



1301 Fifth Avenue
Suite 3800
Seattle, WA 98101-2605
USA

Tel +1 206 624 7940
Fax +1 206 623 3485

milliman.com

March 1, 2011

Mr. David Bailey
Chief Executive Officer
San Mateo County Employees' Retirement Association
100 Marine Parkway, Suite 125
Redwood Shores, CA 94065-5208

Re: Cost of Additional Year of Service for Plan 3 Member

Dear Dave:

Per your request, we are providing the estimated cost associated with the County adopting Section 31641.04 of the '37 Act, the retirement incentive benefit, for a specific Plan 3 member. For this individual, the estimated cost is \$10,834

Background

Section 31641.04 allows the County to grant up to two years of additional retirement service credit if certain requirements are met. One of these requirements is that: "The County transmits to the retirement fund an amount determined by the board of retirement which is equal to the actuarial equivalent of the difference between the allowance the member receives after the receipt of service credit under this section and the amount he would have received without such service credit." The purpose of this letter is to provide you with this amount.

Cost is Estimated

The true cost of any service purchase is not known until the member receives his final payment. However, we believe this calculation provides a reasonable estimate of this cost. In determining the cost of the service purchase, the actuarial valuation assumptions, with some modifications, are used as the basis of the calculation. This ensures that the additional liability assumed by the System when the member purchases service is "matched" by a cash contribution of approximately actuarially equivalent value, so that at the time of purchase *SamCERA's* Unfunded Actuarial Accrued Liability (UAAL) is unchanged.

As with all aspects of an actuarial valuation, to the extent that actual experience is different than assumed, gains or losses will arise. A gain occurs when the true cost of the service is less than the purchase cost; conversely, a loss occurs when the true cost is greater than the purchase cost. If a loss occurs, the cost of the additional service is greater than the County's original payment. Therefore, additional contributions would be required. Potential sources of financial risk, in rough order of magnitude, are:

- **Rate of investment return** – To the extent *SamCERA* earns less than the assumed annual rate of investment return (7.75%), a loss will occur. Conversely, annual investment returns in excess of 7.75% will result in gains to the System.
- **Mortality** – Generally an individual (or surviving spouse) who survives longer than assumed by the mortality assumption will cause a loss to *SamCERA*. An individual (or surviving spouse) who dies earlier than assumed will cause a gain for *SamCERA*.

Data

Based on information provided by you, the member is deceased as of February 19, 2011, and the spouse will receive an Option 2 continuance benefit that includes the additional year of service.

Date of Birth	
▪ Member	2/9/1950
▪ Spouse	8/11/1961
Retirement Effective Date	2/19/2011
Type of Allowance	Straight Life (continuance of Option 2)
Tier / Membership	Plan 3 / General Member
Unmodified Allowance	\$2,076.46
Continuance under Option 2	\$1,804.61
Additional monthly benefit payable to spouse for 1 year of service	\$82.97

Assumptions and Plan Provisions

In preparing these estimates we have used *SamCERA*'s provisions as outlined in Appendix B of the June 30, 2010 actuarial valuation. The assumptions are as follows:

Investment Return	7.75%
Cost-of-Living Increase	0.0%
Beneficiary Mortality (General)	Weighted average (2/3 male, 1/3 female) of: <ul style="list-style-type: none"> ▪ RP-2000 Healthy Annuitant Mortality Table with adjustment for White Collar workers – Male with 2-year setback ▪ RP-2000 Healthy Annuitant Mortality Table with adjustment for White Collar workers – Female with 3-year setback

Actuarial Certification

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this cost estimate is complete and accurate and has been prepared in accordance with

generally recognized and accepted actuarial principles and practices which are consistent with the Actuarial Standards of Practice promulgated by the Actuarial Standards Board and the applicable Guides to Professional Conduct, amplifying Opinions, and supporting Recommendations of the American Academy of Actuaries.

We further certify that all costs, liabilities, rates of interest, and other factors for *SamCERA* have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of *SamCERA* and reasonable expectations) and which, in combination, offer a reasonable estimate of anticipated experience affecting *SamCERA*. Nevertheless, the emerging costs will vary from those determined by the calculator to the extent that actual experience differs from that projected by the actuarial assumptions. The Board of Retirement has the final decision regarding the appropriateness of the assumptions. The valuation assumptions were adopted as indicated in Appendix A of the valuation report.

Actuarial computations presented in this report are for purposes of determining the additional cost of service. The calculations in this letter report have been made on a basis consistent with our understanding of Section 31641 of the '37 Act. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this letter report. Accordingly, additional determinations may be needed for other purposes.

Milliman's work product was prepared to satisfy sections 31641.04, 31516 and 7507 of the Government Code. It is a complex, technical analysis that assumes a high level of knowledge concerning *SamCERA*'s operations. It is not for the use or benefit of any third party for any purpose. Any third party recipient of Milliman's work product who desires professional guidance should not rely upon Milliman's work product, but should engage qualified professionals for advice appropriate to its own specific needs.

This model has been prepared for internal use by the System's staff. The model may not be provided to or used by any other party without Milliman's express written consent.

I, Nick Collier, am a consulting actuary for Milliman, Inc. I am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

If you have any questions, please contact me.

Sincerely,



Nick J. Collier, ASA, EA, MAAA
Consulting Actuary
NJC/nlo

cc: Mr. Scott Hood