

## OCTOBER 2012 UNEMPLOYMENT INSURANCE (UI) FUND FORECAST

### INTRODUCTION

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This report provides the status of the UI Fund and includes information on the current and projected fund balance, receipts, disbursements, and contribution rates.

The UI Fund deficit was \$9.9 billion at the end of 2011. The 2011 balance included the addition of \$839 million in incentive funds from the American Recovery and Reinvestment Act (ARRA) of which \$791 million of these funds were applied to offset the deficit; \$48 million was appropriated for the administration of the Alternate Base Period (ABP) program. The deficit is projected at \$10.3 billion at the end of 2012, \$10.2 billion by the end of 2013, and \$9.2 billion by the end of 2014 if changes are not made to the financing structure.

Unemployment levels are projected to be 1,985,000 in 2012, 1,859,000 in 2013, and 1,672,000 in 2014 compared to the actual unemployment level of 2,160,000 in 2011. The UI regular benefit payments covered by the State's UI fund were \$7.2 billion in 2011. The UI regular benefit payments are forecast to be \$6.7 billion in 2012, \$6.5 billion in 2013, and \$6.0 billion in 2014. Extended benefits, available since February 22, 2009, under the Federal State Extended (FED-ED) Unemployment Compensation Act of 1970, concluded on May 12, 2012. Normally, under the FED-ED program, each state is responsible for fifty percent of the benefit payments. However, per the "Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010," states are not required to fund any part of the FED-ED benefits. Consequently, extended benefits have not had a financial impact to the UI Trust Fund.

The fully funded Emergency Unemployment Compensation (EUC) program is scheduled to end December 23, 2012. The EUC and FED-ED benefits totaled \$9.9 billion in 2011 and are estimated to be \$7.7 billion in 2012 and \$277 million in 2013. Total receipts were \$6.3 billion in

2011, and are projected to be \$6.0 billion in 2012, \$6.0 billion in 2013, and \$6.2 billion in 2014.

For 2011, employers' UI contributions were based on the "F" contribution rate schedule, plus a 15 percent surcharge, which is required by current statute when the UI Trust Fund reserve ratio dips below a specified level. Employers will continue on this schedule in 2012 through 2014. Also beginning in 2012, the amount owed to the Federal Government on the outstanding loan was reduced due to the Federal Unemployment Tax Act (FUTA) credit reduction. This occurs when the State UI Fund is in deficit for two consecutive years.

The impact to California employers from the FUTA credit reduction is estimated at \$290.0 million in 2012, \$581.8 million in 2013, and \$893.8 million in 2014. These costs represent losses of 0.3% FUTA tax credit in tax year 2011, 0.6% in 2012, and 0.9% in 2013. These additional FUTA taxes paid will offset California's federal loan balance.

Beginning on January 26, 2009, California began borrowing from the Federal Government to pay UI benefits. As part of the ARRA, interest owed on borrowed funds was waived through December 31, 2010. Interest began accruing on January 1, 2011, and the resulting first interest payment of \$303.5 million was made to the Department of Labor on September 30, 2011. The second interest payment made on September 30, 2012 was \$308.2 million. An additional \$291.2 million is estimated due in 2013, and \$278.8 million in 2014.

The data contained within the following pages of this document represent only projections to the California UI Trust Fund and does not include any of the unemployment benefit dollars paid for by the Federal Government.

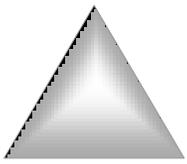
## FUND BALANCE

After ending 2011 with a deficit of \$9.9 billion, the UI fund is projected to have a deficit of \$10.3 billion at the end of 2012, \$10.2 billion at the end of 2013 and \$9.2 billion at the end of 2014 if no changes are made to the financing structure.

