

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: StanCERA Tom Watson

BOARD AGENDA # *B-14

Urgent

Routine

AGENDA DATE June 8, 2010

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Adopt Retirement Contribution and Interest Rates for Fiscal Year 2010-2011

STAFF RECOMMENDATIONS:

1. Adopt the revised retirement contributions rates and revised actuarial assumptions for fiscal year 2010-2011, as recommended by the Board of Retirement.
2. Direct the Auditor-Controller to change the employer retirement contribution rates for the fiscal year 2010-2011 in accordance with the actuarial valuation of June 30, 2009, and the supplemental schedules, (copies available from the Clerk of the Board of Supervisors) on the payroll check of July 28, 2010.

FISCAL IMPACT:

The overall fiscal impact of the retirement contribution rates after the impact of the \$21.4 million contribution from non-valuation reserves to offset employer contributions is approximately \$24.8 million. Of which, approximately \$11.4 million is General Fund cost. This represents 11.6% of total covered county payroll. The overall cost of \$24.8 million is included in the individual department level budgets for fiscal year 2010-2011. In addition to these costs, the county continues to make annual debt-service payments of over \$11.4 million annually to retire the Pension Obligation Bonds issued in 1995.

BOARD ACTION AS FOLLOWS:

No. 2010-358

On motion of Supervisor DeMartini, Seconded by Supervisor Monteith
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

On January 26, 2010, the actuarial report and valuation of the Stanislaus County Employees Retirement Association (StanCERA) as of June 30, 2009, was presented to the Board of Retirement by Graham Schmidt, EFI Actuaries. Representatives from the Chief Executive Office were in attendance.

The Board of Retirement held two additional meetings on February 23, 2010, and March 15, 2010, to further review the report and the assumptions. The Board of Retirement adopted the actuarial report on April 27, 2010, with the following assumption changes, changing the method of assigning portions of the unfunded accrued liability to the County, Superior Courts, StanCOG, City of Ceres, and other special district employers. This includes shortening the unfunded accrued liability amortization period to 25 years. These changes were incorporated in the revised June 30, 2009, actuarial review and analysis dated April 13, 2010. In addition, the Board of Retirement approved transfers of \$20 million and \$1.4 million from non-valuation reserves to offset County, Superior Courts, StanCOG, City of Ceres, and other special district employers' contributions for fiscal year 2010-2011. The two spreadsheets to incorporate these assumption changes are pdf-files entitled "County, Superior Courts, StanCOG, City of Ceres, and Special District Employers Revised Rates 2010-11." These spreadsheets were reviewed and approved by EFI Actuaries. The reports created from the spreadsheets were provided to StanCERA employers in a pdf-file format.

The assumption changes were made to maintain the soundness of the retirement system so that retirement benefits promised by the Board of Supervisors can be paid to active, deferred, and retired members as promised. The report contains an interest assumption rate of 8.16% (4% compounded semi-annually), an average recommended employee contribution rate of 7.46% and an average employer contribution rate of 11.51%. This results in no change in average employee rates and an increase in the average employer rate of 2.7% of payroll.

The employer rates are delineated by membership type (General or Safety), and tier. The current rates in effect are:

County, Superior Courts, & StanCOG Employer Contribution Rates
 Existing (FY 2009/10)

<u>General Tiers</u>					<u>Safety Tiers</u>	
1	2	3	4	5	4	5
5.62%	7.39%	4.88%	7.41%	7.68%	6.22%	14.14%

DISCUSSION (Cont.):

The recommended County, Superior Courts & StanCOG Employer Rates
 for FY 2010-2011 are:

<u>General Tiers</u>					<u>Safety Tiers</u>	
1	2	3	4	5	4	5
4.20%	15.52%	5.88%	9.47%	10.09%	6.13%	18.85%

The report and supplemental schedules are available from the Clerk of the Board of Supervisors.

POLICY ISSUES:

Effective July 1, 1948, the Stanislaus County Board of Supervisors began offering retirement benefits to County employees pursuant to the County Employees Retirement Law of 1937 (Government Code Section 31450 et seq). Retirement benefits are funded on an actuarially sound basis according to the 1937 Act.

Specifically, pursuant to Government Code Section 31454:

“The Board of Supervisors shall.... adjust the rate of interest, the rates of contributions of members, and county and district appropriations in accordance with the recommendation of the Board [of Retirement], but shall not fix them in such amounts as to reduce the individual benefits provided in this chapter [CERL].”

Government Code Section 31584 further states that:

“The Board of Supervisors shall make the appropriations and if it fails or neglects to make appropriations, the County Auditor shall transfer from any money available in any fund in the County Treasury the sums specified by this chapter [CERL], and this transfer shall have the same force and effect as it would have had if the required appropriations had been made by the Board of Supervisors.”

STAFFING IMPACT:

While the production and implementation of retirement contribution rates annually does not require additional staff, StanCERA acknowledges that increases or decreases in required contribution rates does affect participating agencies' ability to provide staffing service levels.

Please contact Hank Skau, Operations Manager, 525-4652, or, skauh@stancera.org, with any questions.

StanCERA
County, Superior Courts & StanCOG Employer Revised Rates 2010-11
Supplemental Schedule

Description	General Tiers					Safety Tiers		General	Safety	Total
	1	2	3	4	5	4	5			
County Pay (FY2010)	-	-	1,075,289	9,608,088	182,951,496	294,971	40,789,996	193,634,873	41,084,967	234,719,840
County UAL								340,728,192	114,536,933	455,265,125
County UAL Payment								21,391,257	7,190,743	28,582,000
County UAL %								11.05%	17.50%	12.18%
Total NC	0.36%	11.68%	2.04%	6.69%	13.05%	3.71%	22.81%	12.67%	22.59%	14.57%
County EECont	0.00%	0.00%	0.00%	1.06%	6.80%	3.94%	10.32%	6.47%	10.27%	7.14%
ER NC	0.36%	11.68%	2.04%	5.63%	6.25%	-0.23%	12.49%	6.19%	12.40%	7.28%
County ER Cont	11.41%	22.73%	13.08%	16.68%	17.30%	17.27%	29.99%	17.93%	31.10%	20.24%
County ER Cont (FY2010)	-	-	140,690	1,602,271	31,643,126	50,949	12,234,459	33,386,086	12,285,408	45,671,494
County ER Cont (FY2011)	-	-	146,317	1,666,361	32,908,851	52,987	12,723,837	34,721,530	12,776,824	47,498,354
Assumes full implementation of "Solvency Test" method (without adjustment)										
25 year amortization of UAL for County										
Offset	-	-	78,337	682,960	14,207,044	26,432	5,005,227	14,968,341	5,031,659	20,000,000
Net ER Cont (FY2011)	-	-	67,980	983,401	18,701,808	26,555	7,718,610	19,753,189	7,745,165	27,498,354
Net UAL Cont (FY2011)								7,278,566	2,446,714	9,725,280
County Pay Projected 2011	-	-	992,160	8,649,861	179,935,714	202,162	38,282,261	189,577,734	38,484,423	228,062,157
Adjusted UAL % of Payroll								3.84%	6.36%	4.26%
ER NC%	0.36%	11.68%	2.04%	5.63%	6.25%	-0.23%	12.49%	6.20%	12.39%	7.24%
Total ER Cost	4.20%	15.52%	5.88%	9.47%	10.09%	6.13%	18.85%	10.04%	18.75%	11.51%
Est ER Cont (FY2011)	-	-	58,300	819,004	18,152,012	12,389	7,215,945	19,029,316	7,215,945	26,245,262

**StanCERA
Ceres & District Employer Revised Rates 2010-11
Supplemental Schedule**

	General Tiers					Safety Tiers		General	Safety	Total
	1	2	3	4	5	4	5			
Ceres / Other Pay (FY2010)	27,151	202,284	-	293,408	6,720,600	242,694	6,110,447	7,243,443	6,353,141	13,596,584
Ceres / Other UAL								12,158,972	14,524,946	26,683,918
Ceres / Other UAL Payment								763,352	911,891	1,675,243
Ceres / Other UAL %								10.54%	14.35%	12.32%
Total NC	0.36%	11.68%	2.04%	6.69%	13.05%	3.71%	22.81%	12.67%	22.59%	14.57%
Ceres / Other EECont	0.00%	6.43%	0.00%	0.73%	6.74%	1.62%	10.16%	6.46%	9.83%	8.03%
ER NC	0.36%	5.25%	2.04%	5.96%	6.31%	2.10%	12.65%	6.24%	12.25%	9.05%
Ceres / Other ER Cont	10.90%	15.79%	12.58%	16.49%	16.85%	16.45%	27.00%	17.45%	27.67%	22.22%
Ceres / Other ER Cont (FY2010)	2,960	31,931	-	48,394	1,132,298	39,921	1,650,085	1,215,583	1,690,006	2,905,590
Ceres / Other ER Cont (FY2011)	3,079	33,208	-	50,330	1,177,590	41,518	1,716,088	1,264,207	1,757,607	3,021,813
Assumes full implementation of "Solvency Test" method (without adjustment)										
25 year amortization of UAL for Ceres / Other										
Offset	4,507	18,243	-	5,374	609,809	-	762,067	637,933	762,067	1,400,000
Net ER Cont (FY2011)	(1,429)	14,966	-	44,955	567,781	41,518	954,022	626,274	995,540	1,621,814
Net UAL Cont (FY2011)								155,954	186,300	342,253
Ceres / Other Pay Projected 2011	52,000	210,457	-	62,000	7,035,068	-	6,582,064	7,359,525	6,582,064	13,941,589
Adjusted UAL % of Payroll								2.12%	2.83%	2.45%
ER NC%	0.36%	5.25%	2.04%	5.96%	6.31%	2.10%	12.65%	6.23%	12.65%	9.26%
Total ER Cost	2.48%	7.37%	4.16%	8.07%	8.43%	4.93%	15.48%	8.35%	15.48%	11.72%
Est ER Cont (FY2011)	1,291	15,502	-	5,006	592,966	-	1,018,993	614,765	1,018,993	1,633,758

Supplemental Schedule StanCERA Employer Rates For 2010/11

County, Superior Courts & StanCog Employer Rates

<u>General Tiers</u>					<u>Safety Tiers</u>	
1	2	3	4	5	4	5
4.20%	15.52%	5.88%	9.47%	10.09%	6.13%	18.85%

Ceres and Districts Employer Rates

<u>General Tiers</u>					<u>Safety Tiers</u>	
1	2	3	4	5	4	5
2.48%	7.37%	4.16%	8.07%	8.43%	4.93%	15.48%

**Stanislaus County
Employees' Retirement Association**

Actuarial Review and Analysis as of June 30, 2009

Final Report
April 13, 2010

EFI ACTUARIES | EFI/LIABILITY MANAGEMENT SERVICES, INC.
The nation's leader in plan-specific, interactive asset allocation optimization counseling
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Executive Summary

This Report presents the results of an actuarial review and analysis of the Stanislaus County Employees' Retirement Association (StanCERA, the Plan) as of June 30, 2009. Employer contribution rates for the Fiscal Year beginning July 1, 2010 have been determined based on demographic and asset information as of June 30, 2009.

The employer contribution rates shown in this Report are as follows:

Valuation Date	Employer Contribution as % of Pay	Estimated Employer Contribution for Current Members (FY10)
June 30, 2008		
Final Results	12.74%	\$ 30,830,502
June 30, 2009		
This Report (Initial Results)	18.65%	\$ 46,313,159
This Report (With Funding Changes)	19.56%	\$ 48,577,084

A summary of the current status of the StanCERA Plan as a whole is as follows:

	June 30, 2008	June 30, 2009
Plan Membership		
Active	4,494	4,355
Inactive	828	865
Receiving Benefits	2,669	2,751
Total	7,991	7,971
Average Pay	\$ 53,401	\$ 56,555
Assets (\$ millions)		
Market Value	\$ 1,311.3	\$ 1,058.1
Actuarial Value of Assets	\$ 1,436.8	\$ 1,269.7
Valuation Assets	\$ 1,317.2	\$ 1,171.8
Valuation Results (\$ millions)		
Actuarial Accrued Liability	\$ 1,548.8	\$ 1,653.7
Unfunded Accrued Liability	\$ 231.7	\$ 481.9
Funded Ratio (Valuation Assets)	85.0%	70.9%
Funded Ratio (Market Value of Assets)	73.7%	59.0%

More detailed information on the contributions by Class and Tier, as well as a description of the reasons for the changes in cost, is shown in both this section and in the detailed cost calculations shown later in the Report.

