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**Via Email**

December 19, 2024

Ms. Debby Cherney  
Chief Executive Officer  
San Bernardino County Employees' Retirement Association  
348 W Hospitality Lane, Suite 100  
San Bernardino, CA 92415-0014

**Re: San Bernardino County Employees' Retirement Association (SBCERA)  
Cost-of-Living Adjustments (COLA) as of April 1, 2025**

Dear Debby:

We have determined the cost-of-living adjustments for the Association in accordance with Section 31870, as provided in the enclosed exhibit.

The cost-of-living factor to be used by the Association on April 1, 2025 is determined by comparing the November CPI for the Riverside-San Bernardino-Ontario Area (with December 2017 as the base period), as published by the Bureau of Labor Statistics, in each of the past two years. The ratio of the past two November indices, 132.853 in 2024 and 131.372 in 2023, is 1.0113. The County Law section cited above indicates that the resulting percentage change of 1.13% should be rounded to the nearest one-half percent, which is 1.0%.

Please note the above cost-of-living adjustment calculated using established procedures for SBCERA may result in adjustments different from those calculated using alternative procedures by other systems.

The actual cost-of-living adjustment is dependent on the date of retirement. The CPI adjustment to be applied on April 1, 2025 is provided in Column (4) of the enclosed exhibit. The COLA bank on April 1, 2025 is provided in Column (5).

Please give us a call if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Molly Calcagno".

Molly Calcagno, ASA, MAAA, EA  
Senior Actuary

JT/jl  
Enclosure

## San Bernardino County Employees' Retirement Association Cost-of-Living Adjustment (COLA) as of April 1, 2025

### All General and Safety (Section 31870)

Retirement Date	April 1, 2024 Accumulated Carry-Over (1)	CPI Change <sup>1</sup> (2)	CPI Rounded <sup>2</sup> (3)	CPI Used <sup>3</sup> (4)	April 1, 2025 Accumulated Carry-Over <sup>4</sup> (5)
On or Before 04/01/1984	47.50%	1.13%	1.00%	2.00%	46.50%
04/02/1984 to 04/01/1985	45.00%	1.13%	1.00%	2.00%	44.00%
04/02/1985 to 04/01/1986	42.50%	1.13%	1.00%	2.00%	41.50%
04/02/1986 to 04/01/1988	39.50%	1.13%	1.00%	2.00%	38.50%
04/02/1988 to 04/01/1989	36.50%	1.13%	1.00%	2.00%	35.50%
04/02/1989 to 04/01/1990	33.50%	1.13%	1.00%	2.00%	32.50%
04/02/1990 to 04/01/1991	29.50%	1.13%	1.00%	2.00%	28.50%
04/02/1991 to 04/01/1992	26.00%	1.13%	1.00%	2.00%	25.00%
04/02/1992 to 04/01/2000	25.00%	1.13%	1.00%	2.00%	24.00%
04/02/2000 to 04/01/2001	24.50%	1.13%	1.00%	2.00%	23.50%
04/02/2001 to 04/01/2003	23.00%	1.13%	1.00%	2.00%	22.00%
04/02/2003 to 04/01/2005	21.50%	1.13%	1.00%	2.00%	20.50%
04/02/2005 to 04/01/2006	19.00%	1.13%	1.00%	2.00%	18.00%
04/02/2006 to 04/01/2018	18.00%	1.13%	1.00%	2.00%	17.00%
04/02/2018 to 04/01/2019	16.50%	1.13%	1.00%	2.00%	15.50%
04/02/2019 to 04/01/2020	15.00%	1.13%	1.00%	2.00%	14.00%
04/02/2020 to 04/01/2022	14.00%	1.13%	1.00%	2.00%	13.00%
04/02/2022 to 04/01/2023	8.00%	1.13%	1.00%	2.00%	7.00%
04/02/2023 to 04/01/2024	2.50%	1.13%	1.00%	2.00%	1.50%
04/02/2024 to 04/01/2025		1.13%	1.00%	1.00%	0.00%

Maximum Annual COLA of 2.00%

<sup>1</sup> Based on ratio of November 2024 CPI to November 2023 CPI for the Riverside - San Bernardino - Ontario Area.

<sup>2</sup> Based on CPI change rounded to nearest one-half percent.

<sup>3</sup> These are the cost-of-living adjustment factors to be applied on April 1, 2025.

<sup>4</sup> These are the carry-over of the cost-of-living adjustments that have not been used on April 1, 2025.