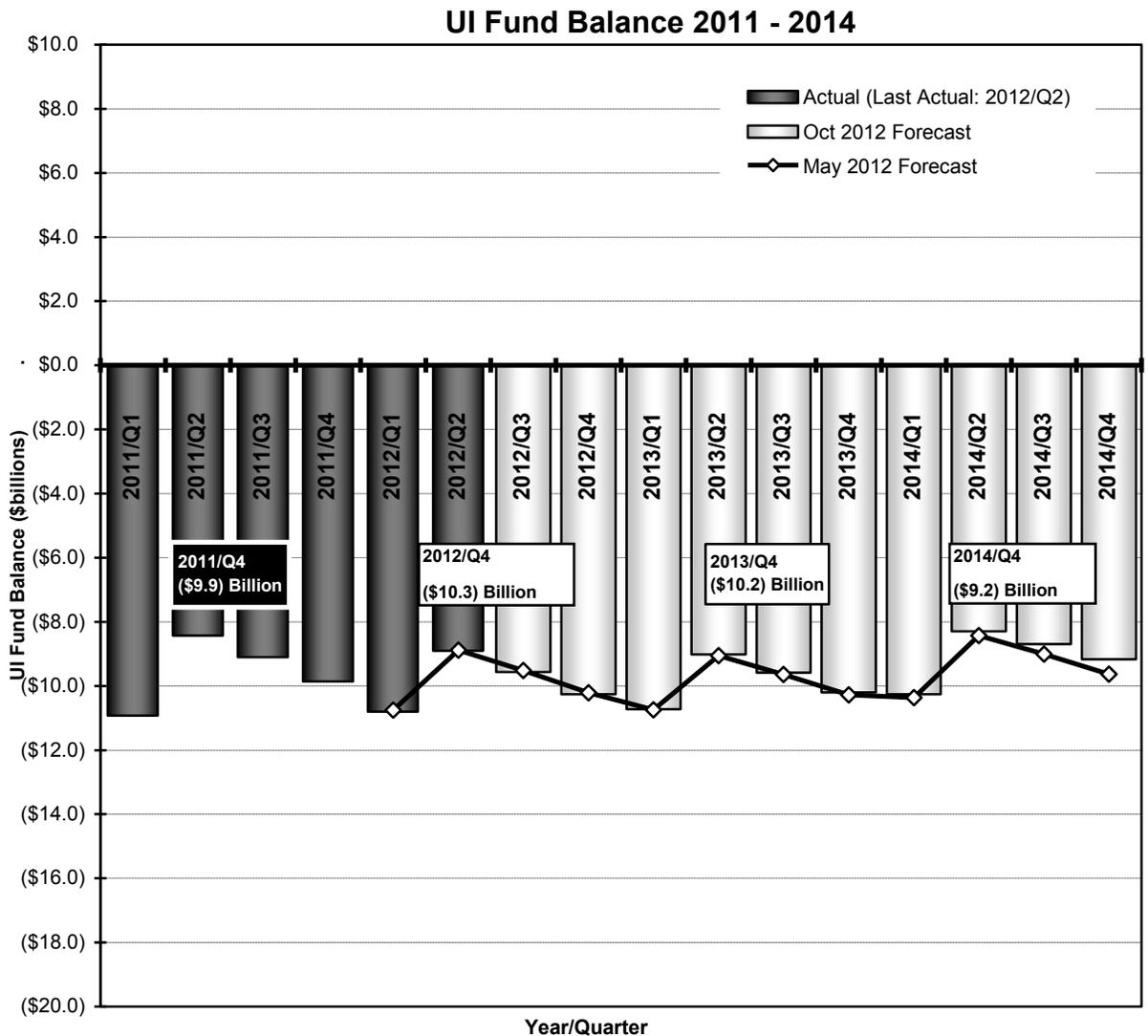
The estimated balances reflected in the table below include the additional revenue resulting from the reduction in the FUTA tax credit offset

These estimates are slightly lower than the May 2012 forecast, primarily due to the estimated decline in the unemployment level.

The chart below shows the projected quarterly UI Fund balance through 2014. These estimated balances could change depending upon actual employment levels and claims filed.



*The UI Fund has a projected deficit of \$10.3 billion at the end of 2012.*



## DISBURSEMENTS, REGULAR UI BENEFITS

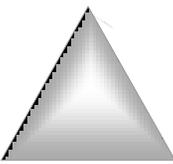
Total regular UI benefit payments were \$7.2 billion for 2011. Regular UI benefit payments are projected to be approximately \$6.7 billion in 2012, \$6.5 billion in 2013 and \$6.0 billion in 2014. The decline in the projected benefit payments for 2012 through 2014 is due to a projected decline in the unemployment level.

While regular UI benefit amounts are declining from the peak of the recession, the current