The main points in this Report are as follows:

- As expected, the cost of the Plan increased significantly as of June 30, 2009 due to the losses in the investment markets.
- The Board elected to reduce the amortization period from 30 years to 25 years, which increased the current employer contribution rate.
- The net impact of other demographic changes was relatively minor, resulting in a small additional increase in the contribution rate.
- The Board elected to change the methodology for assigning portions of the unfunded accrued liability to the County and the City of Ceres and Other Special Districts.

Purpose of the Report

This Report presents the results of an actuarial review and analysis of the Stanislaus County Employees' Retirement Association as of June 30, 2009. The purposes of this Report are:

- To review the experience of the Plan over the past year and discuss reasons for changes in Plan cost;
- To compute the annual contribution required to fund the Plan in accordance with actuarial principles;
- To discuss other issues associated with the determination of Plan and Tier costs; and
- To present those items required for disclosure under Statement No. 25 of the Governmental Accounting Standards Board (GASB).

Organization of the Report

This Report is organized in five sections:

- This Summary presents the conclusions of the Report and discusses the reasons for changes since the last valuation.
- Section 1 below contains an outline of the Plan provisions on which our calculations are based, statistical data concerning Plan participants, and a summary of the actuarial assumptions used to compute liabilities and costs. A glossary of actuarial terms is also included.
- Section 2 presents information concerning Plan assets, including balance sheets and income statements from July 1, 2008 to June 30, 2009. The actuarial value of Plan assets and the amount of the valuation assets are also computed in this Section.
- Section 3 contains the calculation of actuarial liabilities and the employer contribution rate, as well as the actuarial balance sheet and development of gain and loss.
- Section 4 contains pension plan information required under Statement No. 25 of the Governmental Accounting Standards Board.
- The Appendix contains contribution rates by Group, Class and Tier.

Actuarial Valuation as of June 30, 2009

The employer contribution rate increased significantly from June 30, 2008 to June 30, 2009, due primarily to the asset losses. The employer contribution rate has increased from 12.74% of payroll as of June 30, 2008 to 19.56% of payroll one year later. The narrative and table below summarize the impact of actuarial experience and other changes on Plan cost.

	Contribution Rate (% Payroll)	Employer Contributions (\$ in Millions)
June 30, 2008	12.74%	\$ 30.8
Demographic Experience	0.85%	2.3
Salary Experience	(0.44%)	(1.8)
New Entrants to the Plan	0.18%	1.8
Investment Experience	5.32%	13.2
Total Change 2008-2009	5.91%	15.5
Computed Cost as of June 30, 2009	18.65%	\$ 46.3
Change in Amortization Policy (25-yr, Level %)	0.91%	\$ 2.3
Total Cost as of June 30, 2009	19.56%	\$ 48.6

The changes affecting the cost from 2008 through 2009 are described below:

- Demographic experience caused an increase in the contribution rate.

Demographic experience includes rates of retirement, disability, termination, and death – as well as other factors, such as transfers, sick leave credit and cost of living assumptions. The demographic experience of the Plan was less positive than was assumed in the actuarial assumptions, producing actuarial losses and an increase in the employer contribution rate of 0.85% of pay.

Some of these losses may have been caused by insufficiently conservative assumptions, as identified in the actuarial audit report. EFI is in the process of completing an experience study that will recommend new assumptions as appropriate.

- Pay increases were lower than expected.

Increases in pay among active members were below those anticipated by the actuarial assumptions. The impact of the lower than expected salary increases was an actuarial gain, reducing the employer contribution rate by 0.44% of payroll.

- New members entered the Plan.

Although the total number of active members in the Plan decreased by about 150 members from June 30, 2008 to June 30, 2009, there were approximately 160 new hires (or rehires) entering the Plan to replace departing members.

These new hires were not included the prior valuation cost calculations. They increased the employer contribution rate by only a small amount as a percentage of payroll (0.18%), but increased the cost of the plan by \$1.8 million in dollar terms due to the added payroll.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was a loss of 17.2% (net of expenses) over the fiscal year 2008-2009. The return on the actuarial value of the *valuation assets* (excluding the non-valuation reserves and before the transfer of \$50 million) was a -9.4% loss.

The higher return on the actuarial value of assets (-9.4% versus -17.2%) is a result of the delayed recognition of asset gains from prior years, and the deferral of the losses experienced in FY 2009. Under the actuarial smoothing policy selected by the Board, only 20% of the gains or losses occurring in a given year are recognized in that year – with the remaining portion recognized over the next four years at 20% per year.

However, there is also a corridor around the market value of assets that does not allow the smoothed actuarial value of assets to differ from the market value by more than a certain amount (20%). Because the losses during FY 2009 were so large, the actuarial value of assets has been limited to 120% of the market value by the corridor. Therefore, the amount of smoothing on the current year loss has been limited, and more than 20% is being recognized in the current year.

The lower-than-expected return on the valuation assets produced an actuarial loss that increased Plan costs by 5.32% of active member payroll, or about \$13.2 million.

The above sources of actuarial gains and losses combined to increase Plan cost by 5.91% of payroll from 2008 to 2009, as noted above.

Subsequent to the Draft results being presented, the Board made two funding policy changes that affect the employer contribution rate(s):

- The amortization policy for the Plan's unfunded liability was changed.

The Board changed the current amortization period for both the County and the City of Ceres and the Other Districts to 25 years. This represented a reduction in the period from 30 years for the County and an increase from 20 years for the City of Ceres and Other Districts. The unfunded liability for all groups is being amortized as a level percentage of payroll.

The changes in amortization policy increased the overall current payment amount by 0.91% of payroll. With a level percentage of pay amortization policy and a period of 17 or more years, the

amortization payment in the current year will be less than the interest on the unfunded amount – no payment towards “principal” is made.

- The Board modified the assignment of the Unfunded Accrued Liability between the County and the City of Ceres and Other Districts.

In the prior valuation, we pointed out that the unfunded liability for Ceres/Other District had been “frozen” at its current level in the mid-90’s – in recognition of a pension obligation bond issued by the County. Since then, the unfunded liability for these groups has been projected assuming all actuarial assumptions have been met, with all gains and/or losses (investment and otherwise) being passed on to the County.

In prior years, the practice of using a frozen unfunded liability amount has not resulted in cost patterns that differ significantly between the County and Ceres/Other Districts. However, the continuation of this practice for the June 30, 2009 valuation and future valuations would result in drastically different cost pattern, since the County would be responsible for paying off the entire amount of the large investment losses that occurred in FY2009.

As a result, the Board (with assistance from the Actuary) has implemented a new policy (the “Solvency Test” approach) for determining the distribution of the Unfunded Accrued Liability between the County and Ceres/Other Districts. Under this approach, the assets available to fund the benefits are first assigned to cover the balances of the employees’ contributions. Next, the assets are assigned to cover the liabilities for the current *inactive* members of the plan – i.e. those members who are already receiving a retirement, disability or survivorship benefit, or who have left service and are eligible to receive a deferred benefit. Finally, any remaining assets are divided among the employer groups/tiers, according to their share of the total active member liability. Thus assets are assigned based according to a priority: Active employee contributions first, inactive members second, and employer reserves for active members third.

The change to a Solvency Test method for assigning the assets resulted in a substantial increase in cost for the Ceres and Other District employers by applying recent investment losses equally to all groups. Because costs associated with these losses are currently paid by the County, the County’s amortization payment and employer cost decrease, but by a smaller amount, since the liabilities of Ceres and Other District employers are small in comparison with the size of the County’s obligations. The overall cost was unchanged, since the amortization period for Ceres and Other Districts was been equalized to the County’s. More detail on the cost calculations for the individual employers can be found in Section 3.5 of this Report.

Future Valuations and Other Issues

There are a number of factors that can be expected to impact costs in the future:

- There are investment losses that are deferred by the actuarial smoothing method and have not been recognized in the actuarial value of assets used to determine the employer contribution rate.

The ratio of the actuarial value of Plan assets to the market value is current 120%; this means that 20% of Plan assets actually represent investment losses that have yet to be recognized. If the cost of the plan were determined using the market value of valuation assets (rather than the actuarial value), the cost of the Plan would increase by about 5% of pay, to 24.5%, or \$60.8 million.

- The liabilities and contribution rates determined in this Report are based on a set of actuarial assumptions. Despite the care and effort expended in determining the most accurate possible set of assumptions, the future experience of the Plan will certainly differ from what we assume. As a result, actuarial gains or losses will occur annually, and the employer contribution rate will fluctuate.

The experience study currently being performed (covering the period from June 30, 2006 through June 30, 2009) will attempt to minimize future gains or losses by forming assumptions that represent our best estimate of future experience. However, given that the actuarial audit identified several areas in which the assumptions formulated by the prior actuary probably represent overly optimistic views of future experience, it is likely that some changes from the experience study will increase the current cost. However, as stated above, it is actual experience, not the actuarial assumptions, that ultimately determines cost.

Actuarial Certification

This report presents the results of the annual actuarial review of the StanCERA Retirement Plan (the Plan) as of June 30, 2009. The prior review was conducted as of June 30, 2008.

In this study, financial information and data on active and inactive Members and their beneficiaries as of the valuation date was supplied by the Plan Administrator on electronic media. As is usual in studies of this type, Member data was neither verified nor audited. However, we conducted an examination of all participant data for reasonableness and consistency. The financial information included the Statement of Changes in Plan Net Assets Available for Benefits and Statement of Plan Net Assets Available for Benefits, both of which are included in the Comprehensive Annual Financial Report.

Actuarial funding is based on the Entry Age Normal Cost Method. Under this method, the employer contribution rate provides for current cost (normal cost) plus a level percentage of payroll to amortize the unfunded actuarial accrued liability (UAAL). As of the valuation date, the amortization period is 25 years.

The funding objective of the Plan is to establish contribution rates that, over time, are likely to remain as a level percentage of payroll unless Plan benefit provisions are changed. For actuarial valuation purposes, Plan assets are valued at Actuarial Value. Under this method, the assets used to determine employer contribution rates take into account market value by spreading all investment gains and losses (returns above or below expected returns) over a period of five years.

Our firm has prepared all of the schedules presented in the actuarial report. We reviewed the actuarial assumptions shown in the schedules and found them to be reasonably appropriate for use under the Plan. The prior actuary performed an analysis of the Plan's noneconomic experience as of June 30,

2006. The assumptions used in this report reflect the results of that study, subject to modifications suggested by an independent third-party actuary as part of an actuarial audit, and approved by EFI Actuaries and the Board. The assumptions used in the most recent valuation are intended to produce results that, in the aggregate, reasonably approximate the anticipated future experience of the Plan. The next experience analysis is expected to cover the years through 2009.

GASB Statement No. 25 requires preparation of trend data schedules of funding status and employer contributions. To produce the required schedules, we have relied upon information from our files and contained in the reports of other actuaries employed by the sponsor in completing the schedules.

We certify that the valuation was performed in accordance with generally accepted actuarial principles and practices. In particular, the assumptions and methods used for funding purposes meet the parameters of the Governmental Accounting Standards Board Statement No. 25.

Respectfully Submitted,



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Graham A. Schmidt, ASA
(415) 439-5313

Section 1:

**Summary of Plan Provisions,
Member Statistics, and
Actuarial Assumptions**

1.1: Brief Outline of Plan Provisions

Definitions

Compensation

Compensation means the cash remuneration for services paid by the employer. It includes base pay and certain differential, incentive, and special pay allowances defined by the Board of Retirement. Overtime is excluded, with the exception of overtime paid under the Fair Labor Standards Act that is regular and recurring.

Credited Service

In general, Credited Service is earned for the period during which Member Contributions are paid. Since Tier 3 Members participate in a non-contributory Plan, their Credited Service is calculated based on their date of Membership only.

