Alternative 2: Load-Based Service Credit
Basis for Service Credit

• DB service awarded equal to employer-assigned work load

• Load reported by employer to Chancellor’s Office and benefits-provider also reported to CalSTRS for service credit
What is load?

- Determined for the school year at the time of assignment
- Employers use different measurements
What is load? (continued)

• Load could be a measurement of:
  – “Classroom instruction” hours per week
  – “Lecture hours” per week (used for lecture, lab and non-instructional duties)
  – “Equated units” per semester
  – “Classroom Teaching Load Calculation” (used for lecture, lab, clinic, field)
What is included in load?

• Different duties included in load on different campuses
• Collective bargaining plays a role
Load could include:

- Duties not required of part-time but required of full-time: Office hours/student face time, Curriculum development
- Duties required of both: Classroom instruction, Preparation/grading time
- Duties not required of either: Substituting, Committee work, Academic Senate, Grant writing
Load does not include:

• Summer school
• Intersession, unless specifically negotiated in contract
• Parity pay
Compensation for load duties

- Duties included in load → Contributions credited to DB Program, generate service credit
Compensation for non-load duties

- Duties not included in load, overtime, and load over 100% → Contributions credited to DBS Program, increases account balance, no DB service credit
What load service credit might look like:

- Assignment: 2 lecture classes during Fall and Spring semesters
- 5 lecture classes is considered full-time
- Employer reports 40% load at time of assignment (for most, beginning of school year)
- Employer reports if assignment is not completed
- For completed assignment, service credit granted at year-end = 0.4
Membership

- All certificated community college employees will receive service credit based on load
- Full-time CC: Mandatory DB membership
- Part-time CC: Elect membership (same as currently) or default when no other election made (new provision)
Existing DB Members

• As of a specific date, all community college employment would generate service credit based on load

• Not a new program

• Simply a new method for accruing service credit
Coordination with Current FTE Standards

- All future community college service will generate credit based on load – no FTEs in place after effective date of new structure
- Past service based on FTE hourly standards in effect at time of service
- Multiple measurements of service credit depending on when credit was earned
Coordination with Current FTE Standards

- Current Full-Time Equivalent standards will no longer be used
- All full-time employees will be reported as 100%
- All part-time employees will be reported as a fraction
- FTE data will only be used for service credit prior to effective date of new structure
Coordination with Current FTE Standards

- Some members will retire with service credit that was measured by 3 different standards throughout their career.

- If applicable, service credit earned prior to 1996 through the effective date of the new structure will be compared under AB 1586 requirements.
Example: Part-time CC employee hired in 1992, retires in 2022, will have service credit based on:

1. FTE of at least 1,050 instructional hours for service from 1992 – July 1, 1996
2. FTE of at least 525 hours for service from July 1, 1996, – effective date of new structure
3. Employer-determined load for service after effective date of new structure – retirement in 2022
• This member would receive an AB 1586 comparison calculation for:
  • Service from 1992 – July 1, 1996 (1,050 hours) and
  • Service from July 1, 1996, – effective date of new structure (at least 525 hours)
Final Compensation

- If highest compensation was received prior to effective date of new structure, the AB 1586 calculation will determine final comp
- If highest compensation was received after effective date of new structure, final comp will be determined by earnable ÷ load
Existing CB Participants

- Can remain in CB
- Must elect DB Program membership (cannot mandate)
- After election, all community college service moving forward would accrue DB service based on load
- Could consolidate benefits by purchasing DB service credit (same as currently)
Close the CB Program?

• No, because:
  – Some community college faculty want lower contribution rates
  – CB offers a better option than PARS or APPLE for an equally-low contribution rate
  – Does not harm CalSTRS or participants to maintain the CB Program
What about Social Security?

- For some part-time faculty, the real choice is CalSTRS or Social Security
  - CalSTRS programs (CB or DB) may be better for career educators
  - Social Security may be better for second- or late-career educators
  - Ideally, all CC’s should offer Social Security
Employer Reporting

• Report same percentage information as currently reported to CCCCCO and benefit-provider

• Report once at time of assignment (beginning of school year or at hire for mid-term hires)
Employer Reporting

- In most cases, the employee will complete the assignment, with no difference between reported load and service credit granted.

- Employer must notify CalSTRS if the employee does not complete the load.

