ 39,104
Healthcare	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ 8,877	\$ -	\$ -	\$ 7,397	\$ -	\$ -	\$ 10,264
Social Security	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ 2,112	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,424
Paid Time Off	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ 5,765	\$ -	\$ -	\$ 6,601	\$ -	\$ -	\$ 5,903
Defined Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,346
Pension	\$ 6,258	\$ 3,543	\$ 1,942	\$ 2,282	\$ 2,555	\$ 2,044	\$ 3,543	\$ 3,236	\$ 2,555	\$ -	\$ -	\$ 7,026	\$ -	\$ -	\$ 2,424
OPEB	\$ 68	\$ 68	\$ 68	\$ 68	\$ 68	\$ 68	\$ 68	\$ 68	\$ 68	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Benefits	\$ 23,081	\$ 20,366	\$ 18,765	\$ 19,105	\$ 19,378	\$ 18,867	\$ 20,366	\$ 20,059	\$ 19,378	\$ -	\$ -	\$ 21,025	\$ -	\$ -	\$ 23,362
Total Compensation	\$ 57,147	\$ 54,432	\$ 52,831	\$ 53,171	\$ 53,444	\$ 52,933	\$ 54,432	\$ 54,125	\$ 53,444	\$ -	\$ -	\$ 56,052	\$ -	\$ -	\$ 62,466



Miscellaneous Alternative Formulas					
No.	Formula	Affected Employees	Employer Contributions	Employer Pick Up	Member Contribution Paid by Employee
1	Current (3% @ 60): EE Pays 8% member contribution	All Employees	10.40%	0%	8.00%
2	2%@60, FAE3, 2% COLA, No PRSA	New Hires	5.70%	0%	7.00%
3	2%@55, FAE3, 2% COLA, No PRSA	New Hires	6.70%	0%	7.00%
4	DB/DC 3% DC + 1.5% @ 65 (FAE3, 2%COLA no	New Hires	7.50%	0%	2.00%
5	12% DC (County pays 6% and EE pays 6%)	New Hires	6.00%	0%	6.00%
6 - Tier 1 (A)	3%@60 (FAE1, 2%COLA, PRSA) EE pay 8%	Current Employees	10.40%	0%	8.00%
6 - Tier 1 (B)	1.5%@65 (FAE3, 2%COLA, no PRSA, EE pays 0%) and 3% DC	Current Employees	7.50%	2%	0.00%