Temporary service for which the Member was not credited, or service for which the Member withdrew his or her Member Contributions, may be purchased by paying or repaying the Member Contributions with interest. The categories of services that credit may be purchased for are listed below:

- **Prior Part-time Service:** If a Member worked for an employer within the Association on a part-time or 'extra help' basis before his membership in the Retirement Association, the Member may buyback this service.
- **Intermittent Part-time Service**
- **Prior full time Service:** Member may buyback full time service that may have been cashed out upon termination.
- **Leave of Absence (Including absence with State Disability or Worker's Compensation):** No unpaid leave of absence can be bought back except for absence due to medical reasons of up to one year.
- **Public Service:** Only Tier 1 and 4 Members may buy back this service.
- **Military Time:** Only Tier 1 and 4 Members may buy back this service.
- **Enhance Prior Tier Service:** Applies to certain active and deferred Members with Tier 1, 2 or 3 service.
- **Military "call up"**
- **AB 2766:** Only Safety Employees can buy back this service.

A percentage of credited sick leave may be credited according to the Member's applicable bargaining unit.

Final Compensation

For General Members belonging to Tier 2 and Tier 3, Final Compensation means the highest Compensation earned during any thirty six consecutive months of the Member's employment. For all others, it is the highest Compensation earned during any twelve months of employment.

General Member

Any Member who is not a Safety Member is a General Member.

Safety Member

Any sworn Member engaged in law enforcement, probation, or fire suppression is a Safety Member.

Membership

Eligibility

All full-time, permanent employees of Stanislaus County, City of Ceres, Stanislaus County Superior Court, Salida Sanitary District, East Side Mosquito Abatement, Keyes Community Services, Hills Ferry Cemetery and StanCOG hired on or after October 1, 1988 become Members on their date of appointment. All others hired before October 1, 1988 became Members on the first day of the calendar month following their date of appointment.

Detailed membership eligibility according to Tier and membership date is shown in Table 1.

Service Retirement

Eligibility

Tier 3 General Members are eligible to retire at age 55 if they have earned ten years of Credited Service. All other General Members are eligible to retire at age 50 if they have earned five years of Credited Service and have been an Association member for at least ten years. Alternatively, General Members are eligible to retire at any age after having earned 30 years of Credited Service, or upon reaching age 70 with no service requirement.

Safety Members are eligible to retire at age 50 if they have earned five years of Credited Service and have been an Association member for at least ten years. Alternatively, Safety Members are eligible to retire at any age after having earned 20 years of Credited Service, or upon reaching age 70 with no service requirement.

Benefit Amount

The Service Retirement Benefit payable to the Member is equal to the Member's Final Compensation multiplied by credited service, the benefit factor from Table 1 and the age factor from Table 2 corresponding to the Member's code section. The appropriate code sections for each group are listed in Table 1.

For Tier 3 Members with Credited Service up to thirty five years, the percentage of Final Compensation may not exceed 70% and for those with more than thirty five years, it may not exceed 80%.

For all other Members, the percentage of Final Compensation may not exceed 100%. For those members integrated with Social Security (other than Tier 3), Retirement Benefits based on the first \$350 of monthly Final Average Compensation are reduced by one-third.

Table 1: Member Group Descriptions

Group	Open or Closed	FAP	COLA	Code Section	Description	Top Retirement Factor Age	Benefit Factor
General Tier 1	Closed	1	3	31676.12	2% at 57	62	2.00%
General Tier 2	Closed	3	3	31676.1	2% at 62	65	1.67%
General Tier 3	Closed	3	0	31499.14	Non-Contributory	65	First 35 Years: 2.0% of FAS less 1/35 th of Social Security benefit at age 65. Next 10 Years: 1% of FAS
General Tier 4	Closed	1	3	31676.14	2% at 55	65	1.67%
General Tier 5	Open	1	3	31676.14	2% at 55	65	1.67%
Safety Tier 4	Closed	1	3	31664.1	3% at 50	50	3.00%
Safety Tier 5	Open	1	3	31664.1	3% at 50	50	3.00%

Table 2: Age Factors

Age	Safety 3% at Age 50 CERL §: 31664.1	General 2% at Age 62 CERL §: 31676.1	General 2% at Age 57 CERL §: 31676.12	General 2% at Age 55 CERL §: 31676.14	General 2% at Age 65 CERL §: 31499.14
41.00	0.6258	N/A	N/A	N/A	N/A
42.00	0.6625	N/A	N/A	N/A	N/A
43.00	0.7004	N/A	N/A	N/A	N/A
44.00	0.7397	N/A	N/A	N/A	N/A
45.00	0.7805	N/A	N/A	N/A	N/A
46.00	0.8226	N/A	N/A	N/A	N/A
47.00	0.8678	N/A	N/A	N/A	N/A
48.00	0.9085	N/A	N/A	N/A	N/A
49.00	0.9522	N/A	N/A	N/A	N/A
50.00	1.0000	0.7091	0.6681	0.8850	N/A
51.00	1.0000	0.7457	0.7056	0.9399	N/A
52.00	1.0000	0.7816	0.7454	1.0000	N/A
53.00	1.0000	0.8181	0.7882	1.0447	N/A
54.00	1.0000	0.8556	0.8346	1.1048	N/A
55.00	1.0000	0.8954	0.8850	1.1686	0.3900
56.00	1.0000	0.9382	0.9399	1.2365	0.4300
57.00	1.0000	0.9846	1.0000	1.3093	0.4700
58.00	1.0000	1.0350	1.0447	1.3608	0.5100
59.00	1.0000	1.0899	1.1048	1.4123	0.5600
60.00	1.0000	1.1500	1.1686	1.4638	0.6100
61.00	1.0000	1.1947	1.2365	1.5153	0.6700
62.00	1.0000	1.2548	1.3093	1.5668	0.7400
63.00	1.0000	1.3186	1.3093	1.5668	0.8200
64.00	1.0000	1.3865	1.3093	1.5668	0.9000
65.00	1.0000	1.4593	1.3093	1.5668	1.0000

Form of Benefit

The Service Retirement Benefit will be paid monthly beginning at retirement and for the life of the Member. If the member selects the unmodified benefit form, in the event of the Member's death

60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. For Tier 3 Members, the benefit payable to beneficiary is limited to 50%. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms are also available.

Annually on April 1, benefits for all retired members other than those in Tier 3 are adjusted to reflect changes in the CPI for the San Francisco Bay Area since the prior year. Benefits may be increased or decreased, but the cumulative changes shall never reduce the benefit below the original monthly allowance. Annual increases may not exceed the COLA figures shown in Table 1, but CPI increases above this figure are "banked" and used for future increases when the CPI increases by less than the figures shown.

In addition, ad hoc cost of living adjustments have been granted in the past and may be granted in the future.

A lump sum benefit of \$5,000 will be payable upon the death of a retired member. No death benefit is payable for Tier 3 retired members.

Service-Connected Disability

Eligibility

All non-Tier 3 Members are eligible for Service-Connected Disability Retirement benefits at any age if they are permanently disabled as a result of injuries or illness sustained in the line of duty. Tier 3 Members are not eligible to receive disability benefits.

Benefit Amount

The Service-Connected Disability Retirement Benefit payable to Members is equal to the greater of 50% of their Final Compensation or – if the Member is eligible at disability for a Service Retirement Benefit – the Service Retirement Benefit accrued on the date of disability.

Form of Benefit

The Service-Connected Disability Retirement Benefit will be paid monthly beginning at the effective date of disability retirement and for the life of the Member; in the event of the Member's death, 100% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member.

Nonservice-Connected Disability

Eligibility

Tier 3 Members are not eligible to receive disability benefits. All other Members are eligible for Nonservice-Connected Disability Retirement benefits if they are permanently disabled at any age after earning five years of Credited Service.

Benefit Amount

The Nonservice-Connected Disability Retirement Benefit payable to Tier 1 General Members is equal to the greatest of:

- 1.8% of Final Compensation at disability multiplied by years of Credited Service at disability;
- 1.8% of Final Compensation at disability multiplied by years of Credited Service projected to age 62, but not to exceed one-third of Final Compensation; or
- If the Member is eligible at disability for a Service Retirement Benefit, the Service Retirement Benefit accrued on the date of disability.

The Nonservice-Connected Disability Retirement Benefit payable to Tiers 2, 4 and 5 General Members is equal to the greatest of:

- 1.5% of Final Compensation at disability multiplied by years of Credited Service at disability;
- 1.5% of Final Compensation at disability multiplied by years of Credited Service projected to age 65, but not to exceed one-third of Final Compensation; or
- If the Member is eligible at disability for a Service Retirement Benefit, the Service Retirement Benefit accrued on the date of disability.

The Nonservice-Connected Disability Retirement Benefit payable to Safety Members is equal to the greatest of:

- 1.8% of Final Compensation at disability multiplied by years of Credited Service at disability;
- 1.8% of Final Compensation at disability multiplied by years of Credited Service projected to age 55, but not to exceed one-third of Final Compensation; or
- If the Member is eligible at disability for a Service Retirement Benefit, the Service Retirement Benefit accrued on the date of disability.

Form of Benefit

The Nonservice-Connected Disability Retirement Benefit will be paid monthly beginning at the effective date of disability retirement, and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member.

Death Benefit

Eligibility

A Tier 3 Member's survivors are not eligible to receive death benefits. All other Members' survivors are eligible to receive different Death benefits dependent on the Member's cause of death and retirement eligibility.

Benefit Amount

In the event the Member's death resulted from injury or illness sustained in connection with the Member's duties, the Death Benefit payable to a surviving spouse, domestic partner or eligible dependent children will be the greater of 50% of the Member's Final Compensation at the time of death or the Service Retirement Benefit.

In the event the Member's death did not result from injury or illness sustained in connection with the Member's duties and at the time of death, the Member was eligible for Service Retirement or Non-Service Connected Disability (i.e. the employee was employed at least five years), the Death Benefit payable to the spouse, partner or children will be 60% of the survivor benefit based on benefit due on Member's date of death.

In all other cases, the designated beneficiary (not necessarily a spouse/partner/child) will receive a refund of the Member's contributions with interest plus one month of Final Compensation for each year of service to a maximum of six years.

Form of Benefit

Annuity death benefits will be paid monthly beginning at the Member's death and for the life of the surviving spouse/partner or to the age of majority of dependent minor children if there is no spouse/partner. Lump sum benefits will be paid as described above.

COLA adjustments (as described for the annuity benefits) are also available.

Withdrawal Benefit

Eligibility

Tier 3 Members are not eligible to receive withdrawal benefits. All other Members are eligible for a Withdrawal Benefit upon termination of employment, if not eligible to receive or electing to waive a monthly benefit.

Benefit Amount

The Withdrawal Benefit is a refund of the Member's accumulated Contributions with interest. Upon receipt of the Withdrawal Benefit the Member forfeits all Credited Service.

Form of Benefit

The Withdrawal Benefit is paid in a lump sum upon election by the Member.

Deferred Vested Benefit

Eligibility

A Member is eligible for a Deferred Vested Benefit upon termination of employment after earning five years of Credited Service, including reciprocity service from another system. For Tier 3 Members, the vesting requirement is ten years of Credited Service.

The Member must leave his or her Member Contributions with interest on deposit with the Plan. This requirement does not apply to Tier 3 Members since they participate in a non-contributory Plan.

Benefit Amount

The Deferred Vested Benefit is computed in the same manner as the Service Retirement Benefit, but it is based on Credited Service and Final Compensation on the date of termination.

Form of Benefit

The Deferred Vested Benefit will be paid monthly beginning at retirement and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. For Tier 3 Members, the benefit payable to beneficiary is limited to 50%. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member. No death benefit is payable for Tier 3 retired members.

Reciprocal Benefit

Eligibility

A Member is eligible for a Reciprocal Benefit upon termination of employment after earning five years of Credited Service and entry, within a specified period of time, into another retirement system recognized as a reciprocal system by the Plan. For Tier 3 Members, the vesting requirement is ten years of Credited Service.

The Member must leave his or her Member Contributions with interest on deposit with the Plan. This requirement does not apply to Tier 3 Members since they participate in a non-contributory Plan.

Benefit Amount

The Reciprocal Benefit is computed in the same manner as the Service Retirement Benefit, but it is based on Credited Service on the date of termination and Final Compensation on the date of retirement; Final Compensation is based on the highest of the Compensation earned under this Plan or the reciprocal plan.

Form of Benefit

The Reciprocal Benefit will be paid monthly beginning at retirement and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. For Tier 3 Members, the benefit payable to beneficiary is limited to 50%. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available.

A lump sum benefit of \$5,000 will be payable upon the death of the member. No death benefit is payable for Tier 3 retired members.