- CalSTRS must verify the portion of the assignment completed in cases of mid-year or mid-term retirement.
Complications in reported data

- Separating load compensation from non-load compensation (employer)
- Validation of completed assignment (CalSTRS)
Multiple employment situations

• Problems with multiple assignments and varying pay rates not solved
  – Final compensation continues to be affected negatively by lower pay rates
  – May still improve member’s retirement benefit calculation to drop lowest-paying assignment
Benefits

• Lifetime defined benefit
• Disability benefit
• Survivor and Death benefits
• 2 percent annual benefit adjustment
• 85% purchasing power protection (SBMA)
Lifetime defined benefit

• Requires 5 years service credit vesting
• Service credit x final comp x age factor
  – Final compensation uses earnable
    • With 25+ years service credit: 1-year final compensation
    • With <25 years: 3-year final compensation
Disability benefit

• Requires 5 years service credit vesting
  – Exception: 1 year service credit if disabled due to unlawful act

• Monthly annuity = 50% of highest average earnings + 10% for each eligible child (max 4)
  • 25+ years service credit: 1-year highest earnings
  • <25 years: 3-year highest average earnings
Disability benefit

- Converts to Service Retirement at age 65 or after 5 years (exception: remaining eligible children)
- Service Retirement benefit uses projected service to benefit conversion date
Survivor benefits (Active members)

- Requires 1 year service credit vesting
- Monthly annuity = 40% of final comp + 10% for each eligible child (max 5)
  - With 25+ years service credit: 1-year final comp
  - With <25 years: 3-year final comp
Lump-sum death benefit

- Available to named beneficiary of active and retired members
- Lump-sum payment = $6,163
Death benefit for survivors of retired members

- Lump-sum death benefit
- On-going, lifetime annuity to Option Beneficiary based on option chosen (50%, 75%, 100%, Compound)
Cost of changing to load:

- Not a new program, no new funding sources
- Existing funding comes from:
  - Employer contribution = 8.25%
  - Employee contribution = 8%
  - State contribution (2.017 for basic benefits + 2.5% for purchasing power) = 4.517%
Normal costs will go up

- Compared to current DB Program structure:
  - Service credit will accrue more accurately
- Compared to current CB Program:
  - Participants and employers contribute twice as much
  - Benefits include purchasing power, annual adjustments, disability and survivor benefit annuities
## Comparison of normal costs

<table>
<thead>
<tr>
<th></th>
<th>Current DB or CB Program</th>
<th>All CC service credit based on load</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal cost for members in DB Program</td>
<td>17.82%</td>
<td>18.05%</td>
</tr>
<tr>
<td>Normal cost for participants in CB Program</td>
<td>8.02%</td>
<td>18.34%</td>
</tr>
</tbody>
</table>
Member B

Characteristics:

• Became DB member in 1992 at age 48
• DB member for 15 years
• Earned between 0.25 and 1.0 year of service credit each year (yearly average = 0.77)
• Worked at Foothill-DeAnza CC during years 1-3
• Worked concurrently at Foothill and San Francisco CC during years 4-15
• Retired in 2007 at age 62
Service Credit based on load: Member B

- Provides accurate service credit because it is a reflection of the actual workload
- For this example, full-time load requires 12 hours per week (could be 15 hours, units, or another measurement)
Service Credit based on load (continued)

- Monthly earnings divided by average hourly pay rate, as reported by the CCCO Data Mart
  - Monthly earnings ÷ hourly pay rate = hours worked
  - If 12 classroom instruction hours/week, then 48 hours per month = full time
  - 48 hours per month x 10 month school year = 480 classroom hours for full time
  - 480 ÷ Total hours worked during school year = load
Service Credit based on load (continued)

- Load for school year = service credit

- When the FTE is calculated correctly and the part-time employee receives proportionate pay, there will be little difference between load service credit and FTE service credit
Service Credit: Current DB Program

- Provides the lowest amount of service credit, presumably because the member is not working under an FTE that accurately reflects their workload
- When FTE service credit is similar to load, FTE is presumed accurate
Earnings and Earnables

- Not all earnings are included each year
- Earnings excluded in defined benefit are credited to member’s DBS account
- Included earnings ÷ load or service credit = earnable
Example of using different amounts of pay to determine yearly earnings or earnable (from the 2004-2005 school year)
2004-2005 earnings/earnable calculations

Load:
• 1.134 total load, service credit cap at 1.0
• Exclude excess earnings from lowest pay rate
• Earnings ÷ load (capped at 1.0) = $36,253 earnable
### Load Earnable for 2004-05