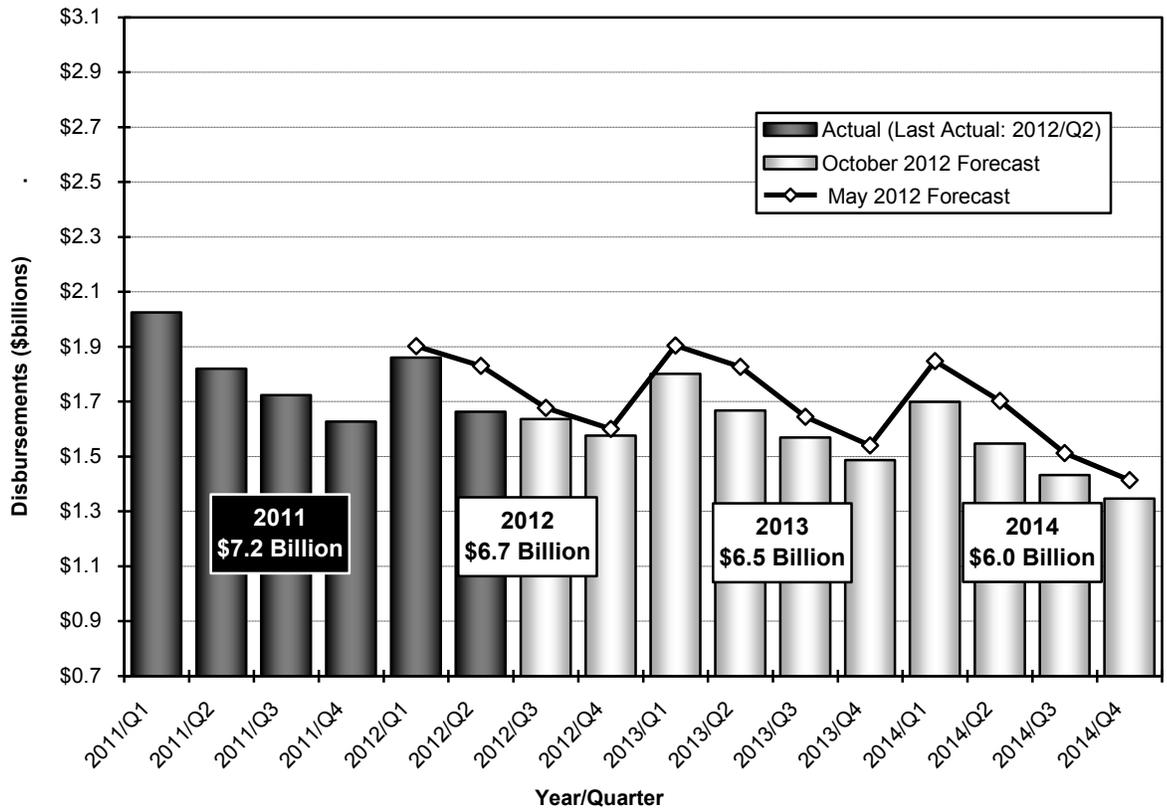
financing system cannot self-correct during better economic times because of the significant deficit owed, even if disbursement levels were to reach pre-recessionary levels.

The chart below shows the projected quarterly disbursements through 2014. These estimated disbursements could change depending upon actual claims filed.

**Regular UI Benefits Disbursements 2011 - 2014**



*Regular UI benefit payments are projected to be \$6.7 billion in 2012.*



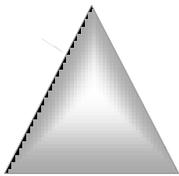
## EMPLOYER CONTRIBUTIONS

Employer contributions were \$5.5 billion in 2011 and are projected at \$5.4 billion in 2012, \$5.5 billion in 2013, and \$5.7 billion in 2014. Total receipts were \$6.3 billion in 2011 and are projected to be \$6.0 billion in both 2012 and 2013, and \$6.2 billion in 2014. Total receipts include employer contributions, interest, reimbursements, and other receipts (see Table 1, page 5).

Employers are currently on the “F” contribution rate schedule, plus a 15 percent surcharge in 2012. Employers are projected to be on this