Optional Benefit Forms

Prior to retirement, a member may elect to convert his retirement allowance into a benefit of equivalent actuarial value in accordance with one of the optional forms described below.

1. A reduced retirement allowance payable during his life with the provision that on his death the excess, if any, of his accumulated deductions at the time of retirement over the annuity payments made to him will be paid to his designated beneficiary or estate; or
2. A reduced retirement allowance payable during his life with the provision that after his death the reduced allowance will be continued for life to the beneficiary designated by him at the time of his retirement; or
3. A reduced retirement allowance payable during his life with the provision that after his death an allowance of one-half of his reduced allowance will be continued for life to the beneficiary designated by him at the time of his retirement.

In addition, a member participating in Social Security may elect to receive an increased monthly allowance before age 62 (earliest possible receipt of Social Security benefits) and then take a reduced monthly allowance at age 62 and after. This option will not affect any monthly payments payable to a beneficiary. This option is not available to those receiving a disability benefit.

Member Contributions

All non Tier 3 Members contribute a percentage of Compensation to the Plan through payroll deduction. The percentage contributed depends on the Member's nearest age upon joining the

Plan. Contribution rates are shown in the tables below. Members do not contribute after earning 30 years of Credited Service.

City of Ceres members in Tiers 1 and 4 pay the Tier 2 and 5 rates ("Full" rates), rather than the rates for their respective Tiers ("Half" rates).

Interest is credited semiannually to each Member's accumulated contributions. The crediting rate is set by the Board; the current annual rate is 0.25%.

The employee contribution rates are shown in the following tables. These rates were determined (by Buck Consultants) based on an interest rate of 8.16% per annum, an average salary increase of 5% per year, and the 1994 GAM Male mortality tables - set back three years for General Members, with no age adjustment for Safety Members.

**General Tier 1 and 2
Contribution Rates**

Entry Age	Basic				COL*			
	First \$350		Over \$350		First \$350		Over \$350	
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
16	1.64%	2.61%	2.46%	3.92%	0.63%	1.00%	0.94%	1.50%
17	1.65%	2.63%	2.47%	3.94%	0.63%	1.01%	0.95%	1.51%
18	1.66%	2.65%	2.49%	3.97%	0.63%	1.01%	0.95%	1.52%
19	1.67%	2.67%	2.51%	4.00%	0.64%	1.02%	0.96%	1.53%
20	1.69%	2.69%	2.53%	4.04%	0.65%	1.03%	0.97%	1.55%
21	1.70%	2.72%	2.55%	4.08%	0.65%	1.04%	0.98%	1.56%
22	1.72%	2.75%	2.58%	4.12%	0.66%	1.05%	0.99%	1.58%
23	1.74%	2.77%	2.61%	4.16%	0.67%	1.06%	1.00%	1.59%
24	1.76%	2.81%	2.64%	4.21%	0.67%	1.07%	1.01%	1.61%
25	1.78%	2.84%	2.67%	4.26%	0.68%	1.09%	1.02%	1.63%
26	1.81%	2.88%	2.71%	4.32%	0.69%	1.10%	1.04%	1.65%
27	1.83%	2.92%	2.74%	4.38%	0.70%	1.12%	1.05%	1.68%
28	1.85%	2.96%	2.78%	4.44%	0.71%	1.13%	1.06%	1.70%
29	1.89%	3.01%	2.83%	4.51%	0.72%	1.15%	1.08%	1.73%
30	1.91%	3.05%	2.87%	4.58%	0.73%	1.17%	1.10%	1.75%
31	1.95%	3.11%	2.92%	4.66%	0.75%	1.19%	1.12%	1.78%
32	1.98%	3.16%	2.97%	4.74%	0.76%	1.21%	1.14%	1.81%
33	2.02%	3.22%	3.03%	4.83%	0.77%	1.23%	1.16%	1.85%
34	2.05%	3.28%	3.08%	4.92%	0.79%	1.25%	1.18%	1.88%
35	2.10%	3.35%	3.15%	5.02%	0.81%	1.28%	1.21%	1.92%
36	2.14%	3.41%	3.21%	5.12%	0.82%	1.31%	1.23%	1.96%
37	2.18%	3.48%	3.27%	5.22%	0.83%	1.33%	1.25%	2.00%
38	2.22%	3.55%	3.33%	5.32%	0.85%	1.36%	1.27%	2.04%
39	2.27%	3.61%	3.40%	5.42%	0.87%	1.38%	1.30%	2.07%
40	2.31%	3.68%	3.46%	5.52%	0.88%	1.41%	1.32%	2.11%
41	2.35%	3.75%	3.53%	5.63%	0.90%	1.43%	1.35%	2.15%
42	2.40%	3.83%	3.60%	5.74%	0.92%	1.47%	1.38%	2.20%
43	2.45%	3.90%	3.67%	5.85%	0.93%	1.49%	1.40%	2.24%
44	2.49%	3.97%	3.73%	5.96%	0.95%	1.52%	1.43%	2.28%
45	2.53%	4.05%	3.80%	6.07%	0.97%	1.55%	1.45%	2.32%
46	2.59%	4.12%	3.88%	6.18%	0.99%	1.57%	1.48%	2.36%
47	2.63%	4.20%	3.95%	6.30%	1.01%	1.61%	1.51%	2.41%
48	2.68%	4.27%	4.02%	6.41%	1.03%	1.63%	1.54%	2.45%
49	2.73%	4.35%	4.09%	6.53%	1.04%	1.67%	1.56%	2.50%
50	2.78%	4.43%	4.17%	6.65%	1.07%	1.69%	1.60%	2.54%
51	2.83%	4.51%	4.25%	6.77%	1.09%	1.73%	1.63%	2.59%
52	2.88%	4.60%	4.32%	6.90%	1.10%	1.76%	1.65%	2.64%
53	2.93%	4.68%	4.40%	7.02%	1.12%	1.79%	1.68%	2.69%
54	2.99%	4.77%	4.48%	7.15%	1.14%	1.83%	1.71%	2.74%
55	3.04%	4.85%	4.56%	7.27%	1.16%	1.85%	1.74%	2.78%
56	3.09%	4.93%	4.64%	7.40%	1.19%	1.89%	1.78%	2.83%
57	3.15%	5.02%	4.72%	7.53%	1.21%	1.92%	1.81%	2.88%
58	3.20%	5.11%	4.80%	7.66%	1.23%	1.95%	1.84%	2.93%
59+	3.26%	5.19%	4.89%	7.79%	1.25%	1.99%	1.87%	2.98%

*38.26% of basic rates

**General Tier 4 and 5
 Contribution Rates**

Entry Age	Basic				COL*			
	First \$350	First \$350	Over \$350	Over \$350	First \$350	First \$350	Over \$350	Over \$350
	Tier 4	Tier 5	Tier 4	Tier 5	Tier 4	Tier 5	Tier 4	Tier 5
16	1.63%	3.25%	2.44%	4.88%	0.46%	0.93%	0.69%	1.39%
17	1.63%	3.27%	2.45%	4.91%	0.47%	0.93%	0.70%	1.39%
18	1.65%	3.29%	2.47%	4.94%	0.47%	0.93%	0.70%	1.40%
19	1.66%	3.31%	2.49%	4.97%	0.47%	0.94%	0.71%	1.41%
20	1.67%	3.34%	2.51%	5.01%	0.47%	0.95%	0.71%	1.42%
21	1.69%	3.37%	2.53%	5.05%	0.48%	0.95%	0.72%	1.43%
22	1.70%	3.40%	2.55%	5.10%	0.48%	0.97%	0.72%	1.45%
23	1.71%	3.43%	2.57%	5.15%	0.49%	0.97%	0.73%	1.46%
24	1.73%	3.47%	2.60%	5.20%	0.49%	0.99%	0.74%	1.48%
25	1.75%	3.51%	2.63%	5.26%	0.50%	0.99%	0.75%	1.49%
26	1.77%	3.55%	2.66%	5.33%	0.51%	1.01%	0.76%	1.51%
27	1.80%	3.60%	2.70%	5.40%	0.51%	1.02%	0.77%	1.53%
28	1.82%	3.65%	2.73%	5.47%	0.52%	1.03%	0.78%	1.55%
29	1.85%	3.70%	2.77%	5.55%	0.53%	1.05%	0.79%	1.58%
30	1.88%	3.75%	2.82%	5.63%	0.53%	1.07%	0.80%	1.60%
31	1.91%	3.81%	2.86%	5.72%	0.54%	1.09%	0.81%	1.63%
32	1.94%	3.88%	2.91%	5.82%	0.55%	1.10%	0.83%	1.65%
33	1.97%	3.95%	2.96%	5.92%	0.56%	1.12%	0.84%	1.68%
34	2.01%	4.02%	3.01%	6.03%	0.57%	1.14%	0.86%	1.71%
35	2.05%	4.10%	3.07%	6.15%	0.58%	1.17%	0.87%	1.75%
36	2.09%	4.17%	3.13%	6.26%	0.59%	1.19%	0.89%	1.78%
37	2.13%	4.25%	3.19%	6.38%	0.61%	1.21%	0.91%	1.81%
38	2.17%	4.33%	3.25%	6.50%	0.61%	1.23%	0.92%	1.85%
39	2.21%	4.42%	3.31%	6.63%	0.63%	1.25%	0.94%	1.88%
40	2.25%	4.50%	3.38%	6.75%	0.64%	1.28%	0.96%	1.92%
41	2.29%	4.59%	3.44%	6.88%	0.65%	1.30%	0.98%	1.95%
42	2.33%	4.67%	3.50%	7.01%	0.66%	1.33%	0.99%	1.99%
43	2.38%	4.76%	3.57%	7.14%	0.67%	1.35%	1.01%	2.03%
44	2.42%	4.85%	3.63%	7.27%	0.69%	1.38%	1.03%	2.07%
45	2.47%	4.93%	3.70%	7.40%	0.70%	1.40%	1.05%	2.10%
46	2.51%	5.02%	3.77%	7.53%	0.71%	1.43%	1.07%	2.14%
47	2.55%	5.11%	3.83%	7.67%	0.73%	1.45%	1.09%	2.18%
48	2.60%	5.21%	3.90%	7.81%	0.74%	1.48%	1.11%	2.22%
49	2.65%	5.30%	3.97%	7.95%	0.75%	1.51%	1.13%	2.26%
50	2.70%	5.39%	4.05%	8.09%	0.77%	1.53%	1.15%	2.30%
51	2.75%	5.49%	4.12%	8.23%	0.78%	1.56%	1.17%	2.34%
52	2.79%	5.59%	4.19%	8.38%	0.79%	1.59%	1.19%	2.38%
53	2.84%	5.69%	4.26%	8.53%	0.81%	1.61%	1.21%	2.42%
54+	2.89%	5.79%	4.34%	8.68%	0.82%	1.65%	1.23%	2.47%