**$36,253**

<table>
<thead>
<tr>
<th></th>
<th>Foothill-DeAnza</th>
<th>San Francisco</th>
<th>Total Earnings</th>
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<tr>
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<tr>
<td>Aug-04</td>
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<tr>
<td>Sep-04</td>
<td>$ 4,514.04</td>
<td>$ 4,514.04</td>
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<tr>
<td>Oct-04</td>
<td>$ 2,925.45</td>
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<td>Nov-04</td>
<td>$ 2,773.28</td>
<td>$ 3,009.36</td>
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<td>Dec-04</td>
<td>$ 3,151.77</td>
<td>$ 2,497.50</td>
<td>$ 5,649.27</td>
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<td>Jan-05</td>
<td>$ 1,437.64</td>
<td>$ 1,332.51</td>
<td>$ 2,770.15</td>
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<td>Feb-05</td>
<td>$ 1,437.64</td>
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<td>$ 4,483.20</td>
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<td>Mar-05</td>
<td>$ 1,437.64</td>
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<td>Apr-05</td>
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<tr>
<td>Jun-05</td>
<td>$ 2,877.42</td>
<td>$ 2,877.42</td>
<td>$ 40,914.04</td>
</tr>
</tbody>
</table>

### Calculations

- **Highest Pay Rate**: $C5 + B6 + C6 + B7 + C7 + B8 + C8 + C9 + C10 + C11 + C12 + C13 + C14 + 116.87

- If 480 hours is full time load:
  - Total hours at S.F.: 350.8
  - Add'l hours from F/D to reach 480: 127.89
  - Total load hours: 478.69
  - Add'l hours still needed: 1.604
  - Earnings from add'l hours added to earnings: $116.87

- All SF load included in earnings because earned at higher hourly rate

- Portion of F/D load included in earnings

- Total load, F/D + SF

- Fraction of one month load from F/D needed to achieve 1.0 year service credit

- Earnings associated with 1.604 load
2004-2005 earnings/earnable calculations

Current DB Program:
• FTE higher than actual load;
• Less service credit & higher earnable;
• Earnings ÷ service credit(.8755)=earnable
  $46,732
### Current DB Program Earnable for 2004-05

$46,723

<table>
<thead>
<tr>
<th></th>
<th>Foothill-DeAnza</th>
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<th>Actual Earnings</th>
<th>Actual DB SC</th>
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DB Earnable = D14/E14
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<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>5%</th>
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<th>7.3%</th>
<th>7.75%</th>
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<td>$134,810</td>
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<td>$141,472</td>
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</table>

Min Earn notes: Highest earnings each month, earnings=$30,726

Load notes: Load ≤1.0; all earnings each month, earnings/load(8435)=earnable $38,872

DEI notes: FTE higher than actual load=less service credit & higher earnable; all earnings each month, earnings/service credit(9799)=earnable $59,483

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>5%</th>
<th>6%</th>
<th>7.3%</th>
<th>7.75%</th>
<th>8%</th>
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<tr>
<td>2005-2006</td>
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Min Earn notes: Highest earning each month, earnings=$29,814

Load notes: Load ≤1.0; all earnings each month, earnings/load(9936)=earnable $38,161

DEI notes: FTE is close to actual load; all earnings each month, earnings/service credit(9799)=earnable $18,029

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
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<td>1.000</td>
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<td>$110,253</td>
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</table>

Min Earn notes: Highest earning each month, earnings=$27,575

Load notes: Load=1.124, capped at 1.0; eliminated lowest earnings to exclude excess; earnings/load (1.0)=earnable $36,253

DEI notes: FTE higher than actual load, less service credit & higher earnable; earnings/service credit(8755)=earnable $46,732
### Yearly Earnings and Service Credit Detail: Member B

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>Adjunct Faculty (DBS) Program Account Balance</th>
<th>Interest Assumption</th>
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<tbody>
<tr>
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<td></td>
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<td>8%</td>
</tr>
</tbody>
</table>

**Min Earn notes:** Service credit=1.1, capped at 1.0, highest earnings each month; earnings=$26,125

**Load notes:** Load=1.278; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/load (1.0)=carnal $30,671

**DB notes:** FTE higher than load; less service credit & higher earnable; service credit=1.04, capped at 1.0; eliminated lowest earnings to exclude excess; earnings/service credit(1.0)=carnal $38,328

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>$41,231</th>
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</thead>
<tbody>
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<td>8%</td>
</tr>
</tbody>
</table>

**Min Earn notes:** Service credit=1.147; capped at 1.0; highest earnings each month; earnings=$25,947

**Load notes:** Load=1.354; capped at 1.000; eliminated lowest earnings to exclude excess; earnings/load (1.0)=carnal $30,150

**DB notes:** Service credit=1.115; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/service credit(1.0)=carnal $36,745