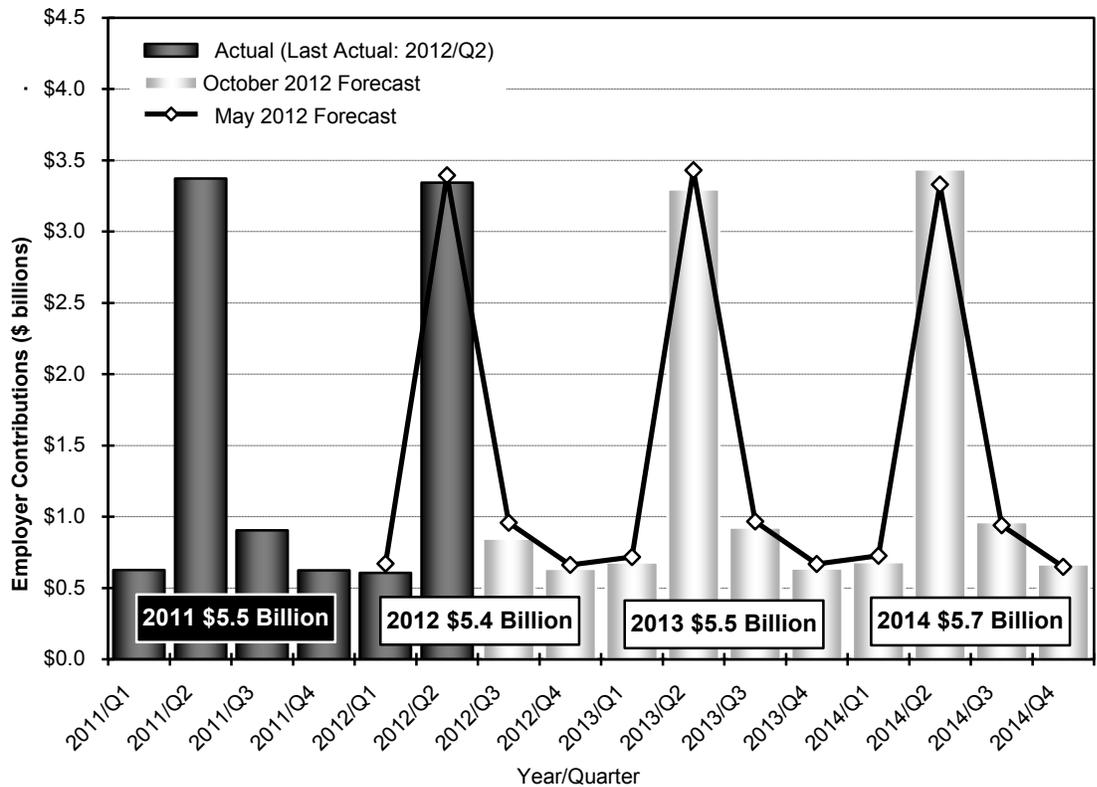
same schedule throughout the forecast period and beyond if changes are not made to the financing structure (refer to page A4 in the Appendix for an explanation of the contribution rate schedules).

The following chart shows the projected quarterly employer contributions through 2014. These estimated employer contributions could change depending upon actual employment levels.



*Employer Contributions are projected to total \$5.4 billion in 2012.*

**Employer Contributions 2011 - 2014**



UNEMPLOYMENT INSURANCE FUND  
FORECAST FOR CALENDAR YEARS 2012 – 2014

Table 1\*  
(Dollars in millions)

	2011	2012(F)	2013(F)	2014(F)
YEAR END FUND BALANCE	(\$9,862.6)	<b>(\$10,261.3)</b>	<b>(\$10,204.6)</b>	<b>(\$9,167.6)</b>
Fund Balance as a Percentage of:				
Receipts	-	-	-	-
Employer Contributions	-	-	-	-
Disbursements	-	-	-	-
RECEIPTS PLUS FUTA CREDIT REDUCTION PLUS ARRA MINUS DISBURSEMENTS	(\$76.1)	<b>(\$398.7)</b>	<b>\$56.7</b>	<b>\$1,037.0</b>
RECEIPTS	\$6,310.9	<b>\$6,044.8</b>	<b>\$6,001.1</b>	<b>\$6,170.1</b>
Employer Contributions	\$5,524.9	<b>\$5,431.3</b>	<b>\$5,539.7</b>	<b>\$5,746.9</b>
Interest	(\$0.3) (a)	<b>(\$0.7) (a)</b>	<b>\$0.0</b>	<b>\$0.0</b>
Reimbursements	\$778.5	<b>\$640.6</b>	<b>\$461.5</b>	<b>\$423.1</b>
Other Receipts	\$7.8	<b>(\$26.4) (b)</b>	<b>\$0.0 (b)</b>	<b>\$0.0 (b)</b>
FUTA CREDIT REDUCTION	\$0.0	<b>\$290.0</b>	<b>\$581.8</b>	<b>\$893.8</b>
ARRA	\$839.0 (c)	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>
DISBURSEMENTS	\$7,225.8	<b>\$6,733.5</b>	<b>\$6,526.2</b>	<b>\$6,026.9</b>
Regular Benefits	\$7,198.2	<b>\$6,731.3</b>	<b>\$6,526.2</b>	<b>\$6,026.9</b>
Other	\$27.5	<b>\$2.2 (d)</b>	<b>\$0.0 (d)</b>	<b>\$0.0 (d)</b>
FED-ED Benefits, State's portion	\$0.0	\$0.0	<b>\$0.0</b>	<b>\$0.0</b>

**(F) Forecast** Last actual data through second quarter of 2012. Bolded numbers are estimates.  
Totals may not be exact due to rounding.

- (a) Net Fund Interest Adjustment for the prior calendar year.
- (b) Other receipts include undisbursed Reed Act funding set aside for UI automation along with special transfers for Unemployment Compensation Modernization funds.
- (c) American Recovery and Reinvestment Act (ARRA) funds received to offset the UI Trust Fund Balance. Of this amount, \$791 million was used to offset the deficit in the UI Trust fund and \$48 million was appropriated for the administration of the Alternate Base Period program. These disbursements will be reflected in future years.
- (d) Other Disbursements include the Reed Act Distributions Financing Act of 1954 (Admin) and Miscellaneous Disbursements.