*28.41% of basic rates

**Safety Tier 4 and 5
 Contribution Rates**

Entry Age	Basic				COL*			
	First \$350	First \$350	Over \$350	Over \$350	First \$350	First \$350	Over \$350	Over \$350
	Tier 4	Tier 5	Tier 4	Tier 5	Tier 4	Tier 5	Tier 4	Tier 5
20	2.20%	4.39%	3.30%	6.59%	1.15%	2.31%	1.73%	3.46%
21	2.23%	4.45%	3.34%	6.67%	1.17%	2.33%	1.75%	3.50%
22	2.25%	4.51%	3.38%	6.76%	1.18%	2.37%	1.77%	3.55%
23	2.28%	4.57%	3.42%	6.85%	1.19%	2.39%	1.79%	3.59%
24	2.31%	4.63%	3.47%	6.94%	1.21%	2.43%	1.82%	3.64%
25	2.35%	4.69%	3.52%	7.04%	1.23%	2.46%	1.85%	3.69%
26	2.38%	4.76%	3.57%	7.14%	1.25%	2.50%	1.87%	3.75%
27	2.41%	4.83%	3.62%	7.25%	1.27%	2.53%	1.90%	3.80%
28	2.45%	4.91%	3.68%	7.36%	1.29%	2.57%	1.93%	3.86%
29	2.49%	4.98%	3.74%	7.47%	1.31%	2.61%	1.96%	3.92%
30	2.53%	5.06%	3.80%	7.59%	1.33%	2.65%	1.99%	3.98%
31	2.57%	5.15%	3.86%	7.72%	1.35%	2.70%	2.03%	4.05%
32	2.61%	5.23%	3.92%	7.85%	1.37%	2.75%	2.06%	4.12%
33	2.66%	5.33%	3.99%	7.99%	1.39%	2.79%	2.09%	4.19%
34	2.71%	5.42%	4.06%	8.13%	1.42%	2.85%	2.13%	4.27%
35	2.76%	5.51%	4.14%	8.27%	1.45%	2.89%	2.17%	4.34%
36	2.81%	5.62%	4.21%	8.43%	1.47%	2.95%	2.21%	4.42%
37	2.86%	5.73%	4.29%	8.59%	1.50%	3.01%	2.25%	4.51%
38	2.91%	5.83%	4.37%	8.74%	1.53%	3.06%	2.29%	4.59%
39	2.97%	5.94%	4.45%	8.91%	1.56%	3.12%	2.34%	4.68%
40	3.02%	6.05%	4.53%	9.07%	1.59%	3.17%	2.38%	4.76%
41	3.08%	6.15%	4.62%	9.23%	1.61%	3.23%	2.42%	4.84%
42	3.13%	6.27%	4.70%	9.40%	1.65%	3.29%	2.47%	4.93%
43	3.19%	6.38%	4.79%	9.57%	1.67%	3.35%	2.51%	5.02%
44	3.25%	6.49%	4.87%	9.74%	1.71%	3.41%	2.56%	5.11%
45	3.31%	6.61%	4.96%	9.91%	1.73%	3.47%	2.60%	5.20%
46	3.37%	6.73%	5.05%	10.09%	1.77%	3.53%	2.65%	5.30%
47	3.42%	6.85%	5.13%	10.27%	1.79%	3.59%	2.69%	5.39%
48	3.48%	6.97%	5.22%	10.45%	1.83%	3.65%	2.74%	5.48%
49+	3.54%	7.09%	5.31%	10.63%	1.86%	3.72%	2.79%	5.58%

*52.48% of basic rates

1.2: Participant Data as of July 1, 2009

	General		Safety		Total	
	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09
Active Participants						
Number	3,757	3,619	737	736	4,494	4,355
Average Age	44.57	45.37	36.91	37.35	43.31	44.02
Average Service	9.60	10.28	8.46	8.94	9.41	10.05
Average Pay	\$ 51,897	\$ 55,075	\$ 61,065	\$ 63,832	\$ 53,401	\$ 56,555
Service Retired						
Number	1,773	1,835	243	252	2,016	2,087
Average Age	69.10	69.06	63.45	63.61	68.42	68.40
Average Annual Total Benefit	\$ 22,526	\$ 23,089	\$ 48,078	\$ 48,098	\$ 25,606	\$26,109
Beneficiaries						
Number	276	282	73	77	349	359
Average Age	72.65	73.16	64.62	65.05	70.97	71.42
Average Annual Total Benefit	\$ 12,837	\$ 12,933	\$ 23,229	\$ 24,160	\$ 15,010	\$15,341
Duty Disabled						
Number	115	113	105	107	220	220
Average Age	61.62	62.67	53.48	54.23	57.74	58.57
Average Annual Total Benefit	\$ 19,691	\$ 20,358	\$ 30,470	\$ 30,937	\$ 24,835	\$25,503
Ordinary Disabled						
Number	77	78	7	7	84	85
Average Age	62.96	62.80	51.90	52.90	62.04	61.98
Average Annual Total Benefit	\$ 12,144	\$ 12,864	\$ 15,492	\$ 15,760	\$ 12,423	\$13,102
Total In Pay						
Number	2,241	2,308	428	443	2,669	2,751
Average Age	68.94	69.04	61.01	61.43	67.67	67.81
Average Annual Total Benefit	\$ 20,831	\$ 21,369	\$ 38,987	\$ 39,281	\$ 23,742	\$ 24,253
Terminated Vested						
Number	583	574	103	104	686	678
Average Age	48.85	49.34	41.35	42.17	47.72	48.24
Average Service	7.59	7.68	6.48	6.27	7.42	7.46
Transfers						
Number	108	144	34	43	142	187
Average Age	48.32	46.65	35.31	36.47	45.20	44.31
Average Service	5.68	6.06	5.65	5.67	5.67	5.97
Total Inactive						
Number	691	718	137	147	828	865
Average Age	48.77	48.80	39.85	40.50	47.29	47.39
Average Service	7.29	7.36	6.27	6.09	7.12	7.14

**County, Ceres and Other Districts
 Active and Vested Participant Data as of July 1, 2009**

	County						Ceres and Other Districts						Total County, Ceres and Other Districts	
	General		Safety		Total		General		Safety		Total		7/1/08	7/1/09
	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09		
Active Participants														
Number	3,615	3,494	665	656	4,280	4,150	142	125	72	80	214	205	4,494	4,355
Average Age	44.62	45.39	36.97	37.58	43.43	44.16	43.24	44.93	36.33	35.46	40.92	41.23	43.31	44.02
Average Service	9.64	10.29	8.43	8.98	9.45	10.08	8.42	9.99	8.74	8.62	8.53	9.46	9.41	10.05
Average Pay*	\$ 51,836	\$ 54,981	\$ 59,714	\$ 62,033	\$ 53,060	\$ 56,096	\$ 53,439	\$ 57,724	\$ 73,539	\$ 78,583	\$ 60,202	\$ 65,864	\$ 53,401	\$ 56,555
Terminated Vested														
Number	563	552	88	89	651	641	20	22	15	15	35	37	686	678
Average Age	48.84	49.31	41.69	42.35	47.87	48.34	49.30	49.96	39.40	41.09	45.06	46.36	47.72	48.24
Average Service	7.65	7.76	6.64	6.30	7.51	7.56	5.99	5.68	5.56	6.12	5.81	5.86	7.42	7.46
Transfers														
Number	101	134	28	37	129	171	7	10	6	6	13	16	142	187
Average Age	48.82	47.31	35.12	36.35	45.85	44.94	41.08	37.76	36.21	37.21	38.83	37.55	45.20	44.31
Average Service	5.68	6.19	5.54	5.60	5.65	6.06	5.65	4.38	6.15	6.15	5.88	5.04	5.67	5.97
Total Inactive														
Number	664	686	116	126	780	812	27	32	21	21	48	53	828	865
Average Age	48.84	48.92	40.10	40.59	47.54	47.62	47.17	46.15	38.49	39.98	43.37	43.70	47.29	47.39
Average Service	7.35	7.45	6.37	6.09	7.20	7.24	5.90	5.27	5.73	6.13	5.83	5.61	7.12	7.14

*All payroll figures shown are annual

County Active and Vested Participant Data as of July 1, 2009

	General										Safety			
	Tier 1		Tier 2		Tier 3		Tier 4		Tier 5		Tier 1/4		Tier 2/5	
	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09
Active Participants														
Number	0	0	16	0	39	22	164	146	3,396	3,326	7	4	658	652
Average Age	0.00	0.00	46.70	0	47.76	48.89	56.19	57.12	44.02	44.85	52.84	54.55	36.80	37.48
Average Service	0.00	0.00	3.89	0.00	12.00	12.59	27.83	28.58	8.76	9.47	24.06	22.86	8.26	8.89
Average Pay*	\$ 0	\$ 0	\$ 49,604	\$ 0	\$ 47,751	\$ 48,257	\$ 66,242	\$ 67,894	\$ 51,198	\$ 54,458	\$ 85,484	\$ 81,525	\$ 59,440	\$ 61,913
Terminated Vested														
Number	68	63	214	205	35	33	4	3	242	248	7	5	81	84
Average Age	57.13	57.83	48.70	49.50	51.54	51.68	54.61	57.90	46.14	46.58	52.51	54.43	40.75	41.63
Average Service	10.38	10.27	5.06	5.09	10.75	11.02	8.74	7.01	8.70	8.91	7.92	8.09	6.53	6.19
Transfers														
Number	21	19	24	22	0	14	1	1	55	78	0	0	28	37
Average Age	56.55	57.11	54.28	54.08	0.00	47.78	48.83	49.83	43.49	42.90	0.00	0.00	35.12	36.35
Average Service	5.98	6.82	4.32	4.88	0.00	12.38	3.27	3.27	6.21	5.33	0.00	0.00	5.54	5.60
Total Inactive														
Number	89	82	238	227	35	47	5	4	297	326	7	5	109	121
Average Age	56.99	57.66	49.26	49.94	51.54	50.52	53.45	55.88	45.65	45.70	52.51	54.43	39.30	40.02
Average Service	9.34	9.47	4.99	5.07	10.75	11.43	7.65	6.08	8.24	8.05	7.92	8.09	6.28	6.01