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
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<td>8%</td>
</tr>
</tbody>
</table>

**Min Earn notes:** Service credit=1.1; capped at 1.0; highest earnings each month; earnings=$25,347

**Load notes:** Load=1.478; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/load (1.0)=carnal $25,347

**DB notes:** Service credit=1.134; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/service credit(1.0)=carnal $33,541
### Yearly Earnings and Service Credit Detail: Member B

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>5%</th>
<th>6%</th>
<th>7.3%</th>
<th>7.75%</th>
<th>8%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997-1998</td>
<td>0.900</td>
<td>1.000</td>
<td>1.000</td>
<td>$38,079</td>
<td>$24,768</td>
<td>$25,260</td>
<td>$26,097</td>
<td>$26,367</td>
<td>$26,518</td>
</tr>
</tbody>
</table>

**Min Earn notes:** Service credit<1.0; used all earnings; highest earnings each month; earnings=$25,420

**Load notes:** Load=1.38; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/load(1.0)=carnal $27,480

**DB notes:** Service credit=1.136; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/service credit (1.0)=carnal $33,177

| 1996-1997   | 1.000            | 1.000| 1.000            | $29,598         | $17,202 | $17,474 | $18,003 | $18,164 | $18,254 |

**Min Earn notes:** Service credit=1.1; capped at 1.0; highest earnings each month; earnings=$22,270.45

**Load notes:** Load=1.122; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/load(1.0)=$26,978

**DB notes:** FTE lower than actual load=higher service credit; lower carnal; service credit=1.586; capped at 1.0; eliminated lowest earnings to exclude excess; earnings/service credit (1.0)=$25,894

| 1995-1996   | 1.000            | 0.987| 0.5601           | $25,689         | $11,421 | $11,546 | $11,868 | $11,957 | $12,007 |

**Min Earn notes:** Service credit=1.1; capped at 1.0; highest earnings each month; earnings=$17,547

**Load notes:** Load=986; all earnings/load=$25,292

**DB notes:** Service credit=.5601; earnings/service credit(.5601)=$44,561
### Yearly Earnings and Service Credit Detail: Member B

<table>
<thead>
<tr>
<th>School Year</th>
<th>Minimum Earnings</th>
<th>Load</th>
<th>FTE (Current DB)</th>
<th>Annual Earnings</th>
<th>5%</th>
<th>6%</th>
<th>7.3%</th>
<th>7.75%</th>
<th>8%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994-1995</td>
<td>0.900</td>
<td>0.416</td>
<td>0.248</td>
<td>$10,076</td>
<td>$6,569</td>
<td>$6,604</td>
<td>$6,798</td>
<td>$6,843</td>
<td>$6,868</td>
</tr>
<tr>
<td>Min Earn notes:</td>
<td>Service credit=0.9; one employer, all earnings each month; earnings=$10,076</td>
<td></td>
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</tr>
<tr>
<td>Load notes:</td>
<td>Load=0.416; all earnings/load(.416)=$24,219</td>
<td></td>
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</tr>
<tr>
<td>DB notes:</td>
<td>Service credit=0.248; all earnings/service credit(0.248)=$40,558</td>
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<tr>
<td>1993-1994</td>
<td>1.000</td>
<td>0.546</td>
<td>0.354</td>
<td>$14,380</td>
<td>$4,567</td>
<td>$4,548</td>
<td>$4,663</td>
<td>$4,682</td>
<td>$4,693</td>
</tr>
<tr>
<td>Min Earn notes:</td>
<td>Service credit=1.0; one employer, all earnings each month=$14,379</td>
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<tr>
<td>Load notes:</td>
<td>Load=0.546; all earnings/load(0.546)=$26,325</td>
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<tr>
<td>DB notes:</td>
<td>Service credit=0.354; all earnings/service credit(0.354)=$40,593</td>
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</tr>
<tr>
<td>1992-1993</td>
<td>1.000</td>
<td>0.493</td>
<td>0.280</td>
<td>$11,005</td>
<td>$1,938</td>
<td>$1,991</td>
<td>$1,960</td>
<td>$1,964</td>
<td>$1,966</td>
</tr>
<tr>
<td>Min Earn notes:</td>
<td>Service credit=1.0; one employer, all earnings each month=$11,005</td>
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<tr>
<td>Load notes:</td>
<td>Load=0.493; all earnings/load(0.493)=$22,320</td>
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<tr>
<td>DB notes:</td>
<td>Service credit=0.280; all earnings/service credit(0.28)=$39,277</td>
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</tbody>
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Next steps