\* The basis for the projections in this fund forecast is the June 2012 Labor Market Information Division economic outlook.

UNEMPLOYMENT INSURANCE FUND  
FORECAST FOR CALENDAR YEARS 2012 – 2014  
Table 2

	2011	2012(F)	2013(F)	2014(F)
<b>CLAIM ACTION</b>				
New Claims (a)	2,363,576	<b>2,207,000</b>	<b>2,132,000</b>	<b>1,988,000</b>
First Payments	1,384,987	<b>1,283,000</b>	<b>1,235,000</b>	<b>1,150,000</b>
Weeks Compensated	26,237,704	<b>24,219,000</b>	<b>23,005,000</b>	<b>20,909,000</b>
Average Duration	18.9	<b>18.9</b>	<b>18.6</b>	<b>18.2</b>
Weekly Benefit Amount				
Maximum/Minimum	\$450/\$40	<b>\$450/\$40</b>	<b>\$450/\$40</b>	<b>\$450/\$40</b>
Average (All Claimants)	\$274	<b>\$278</b>	<b>\$284</b>	<b>\$288</b>
<b>COVERED WAGES</b>				
Total Wages (Less Reimbursables) (In billions)	\$625.0	<b>\$657.4</b>	<b>\$676.6</b>	<b>\$706.7</b>
Average Weekly Wage	\$1,036	<b>\$1,066.3</b>	<b>\$1,072.4</b>	<b>\$1,086.6</b>
Taxable Wages (In billions)	\$103.0	<b>\$103.3</b>	<b>\$105.8</b>	<b>\$110.0</b>
Percent of Total Wages	16.5%	<b>15.7%</b>	<b>15.6%</b>	<b>15.6%</b>
Regular Benefits/Taxable Wages	7.0%	<b>6.5%</b>	<b>6.2%</b>	<b>5.5%</b>
<b>EMPLOYER CONTRIBUTION FACTORS</b>				
Taxable Wage Ceiling	\$7,000	<b>\$7,000</b>	<b>\$7,000</b>	<b>\$7,000</b>
Contribution Rate Schedule	F+	<b>F+</b>	<b>F+</b>	<b>F+</b>
Average Contribution Rate (b)	5.35%	<b>5.29%</b>	<b>5.16%</b>	<b>5.18%</b>
<b>EMPLOYMENT</b>				
Average Covered Employment	14,316,229	<b>14,679,000</b>	<b>15,022,000</b>	<b>15,499,000</b>
Reimbursables - Average Covered Employment	2,756,262	<b>2,868,000</b>	<b>2,935,000</b>	<b>3,028,000</b>
All Others - Average Covered Employment	11,559,968	<b>11,811,000</b>	<b>12,087,000</b>	<b>12,471,000</b>
Contributions/Employment All Others (c)	\$478	<b>\$460</b>	<b>\$458</b>	<b>\$461</b>
<b>CALIFORNIA LABOR DATA (d)</b>				
Civilian Labor Force	18,385,252	<b>18,515,000</b>	<b>18,669,000</b>	<b>18,863,000</b>
Unemployment Level	2,160,491	<b>1,985,000</b>	<b>1,859,000</b>	<b>1,672,000</b>
Civilian Unemployment Rate	11.8%	<b>10.7%</b>	<b>10.0%</b>	<b>8.9%</b>

**(F) Forecast:** Last actual data for wages and employment through second quarter 2011. Last actual data for all other items through the second quarter 2012. Bolded numbers are estimates.

Totals may not be exact due to rounding.

(a) This includes intrastate, interstate, and transitional claims.

(b) The average contribution rate is calculated based on contributions from April - March each year. This varies from the average contribution rate reported to the Department of Labor that is calculated based on calendar year contributions.

(c) This row does not include the FUTA Credit Reduction totals. With FUTA, 2012 would equal \$490; 2013 would equal \$507; 2014 would equal \$537.

(d) California Labor Data is from the Labor Market Information Division's June 2012 economic outlook.

# A P P E N D I X

## UNEMPLOYMENT INSURANCE (UI) DEFINITIONS

The definitions below are informational only and arranged in the order of their appearance in Tables 1 and 2. The law is the California Unemployment Insurance Code (CUIC). Interpretations of the law are contained in opinions of the Attorney General, administrative and court decisions, and Title 22 of the California Code of Regulations.

### **YEAR-END FUND BALANCE**

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The sum of all money remaining in the Unemployment Fund at the end of the year after all receipts and disbursements have been recorded but before the unamortized balance invested in capital assets is recorded.