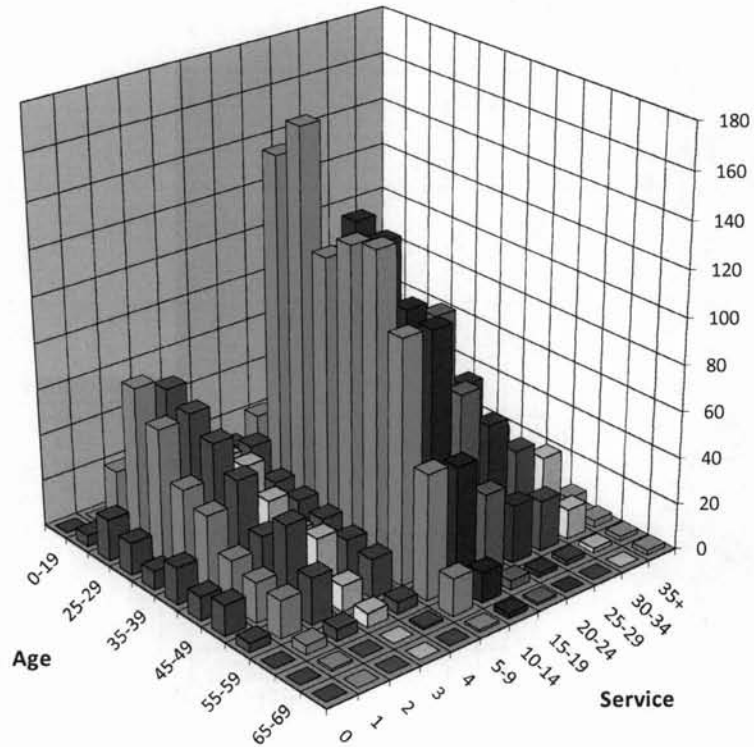
*All payroll figures shown are annual

**Ceres and Other Districts
 Active and Vested Participant Data as of July 1, 2009**

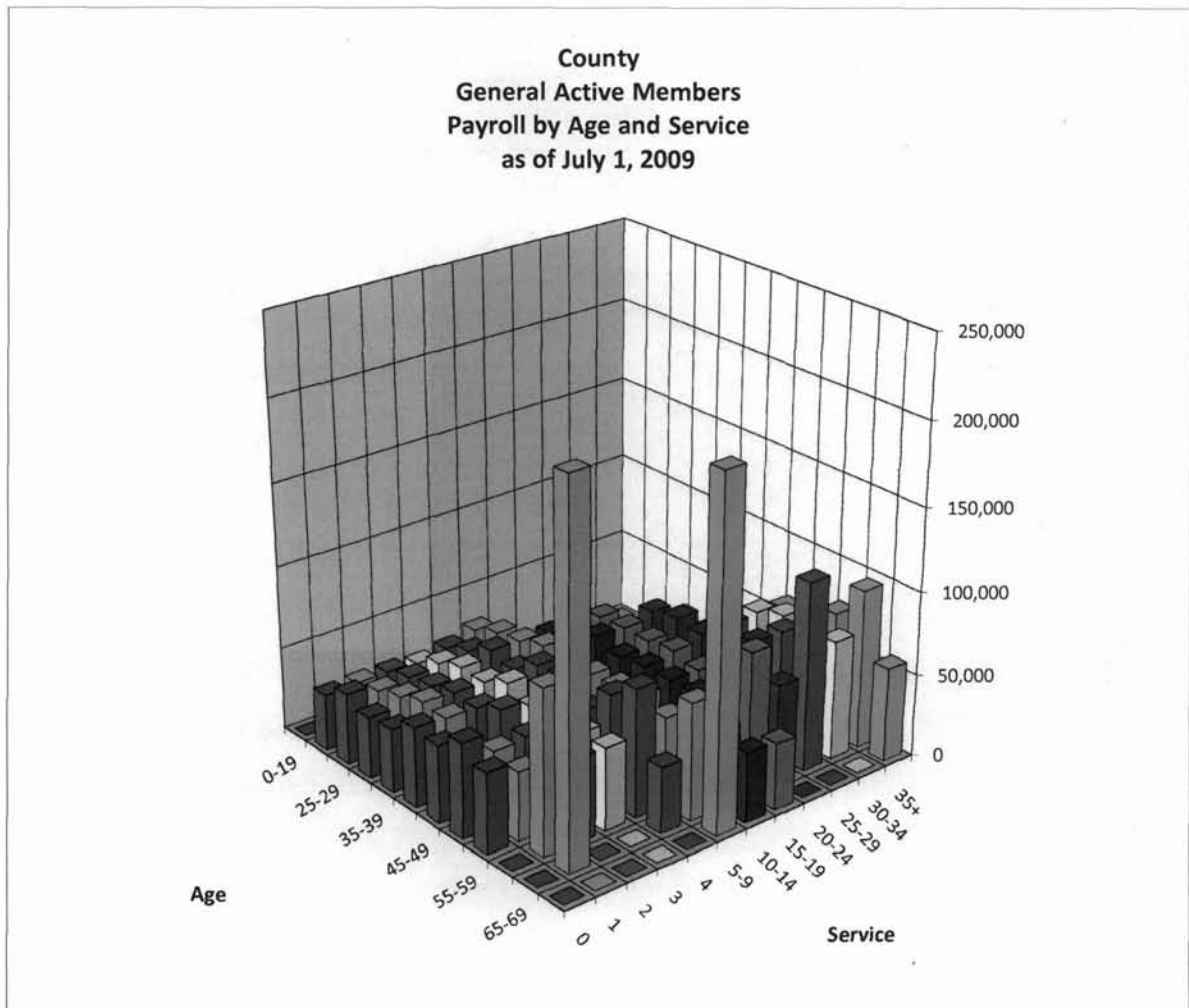
	General										Safety			
	Tier 1		Tier 2		Tier 3		Tier 4		Tier 5		Tier 1/4		Tier 2/5	
	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09	7/1/08	7/1/09
Active Participants														
Number	1	1	7	5	0	0	6	5	128	114	2	2	70	78
Average Age	70.28	71.28	39.88	42.12	0.00	0.00	56.49	57.40	42.59	44.27	52.66	53.66	35.86	34.99
Average Service	24.95	34.43	4.07	5.01	0.00	0.00	27.81	32.09	7.62	9.02	29.33	30.39	8.15	8.06
Average Pay*	\$ 48,024	\$ 51,948	\$ 37,989	\$ 40,307	\$ 0	\$ 0	\$ 56,594	\$ 60,850	\$ 54,178	\$ 58,402	\$ 121,594	\$ 134,810	\$ 72,166	\$ 77,141
Terminated Vested														
Number	2	2	11	11	0	0	1	0	6	9	1	1	14	14
Average Age	54.42	55.42	46.89	47.89	0.00	0.00	55.73	0.00	50.93	51.27	49.83	50.83	38.65	40.39
Average Service	7.20	7.20	5.27	5.27	0.00	0.00	6.66	0	6.81	5.84	7.42	7.42	5.43	6.03
Transfers														
Number	0	0	3	3	0	0	0	0	4	7	0	0	6	6
Average Age	0.00	0.00	47.49	48.49	0.00	0.00	0.00	0.00	36.28	33.16	0.00	0.00	36.21	37.21
Average Service	0.00	0.00	4.32	4.32	0.00	0.00	0.00	0.00	6.64	4.41	0.00	0.00	6.15	6.15
Total Inactive														
Number	2	2	14	14	0	0	1	0	10	16	1	1	20	20
Average Age	54.42	55.42	47.02	48.02	0.00	0.00	55.73	0.00	45.07	43.35	49.83	50.83	37.92	39.44
Average Service	7.20	7.20	5.07	5.07	0.00	0.00	6.66	0.00	6.74	5.21	7.42	7.42	5.65	6.07

*All payroll figures shown are annual

**County
 General Active Members
 by Age and Service
 as of July 1, 2009**

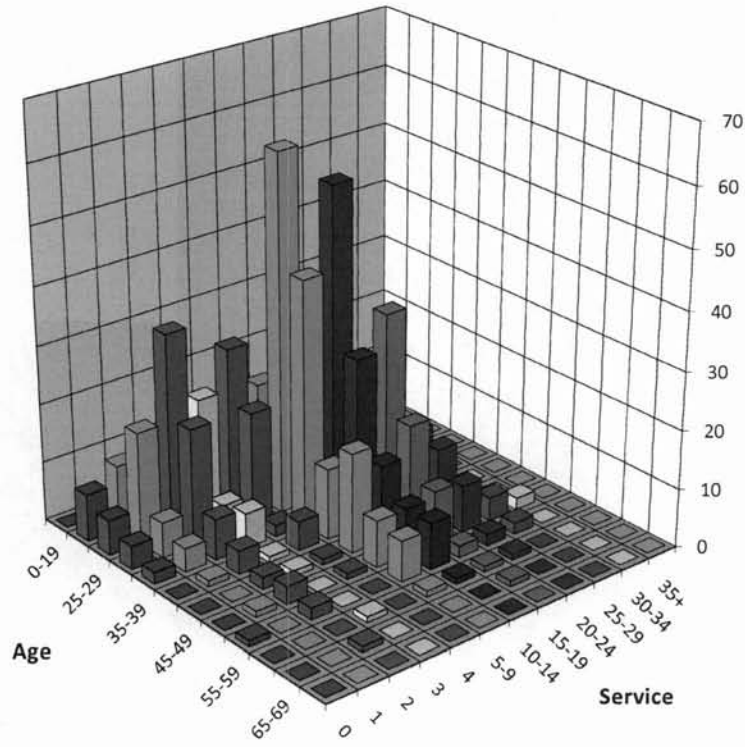


Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	5	28	16	6	3	2	0	0	0	0	0	0	60
25-29	18	70	65	34	30	39	0	0	0	0	0	0	256
30-34	14	58	60	36	36	156	33	0	0	0	0	0	393
35-39	8	38	53	38	26	172	94	18	0	0	0	0	447
40-44	16	33	43	29	24	123	134	66	12	3	0	0	483
45-49	10	20	25	22	22	133	130	90	60	13	0	0	525
50-54	13	17	36	25	19	136	107	100	66	41	18	1	579
55-59	4	16	20	11	17	105	104	72	54	38	30	7	478
60-64	0	4	5	6	5	54	52	35	25	22	13	3	224
65-69	0	1	0	0	1	16	13	4	2	2	2	2	43
70+	0	0	0	0	0	1	2	1	0	0	0	2	6
Total	88	285	323	207	183	937	669	386	219	119	63	15	3,494



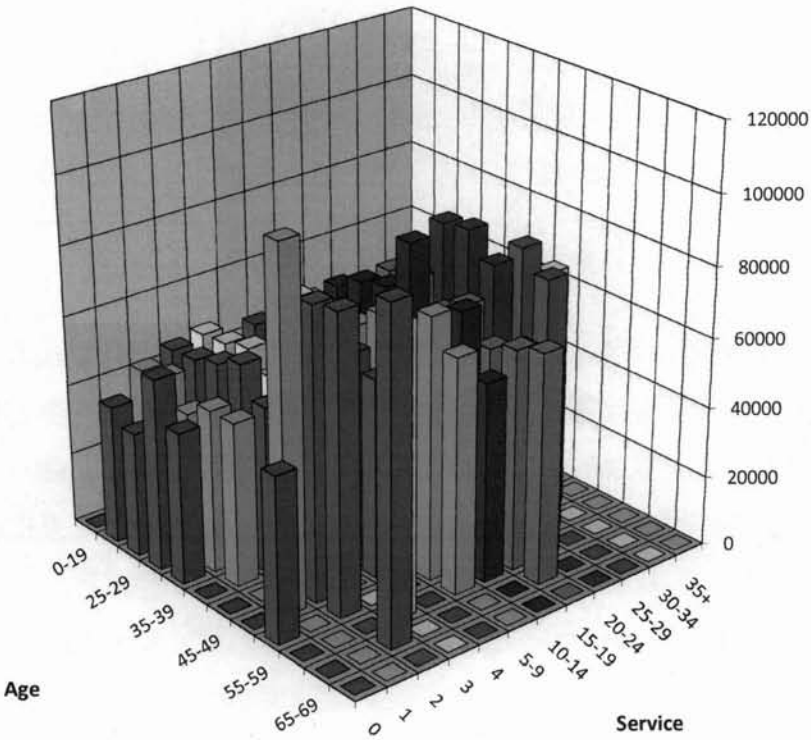
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	34,307	34,895	34,783	33,113	36,212	41,047	0	0	0	0	0	0	34,909
25-29	43,115	38,277	39,632	41,668	42,580	47,082	0	0	0	0	0	0	41,257
30-34	37,227	42,798	42,932	47,292	51,061	49,795	48,148	0	0	0	0	0	46,933
35-39	38,571	48,098	47,094	46,474	47,350	54,917	60,551	59,776	0	0	0	0	53,340
40-44	48,137	47,092	46,063	54,010	58,031	53,385	62,197	60,828	64,127	54,674	0	0	56,134
45-49	46,380	35,885	53,337	48,025	59,282	53,917	57,751	60,570	68,055	53,288	0	0	56,727
50-54	56,840	44,462	45,915	58,293	47,724	54,691	59,848	62,961	66,108	65,754	66,422	62,572	58,665
55-59	48,215	41,180	41,276	49,471	65,255	57,258	59,971	59,387	68,624	61,343	72,138	61,724	59,600
60-64	0	98,743	50,191	49,260	77,149	52,861	60,098	65,548	77,069	76,721	69,810	74,671	64,050
65-69	0	223,060	0	0	39,258	70,283	46,259	85,873	59,283	114,191	71,900	96,128	70,110
70+	0	0	0	0	0	208,732	41,708	40,064	0	0	0	56,906	74,337
Average	44,808	43,056	44,011	48,328	52,423	53,903	59,153	61,636	68,342	65,546	70,017	68,315	54,981

**County
 Safety Active Members
 by Age and Service
 as of July 1, 2009**



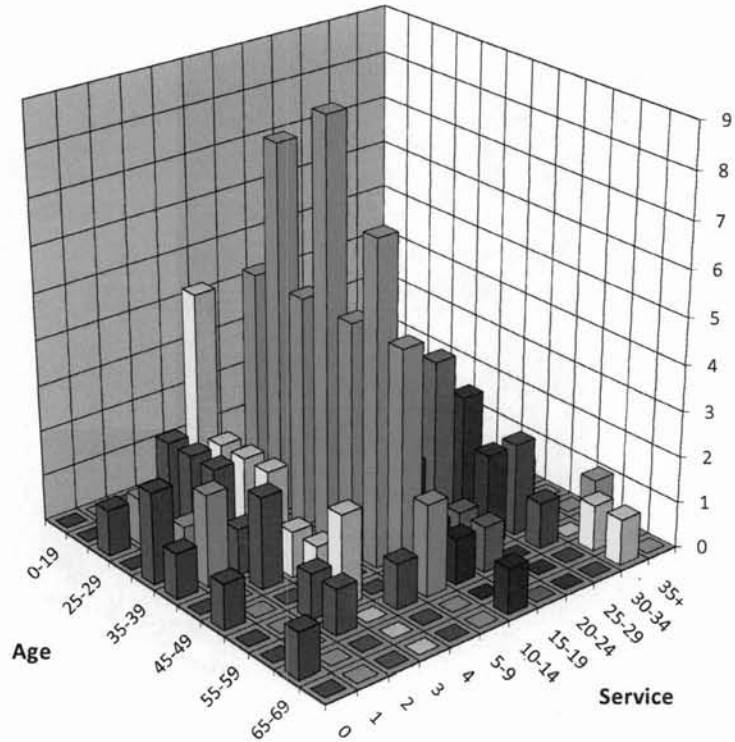
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	8	11	12	1	0	0	0	0	0	0	0	0	32
25-29	6	19	34	21	28	20	0	0	0	0	0	0	128
30-34	4	6	20	5	19	61	15	0	0	0	0	0	130
35-39	2	4	7	6	2	42	56	7	0	0	0	0	126
40-44	0	1	4	1	5	12	29	35	13	0	0	0	100
45-49	0	0	2	1	1	17	13	18	12	1	0	0	65
50-54	0	1	3	0	1	8	8	9	8	4	2	0	44
55-59	1	0	2	0	0	7	8	2	2	2	0	0	24
60-64	0	0	0	1	0	1	1	1	1	0	0	0	5
65-69	0	0	1	0	0	0	0	1	0	0	0	0	2
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	21	42	85	36	56	168	130	73	36	7	2	0	656

**County
 Safety Active Members
 Payroll by Age and Service
 as of July 1, 2009**



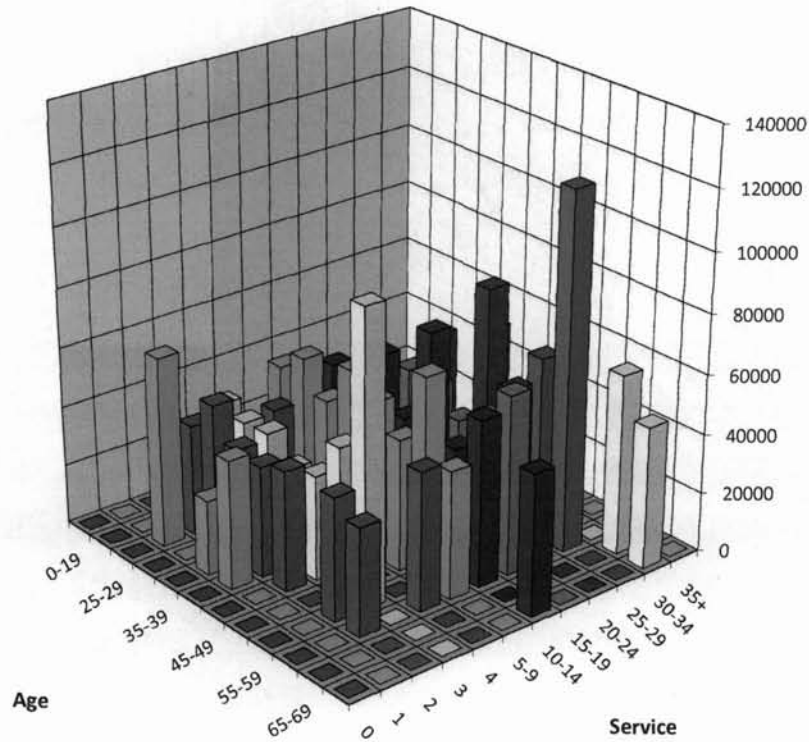
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	39,433	47,057	50,003	51,636	0	0	0	0	0	0	0	0	46,399
25-29	35,596	48,724	50,700	52,412	55,007	59,930	0	0	0	0	0	0	52,364
30-34	54,768	41,890	53,048	54,554	57,375	62,513	63,604	0	0	0	0	0	58,936
35-39	43,398	46,569	56,620	49,673	58,088	61,198	68,155	68,626	0	0	0	0	63,103
40-44	0	46,808	48,076	75,649	58,580	62,076	70,083	69,778	82,614	0	0	0	69,012
45-49	0	0	50,166	45,916	60,518	68,666	85,549	63,460	83,891	68,154	0	0	72,359
50-54	0	102,855	83,539	0	56,958	61,345	62,319	68,739	77,113	79,227	69,362	0	70,248
55-59	47,466	0	85,041	0	0	75,046	73,318	59,976	56,904	73,526	0	0	71,259
60-64	0	0	0	82,254	0	67,202	56,958	63,188	58,186	0	0	0	65,558
65-69	0	0	94,378	0	0	0	0	65,837	0	0	0	0	80,108
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	42,018	48,349	53,986	53,525	56,373	62,963	69,672	67,569	79,710	76,016	69,362	0	62,033

**Ceres and Other Districts
 General Active Members
 by Age and Service
 as of July 1, 2009**



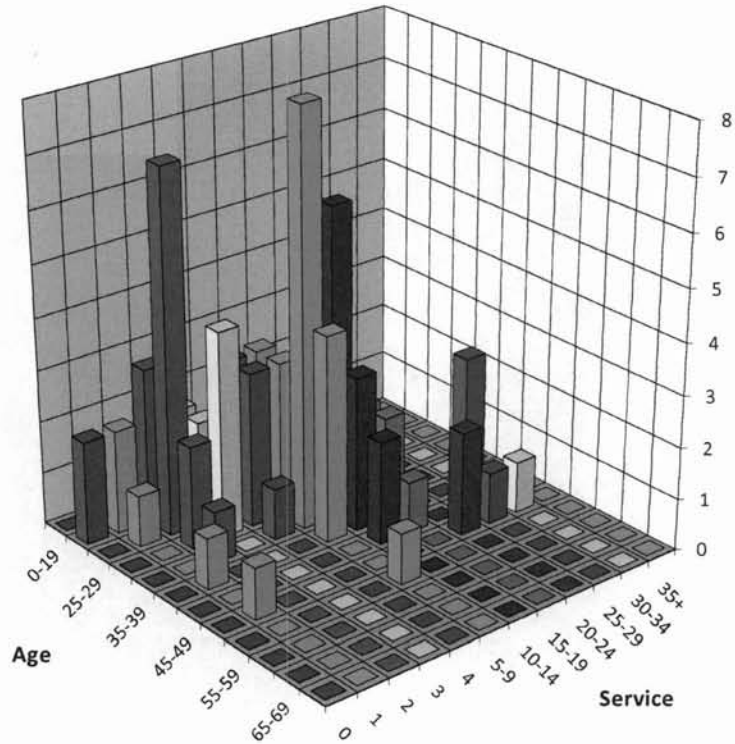
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	1	1	2	5	0	5	0	0	0	0	0	0	14
30-34	0	0	2	2	1	8	2	0	0	0	0	0	15
35-39	2	1	2	2	0	5	2	0	0	0	0	0	14
40-44	1	2	1	2	0	9	2	1	3	0	0	0	21
45-49	0	0	2	1	0	5	4	2	0	1	0	0	15
50-54	1	0	0	1	0	7	2	4	3	1	1	0	20
55-59	0	0	1	2	0	5	1	1	2	2	0	0	14
60-64	0	0	1	0	1	2	1	1	0	1	0	1	8
65-69	1	0	0	0	0	0	0	0	0	0	1	0	2
70+	0	0	0	0	0	0	1	0	0	0	1	0	2
Total	6	4	11	15	2	46	15	9	8	5	3	1	125

**Ceres and Other Districts
 General Active Members
 Payroll by Age and Service
 as of July 1, 2009**



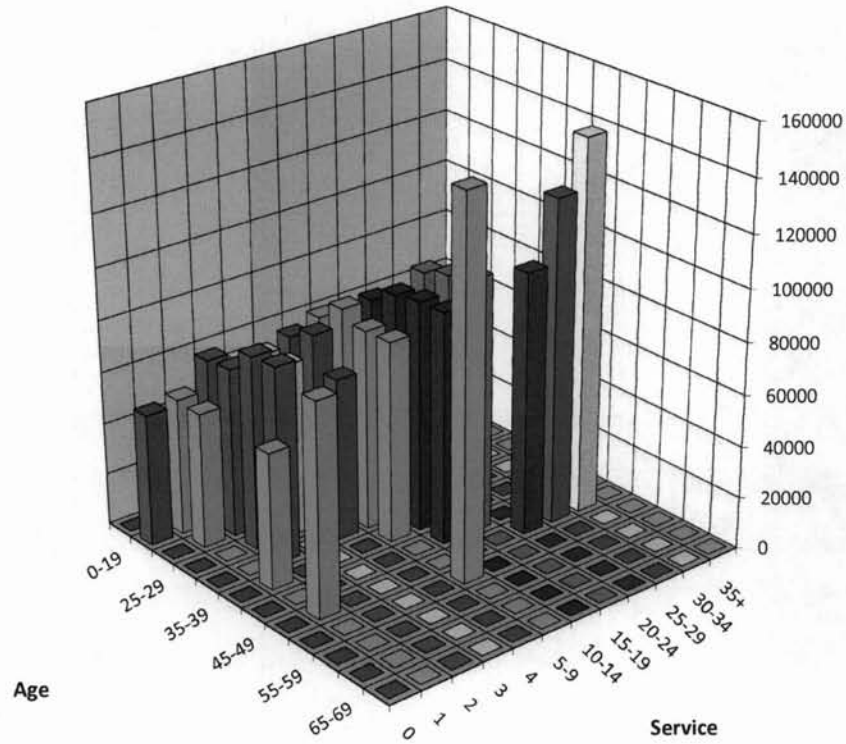
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	46,179	75,001	42,721	45,836	0	52,133	0	0	0	0	0	0	49,748
30-34	0	0	52,558	44,740	61,234	61,155	50,461	0	0	0	0	0	56,399
35-39	48,657	25,885	43,537	45,342	0	47,210	56,023	0	0	0	0	0	46,361
40-44	52,771	46,869	40,518	44,715	0	64,829	67,292	57,855	62,735	0	0	0	59,074
45-49	0	0	44,900	41,054	0	60,387	48,831	54,414	0	64,556	0	0	53,433
50-54	116,197	0	0	51,110	0	49,242	81,984	58,661	87,051	48,475	62,064	0	64,115
55-59	0	0	48,368	114,123	0	74,196	44,221	50,007	60,155	67,156	0	0	71,175
60-64	0	0	39,691	0	48,684	45,612	58,428	62,261	0	124,800	0	56,677	60,221
65-69	57,192	0	0	0	0	0	0	0	0	0	61,875	0	59,534
70+	0	0	0	0	0	0	50,468	0	0	0	51,948	0	51,208
Average	61,609	48,656	45,092	54,612	54,959	58,223	57,331	57,066	71,209	74,429	58,629	56,677	57,724

**Ceres and Other Districts
 Safety Active Members
 by Age and Service
 as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	2	2	3	2	0	0	0	0	0	0	0	0	9
25-29	0	1	7	2	3	3	0	0	0	0	0	0	16
30-34	0	0	2	4	3	3	3	0	0	0	0	0	15
35-39	0	0	1	0	1	8	6	2	0	0	0	0	18
40-44	0	1	0	0	0	4	3	2	0	0	0	0	10
45-49	0	0	0	0	0	0	2	1	0	3	0	0	6
50-54	0	1	0	0	0	0	0	0	2	1	1	0	5
55-59	0	0	0	0	0	1	0	0	0	0	0	0	1
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	5	13	8	7	19	14	5	2	4	1	0	80

**Ceres and Other Districts
 Safety Active Members
 Payroll by Age and Service
 as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	51,130	53,002	64,201	60,221	0	0	0	0	0	0	0	0	57,923
25-29	0	52,463	65,547	66,886	70,124	73,760	0	0	0	0	0	0	67,295
30-34	0	0	75,125	67,584	75,387	81,636	81,181	0	0	0	0	0	75,680
35-39	0	0	76,092	0	62,987	77,615	87,521	92,410	0	0	0	0	81,664
40-44	0	52,745	0	0	0	77,981	89,372	95,628	0	0	0	0	82,404
45-49	0	0	0	0	0	0	89,890	98,399	0	93,318	0	0	93,022
50-54	0	82,396	0	0	0	0	0	0	101,567	125,461	144,158	0	111,030
55-59	0	0	0	0	0	146,091	0	0	0	0	0	0	146,091
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	51,130	58,722	67,521	65,569	71,360	81,322	86,898	94,895	101,567	101,354	144,158	0	78,583

Changes in Plan Membership: County General

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
July 1, 2008	3,615	101	197	563	77	110	1,748	276	6,687
New Entrants	113	-	-	-	-	-	-	-	113
Rehires	10	-	(1)	(3)	-	-	-	-	6
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	(3)	-	-	(1)	4	-	-	-	0
Retirements	(69)	(5)	-	(23)	-	-	97	-	0
Retirements from Safety with General Service		-	-	-	-	-	-	-	0
Vested Terminations	(24)	(1)	-	25	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	(1)	-	-	-	(1)	(1)	(14)	17	0
Died, Without Beneficiary, and Other Terminations	(41)	-	37	-	(2)	-	(38)	-	(44)
Transfers	(20)	39	-	(2)					17
Beneficiary Deaths		-	-	-	-	-	-	(13)	(13)
Domestic Relations Orders		-	-	-	-	-	-	1	1
Withdrawals Paid	(87)	-	(47)	(9)	-	-	-		(143)
Member Reclassifications	1	-	(2)	2	-	(1)	13	1	14
July 1, 2009	3,494	134	184	552	78	108	1,806	282	6,638