### **RECEIPTS**

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#### ***Receipts:***

This includes all income to the Unemployment Fund. Receipt items are on an “as received” basis rather than on an “as earned” basis.

#### ***Employer Contributions:***

Contributions paid by an employer based on a contribution rate derived from the Experience Rating System. This system determines each individual employer’s contribution rate based on the employer’s employment experience and the condition of the UI Trust Fund. New employers are required to pay a rate of 3.4 percent for up to three years. (See Employer Contribution Factors on page A4.)

#### ***Interest:***

Income produced by investing a portion of the Unemployment Fund. This investment is made by the federal government and California has no discretion in investment decisions.

#### ***Reimbursements:***

Amounts received from employers (nonprofit organizations, state and local governments) required to reimburse the Unemployment Fund for benefits paid to their former employees.

#### ***Other Receipts:***

Includes receipts from miscellaneous adjustments such as insurance checks reverted and Reed Act disbursements.

#### ***Federal Unemployment Tax Act (FUTA) Credit Reduction:***

If a State has relied on a federal loan for two consecutive years, employers face a federal tax increase for the 2011 tax year. Current federal law provides employers with a 5.4 percent tax credit. However, this credit was reduced by 0.3 percent to 5.1 percent for the 2011 tax year due to the outstanding federal loan.

On January 1, 2011, the federal tax rate was set at 6.2 percent. Applying the reduced tax credit, an employer’s federal tax rate increased from 0.8 percent to 1.1 percent. On July 1, 2011, a federal emergency surtax was allowed to expire that lowered the federal tax rate from 6.2 percent to 6.0 percent. As a result, the federal unemployment tax rate was revised to 0.9 percent for the six-month period from July 1, 2011, through December 31, 2011. The federal tax rate is applied to the first \$7,000 in wages paid to covered employees. Employers’ federal tax liability increased up to \$21 per employee during the 2011 tax year up to the first \$7,000 in covered wages.

The resulting increase in federal taxes are projected to cost California employers an additional \$290.0 million for the 2011 tax year, and are estimated to be \$580.9 million for the 2012 tax year. An additional 0.3 percent reduction to the federal tax credit will be applied for each subsequent year (up to a maximum of 5.4% credit reduction) as California continues to have an outstanding federal loan.

***American Recovery and Reinvestment Act (ARRA) of 2009:***

An act, signed into law February 17, 2009, making supplemental appropriations for job preservation and creation, infrastructure investment, energy efficiency and science, assistance to the unemployed, and State and local fiscal stabilization.

These funds were a result of California's application and receipt of ARRA incentive funds for meeting specified UI benefit eligibility criteria, such as an alternate base period, eligibility due to compelling family reasons, and the part-time work option. These ARRA funds were conditional and required states to adopt specific laws to comply with federal guidelines. The infusion of these ARRA funds helped to reduce the UI Trust Fund loan balance owed to the U.S. federal government.

## **DISBURSEMENTS**

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***Disbursements:***

All money paid from the Unemployment Insurance Trust Fund.

***Regular Benefits:***

Disbursements made to UI claimants under the authority of Division 1, Part 1, of the CUI. This includes only benefits paid under the California UI program from the UI Trust Fund. Regular benefits paid from the Federal Unemployment Benefit Account, which is separate from the California UI Trust Fund, including Unemployment Compensation for Federal Employees (UCFE) and Unemployment Compensation for Ex-Service Persons (UCX) programs or any combination of these programs are excluded. Benefits paid under extended benefit programs are also excluded.

- ◆ UI: A state program that provides benefits to individuals covered under state and federal unemployment compensation laws.
- ◆ UCFE: The federal program of unemployment compensation for federal employees.
- ◆ UCX: The federal program of unemployment compensation for ex-service personnel.

***Federal-State Extended (FED-ED) Unemployment Compensation Act of 1970:***

The FED-ED Program is available in every State and provides one-half of a claimant's total State benefits up to 13 weeks in States with an activated program, for a combined maximum of 39 weeks of regular and extended benefits. Weekly benefit amounts are identical to the regular State Unemployment Compensation for each claimant, and Federal funds pay half the cost. The program activates in a State under one of two conditions: (1) if the State's 13-week average insured unemployment rate (IUR) in the most recent 13 weeks is at least 5.0 percent and at least 120 percent of the average of its 13-week IURs in the last two years for the same 13-week calendar period; or (2) if its current 13-week average IUR is at least 6.0 percent.

California legislation modified the trigger from IUR to Total Unemployment Rate (TUR) effective February 1, 2009, in order to receive the maximum reimbursement, up to 20 weeks, from the federal government for emergency benefits. California became eligible when the State's TUR exceeded 6.5 percent. California triggered off the FED-ED program effective May 12, 2012.

**Federal Emergency Unemployment Compensation (EUC) Benefits:**

July 2008 Federal legislation for all states provided up to 13 weeks of extended benefits for workers who exhausted their regular UI benefits. November 2008 Legislation added up to seven weeks to the earlier extension (EUC Tier I), for a total of up to 20 weeks. These added benefits are only payable for weeks beginning on or after November 23, 2008, and included a second extension (EUC Tier II) of up to 13 weeks for high unemployment states, which includes California, and also added an extra \$25 of UI benefits for each week a claimant is eligible for at least \$1 in UI benefits, also known as the Federal Additional Compensation (FAC). February 2010 legislation added additional extensions including Tier III (an additional 13 weeks), Tier IV (an additional 6 weeks), and an additional week to Tier II. For Tier II, an additional week of benefits was added to the original 13 weeks for a total of 14 weeks. The "Middle Class Tax Relief and Job creation Act of 2012," enacted February 22, 2012, made some modifications to the original EUC provisions, lowering the total potential weeks available for Tiers I, III and IV. This act did, however, ensure these 100% federally funded EUC benefits would continue through 2012. The last date to file EUC Tiers I - IV is now December 23, 2012. The last payable date for these claims is January 2, 2013. FAC benefits expired as of December 11, 2010.

**CLAIM ACTION**

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***New Claims:***

An application for determination of eligibility for benefits, weekly amount, and award which certifies either the beginning of a first period of unemployment within a benefit year, or the continuance of a period of unemployment into a new benefit year.

***First Payments:***

The first benefit payment made to a claimant in his/her benefit year.

***Weeks Compensated:***

The total number of weeks of unemployment for which regular benefits are paid.

***Average Duration:***

The number of weeks of benefits paid divided by the first payments.

***Weekly Benefit Amount (WBA): Maximum/Minimum:***

Per Section 1280 of the CUIA, effective January 1, 2005, the maximum weekly benefit amount is \$450. The minimum weekly benefit amount is \$40.

***Average Weekly Benefit Amount (AWBA):***

For all claimants, regular benefits divided by the number of weeks compensated including full, partial, and part-total weekly benefit amounts results in the AWBA.

**COVERED WAGES**

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***Total Wages:***

All remuneration payable to employees subject to the CUIA for personal services, including tips and gratuities received by workers.

**Average Weekly Wage:**

Total wages less reimbursable wages divided by average covered employment less reimbursable employment divided by 52.2 weeks.

**Taxable Wages:**

Portion of total wages subject to taxation under Section 930 of the CUIC (see Employer Contribution Factors below).

**Percent of Total Wages:**

The ratio of taxable wages divided by total wages, expressed as a percentage.

**Benefits/Taxable Wages:**

The ratio of benefit expenditures to taxable wages (Reimbursables excluded).

**EMPLOYER CONTRIBUTION FACTORS**

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**Taxable Wage Ceiling:**

The maximum remuneration paid to an individual by an employer during a calendar year, which is subject to Section 930 of the CUIC. The taxable wage ceiling is set by state law. The current ceiling is \$7,000.

**Contribution Rate Schedule:**

Per Section 977 of the CUIC, the Unemployment Insurance contribution rate schedule for the following calendar year is determined by the ratio of the Unemployment Insurance Trust Fund balance on September 30 of the prior calendar year to total covered wages paid for the prior completed state fiscal year.

Unemployment Insurance Trust Fund Balance (September 30)  
Total UI Covered Wages (July 1 – June 30)

If the ratio is	Use schedule
Greater than 1.8%	AA
From 1.8% to more than 1.6%	A
From 1.6% to more than 1.4%	B
From 1.4% to more than 1.2%	C
From 1.2% to more than 1.0%	D
From 1.0% to 0.8%	E
From less than 0.8% to 0.6%	F
<b>Below 0.6%</b>	<b>F schedule plus 15%</b>

**Contribution Rate Schedule:**

**The following tables are used to determine each employer's contribution rate based on its reserve ratio and the schedule in effect for the year.**

Line	Reserve Ratio		Contribution Rate Schedules								
	Column 1	Column 2	AA	A	B	C	D	E	F	F+ 15%	
01	less than	-20	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	6.2
02	-20 to	-18	5.2	5.3	5.4	5.4	5.4	5.4	5.4	5.4	6.2
03	-18 to	-16	5.1	5.2	5.4	5.4	5.4	5.4	5.4	5.4	6.2
04	-16 to	-14	5.0	5.1	5.3	5.4	5.4	5.4	5.4	5.4	6.2
05	-14 to	-12	4.9	5.0	5.3	5.4	5.4	5.4	5.4	5.4	6.2
06	-12 to	-11	4.8	4.9	5.2	5.4	5.4	5.4	5.4	5.4	6.2
07	-11 to	-10	4.7	4.8	5.1	5.3	5.4	5.4	5.4	5.4	6.2
08	-10 to	-09	4.6	4.7	5.1	5.3	5.4	5.4	5.4	5.4	6.2
09	-09 to	-08	4.5	4.6	4.9	5.2	5.4	5.4	5.4	5.4	6.2
10	-08 to	-07	4.4	4.5	4.8	5.1	5.3	5.4	5.4	5.4	6.2
11	-07 to	-06	4.3	4.4	4.7	5.0	5.3	5.4	5.4	5.4	6.2
12	-06 to	-05	4.2	4.3	4.6	4.9	5.2	5.4	5.4	5.4	6.2
13	-05 to	-04	4.1	4.2	4.5	4.8	5.1	5.3	5.4	5.4	6.2
14	-04 to	-03	4.0	4.1	4.4	4.7	5.0	5.3	5.4	5.4	6.2
15	-03 to	-02	3.9	4.0	4.3	4.6	4.9	5.2	5.4	5.4	6.2
16	-02 to	-01	3.8	3.9	4.2	4.5	4.8	5.1	5.4	5.4	6.2
17	-01 to	00	3.7	3.8	4.1	4.4	4.7	5.0	5.4	5.4	6.2
18	00 to	01	3.4	3.6	3.9	4.2	4.5	4.8	5.1	5.1	5.9
19	01 to	02	3.2	3.4	3.7	4.0	4.3	4.6	4.9	4.9	5.6
20	02 to	03	3.0	3.2	3.5	3.8	4.1	4.4	4.7	4.7	5.4
21	03 to	04	2.8	3.0	3.3	3.6	3.9	4.2	4.5	4.5	5.2
22	04 to	05	2.6	2.8	3.1	3.4	3.7	4.0	4.3	4.3	4.9
23	05 to	06	2.4	2.6	2.9	3.2	3.5	3.8	4.1	4.1	4.7
24	06 to	07	2.2	2.4	2.7	3.0	3.3	3.6	3.9	3.9	4.5
25	07 to	08	2.0	2.2	2.5	2.8	3.1	3.4	3.7	3.7	4.3
26	08 to	09	1.8	2.0	2.3	2.6	2.9	3.2	3.5	3.5	4.0
27	09 to	10	1.6	1.8	2.1	2.4	2.7	3.0	3.3	3.3	3.8
28	10 to	11	1.4	1.6	1.9	2.2	2.5	2.8	3.1	3.1	3.6
29	11 to	12	1.2	1.4	1.7	2.0	2.3	2.6	2.9	2.9	3.3
30	12 to	13	1.0	1.2	1.5	1.8	2.1	2.4	2.7	2.7	3.1
31	13 to	14	0.8	1.0	1.3	1.6	1.9	2.2	2.5	2.5	2.9
32	14 to	15	0.7	0.9	1.1	1.4	1.7	2.0	2.3	2.3	2.6
33	15 to	16	0.6	0.8	1.0	1.2	1.5	1.8	2.1	2.1	2.4
34	16 to	17	0.5	0.7	0.9	1.1	1.3	1.6	1.9	1.9	2.2
35	17 to	18	0.4	0.6	0.8	1.0	1.2	1.4	1.7	1.7	2.0
36	18 to	19	0.3	0.5	0.7	0.9	1.1	1.3	1.5	1.5	1.7
37	19 to	20	0.2	0.4	0.6	0.8	1.0	1.2	1.4	1.4	1.6
38	20 or more		0.1	0.3	0.5	0.7	0.9	1.1	1.3	1.3	1.5

***Average Contribution Rate:***

The average of the rates assigned to all employers at the beginning of the year.

**EMPLOYMENT**

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***Average Covered Employment:***

The monthly average of the number of workers who earned wages in employment subject to the unemployment compensation provisions of the CUIC.

***Reimbursables:***

The average number of workers whose employers reimburse the Unemployment Fund (dollar for dollar) for all benefit payments that are attributed to their employment and wages.

***All Others:***

The average number of workers whose employers are subject to the regular unemployment tax.

***Contributions/Employment All Others:***

All employer contributions divided by the average covered employment, which excludes reimbursables, provides an average cost per non-reimbursable employee.

**CALIFORNIA LABOR DATA**

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***Civilian Labor Force:***

Those individuals, 16 years of age and older, who were working or actively seeking work.

***Unemployment Level:***

Comprised of non-institutionalized civilians who did not work, but made specific efforts to find a job.

***Civilian Unemployment Rate:***

The number of unemployed persons in California expressed as a percentage of the total number of persons in the California civilian labor force.