Changes in Plan Membership: County Safety

	Non Vested		Vested		Ordinary	Duty	Retired	Beneficiaries	Total
	Actives	Transfers	Terminations due Refunds	Terminations	Disabled	Disabled			
July 1, 2008	665	28	31	88	7	99	241	73	1,232
New Entrants	22	-	-	-	-	-	-	-	22
Rehires	3	-	-	(1)	-	-	-	-	2
Duty Disabilities	(1)	-	-	-	-	1	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	(10)	-	-	(4)	-	-	14	-	0
Retirements from General with Safety Service		-	-	-	-	-	-	-	0
Vested Terminations	(6)	-	-	6	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	(3)	3	0
Died, Without Beneficiary, and Other Terminations	(7)	-	7	-	-	-	(2)	-	(2)
Transfers	-	9	-	-	-	-	-	-	9
Beneficiary Deaths		-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(9)	-	(10)	(1)	-	-	-	-	(20)
Member Reclassifications	(1)	-	1	1	-	1	(1)	1	2
July 1, 2009	656	37	29	89	7	101	249	77	1,245

Changes in Plan Membership: Ceres and Other Districts General

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
July 1, 2008	142	7	3	20	0	5	25	0	202
New Entrants	8	-	-	-	-	-	-	-	8
Rehires	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	(2)	-	-	(1)	-	-	3	-	0
Retirements from General with Safety Service	-	-	-	-	-	-	-	-	0
Vested Terminations	(3)	-	-	3	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	(6)	-	6	-	-	-	-	-	0
Transfers	(3)	3	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(11)	-	(3)	-	-	-	-	-	(14)
Member Reclassifications	-	-	1	-	-	-	1	-	2
July 1, 2009	125	10	7	22	0	5	29	0	198

Changes in Plan Membership: Ceres and Other Districts Safety

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
July 1, 2008	72	6	2	15	0	6	2	0	103
New Entrants	8	-	-	-	-	-	-	-	8
Rehires	1	-	-	(1)	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	(1)	-	-	-	-	-	1	-	0
Retirements from General with Safety Service	-	-	-	-	-	-	-	-	0
Vested Terminations	(1)	-	-	1	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	-	0
Transfers	2	-	-	-	-	-	-	-	2
Beneficiary Deaths	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(1)	-	-	-	-	-	-	-	(1)
Member Reclassifications	-	-	-	-	-	-	-	-	0
July 1, 2009	80	6	2	15	0	6	3	0	112

Changes in Plan Membership: All Groups

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
July 1, 2008	4,494	142	233	686	84	220	2,016	349	8,224
New Entrants	151	0	0	0	0	0	0	0	151
Rehires	14	0	(1)	(5)	0	0	0	0	8
Duty Disabilities	(1)	0	0	0	0	1	0	0	0
Ordinary Disabilities	(3)	0	0	(1)	4	0	0	0	0
Retirements	(82)	(5)	0	(28)	0	0	115	0	0
Retirements from General with Safety Service	0	0	0	0	0	0	0	0	0
Vested Terminations	(34)	(1)	0	35	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	(1)	0	0	0	(1)	(1)	(17)	20	0
Died, Without Beneficiary, and Other Terminations	(54)	0	50	0	(2)	0	(40)	0	(46)
Transfers	(21)	51	0	(2)	0	0	0	0	28
Beneficiary Deaths	0	0	0	0	0	0	0	(13)	(13)
Domestic Relations Orders	0	0	0	0	0	0	0	1	1
Withdrawals Paid	(108)	0	(60)	(10)	0	0	0	0	(178)
Member Reclassifications	0	0	0	3	0	0	13	2	18
July 1, 2009	4,355	187	222	678	85	220	2,087	359	8,193

Service Retired

Age	County				Ceres and Other Districts				Total	
	General		Safety		General		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
35-39	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
40-44	0	\$ 0	1	\$ 60,342	0	\$ 0	0	\$ 0	1	\$ 60,342
45-49	0	\$ 0	3	\$ 35,310	0	\$ 0	0	\$ 0	3	\$ 35,310
50-54	79	\$ 17,645	34	\$ 50,610	2	\$ 2,499	0	\$ 0	115	\$ 27,128
55-59	225	\$ 28,880	56	\$ 53,812	4	\$ 41,668	3	\$ 65,968	288	\$ 34,292
60-64	415	\$ 28,971	60	\$ 53,379	9	\$ 34,755	0	\$ 0	484	\$ 32,104
65-69	366	\$ 23,282	41	\$ 43,581	9	\$ 22,206	0	\$ 0	416	\$ 25,259
70-74	240	\$ 18,867	27	\$ 49,330	4	\$ 39,206	0	\$ 0	271	\$ 22,202
75-79	198	\$ 19,746	12	\$ 31,998	1	\$ 7,025	0	\$ 0	211	\$ 20,383
80-84	134	\$ 18,054	10	\$ 19,992	0	\$ 0	0	\$ 0	144	\$ 18,189
85-89	100	\$ 16,773	5	\$ 23,397	0	\$ 0	0	\$ 0	105	\$ 17,088
90-94	38	\$ 11,497	0	\$ 0	0	\$ 0	0	\$ 0	38	\$ 11,497
95+	11	\$ 10,299	0	\$ 0	0	\$ 0	0	\$ 0	11	\$ 10,299
All Ages	1,806	\$ 22,990	249	\$ 47,883	29	\$ 29,247	3	\$ 65,968	2,087	\$ 26,109

Duty Disabled

Age	County				Ceres and Other Districts				Total	
	General		Safety		General		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
25-29	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
30-34	1	\$ 12,688	1	\$ 31,944	0	\$ 0	0	\$ 0	2	\$ 22,316
35-39	1	\$ 17,242	9	\$ 27,613	0	\$ 0	1	\$ 25,124	11	\$ 26,444
40-44	2	\$ 23,047	7	\$ 28,839	0	\$ 0	0	\$ 0	9	\$ 27,552
45-49	3	\$ 23,733	16	\$ 26,245	1	\$ 24,846	0	\$ 0	20	\$ 25,798
50-54	14	\$ 18,664	20	\$ 32,161	0	\$ 0	1	\$ 29,627	35	\$ 26,690
55-59	22	\$ 19,361	20	\$ 31,035	1	\$ 19,464	3	\$ 33,318	46	\$ 25,349
60-64	25	\$ 20,633	16	\$ 35,327	2	\$ 17,488	1	\$ 67,276	44	\$ 26,893
65-69	17	\$ 21,650	6	\$ 25,934	1	\$ 18,385	0	\$ 0	24	\$ 22,585
70-74	11	\$ 21,464	3	\$ 34,129	0	\$ 0	0	\$ 0	14	\$ 24,178
75-79	7	\$ 23,803	3	\$ 32,949	0	\$ 0	0	\$ 0	10	\$ 26,547
80-84	4	\$ 16,369	0	\$ 0	0	\$ 0	0	\$ 0	4	\$ 16,369
85-89	1	\$ 16,196	0	\$ 0	0	\$ 0	0	\$ 0	1	\$ 16,196
90-94	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
95+	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
All Ages	108	\$ 20,396	101	\$ 30,577	5	\$ 19,534	6	\$ 36,997	220	\$ 25,503

Ordinary Disabled

Age	County				Ceres and Other Districts				Total	
	General		Safety		General		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
35-39	0	\$ 0	1	\$ 18,816	0	\$ 0	0	\$ 0	1	\$ 18,816
40-44	4	\$ 13,443	0	\$ 0	0	\$ 0	0	\$ 0	4	\$ 13,443
45-49	3	\$ 13,273	1	\$ 21,464	0	\$ 0	0	\$ 0	4	\$ 15,321
50-54	10	\$ 14,535	3	\$ 13,677	0	\$ 0	0	\$ 0	13	\$ 14,337
55-59	15	\$ 13,467	1	\$ 12,016	0	\$ 0	0	\$ 0	16	\$ 13,376
60-64	19	\$ 16,154	0	\$ 0	0	\$ 0	0	\$ 0	19	\$ 16,154
65-69	11	\$ 9,182	1	\$ 16,993	0	\$ 0	0	\$ 0	12	\$ 9,833
70-74	7	\$ 10,019	0	\$ 0	0	\$ 0	0	\$ 0	7	\$ 10,019
75-79	3	\$ 12,216	0	\$ 0	0	\$ 0	0	\$ 0	3	\$ 12,216
80-84	3	\$ 9,184	0	\$ 0	0	\$ 0	0	\$ 0	3	\$ 9,184
85-89	3	\$ 6,712	0	\$ 0	0	\$ 0	0	\$ 0	3	\$ 6,712
90-94	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
95+	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0	0	\$ 0
All Ages	78	\$ 12,863	7	\$ 15,760	0	\$ 0	0	\$ 0	85	\$ 13,102

Surviving Beneficiaries (all benefit types)

Age	County				Ceres and Other Districts				Total	
	General		Safety		General		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
0-24	1	\$ 7,967	1	\$ 8,675	0	\$ 0	0	\$ 0	2	\$ 8,321
25-29	4	\$ 13,695	0	\$ 0	0	\$ 0	0	\$ 0	4	\$ 13,695
30-34	1	\$ 7,974	0	\$ 0	0	\$ 0	0	\$ 0	1	\$ 7,974
35-39	1	\$ 4,919	3	\$ 22,473	0	\$ 0	0	\$ 0	4	\$ 18,084
40-44	3	\$ 11,573	2	\$ 29,015	0	\$ 0	0	\$ 0	5	\$ 18,550
45-49	6	\$ 9,800	5	\$ 28,129	0	\$ 0	0	\$ 0	11	\$ 18,131
50-54	13	\$ 8,082	7	\$ 13,163	0	\$ 0	0	\$ 0	20	\$ 9,860
55-59	21	\$ 15,793	9	\$ 20,107	0	\$ 0	0	\$ 0	30	\$ 17,087
60-64	29	\$ 12,300	11	\$ 31,150	0	\$ 0	0	\$ 0	40	\$ 17,483
65-69	31	\$ 14,044	11	\$ 26,389	0	\$ 0	0	\$ 0	42	\$ 17,277
70-74	26	\$ 15,065	7	\$ 29,659	0	\$ 0	0	\$ 0	33	\$ 18,160
75-79	37	\$ 18,274	10	\$ 27,361	0	\$ 0	0	\$ 0	47	\$ 20,208
80-84	43	\$ 12,431	5	\$ 18,671	0	\$ 0	0	\$ 0	48	\$ 13,081
85-89	37	\$ 10,423	2	\$ 16,754	0	\$ 0	0	\$ 0	39	\$ 10,748
90-94	24	\$ 8,955	4	\$ 17,857	0	\$ 0	0	\$ 0	28	\$ 10,226
95+	5	\$ 9,225	0	\$ 0	0	\$ 0	0	\$ 0	5	\$ 9,225
All Ages	282	\$ 12,933	77	\$ 24,160	0	\$ 0	0	\$ 0	359	\$ 15,341

Benefit Form Elections

	County		Ceres and Other Districts		Total
	General	Safety	General	Safety	
Service Retired					
Option #0 (Unmodified 60% to Spouse)	1,552	227	25	3	1,807
Option #1 (Cash Refund)	108	2	1	0	111
Option #2 (100% Continuance)	129	20	3	0	152
Option #3 (50% Continuance)	17	0	0	0	17
Total Service Retired	1,806	249	29	3	2,087
Ordinary Disability					
Option #0 (Unmodified 60% to Spouse)	74	5	0	0	79
Option #1 (Cash Refund)	2	2	0	0	4
Option #2 (100% Continuance)	2	0	0	0	2
Option #3 (50% Continuance)	0	0	0	0	0
Total Ordinary Disability	78	7	0	0	85
Duty Disability					
Option #0 (Unmodified 60% to Spouse)	97	91	5	5	198
Option #1 (Cash Refund)	1	0	0	0	1
Option #2 (100% Continuance)	7	9	0	1	17
Option #3 (50% Continuance)	3	1	0	0	4
Total Duty Disability	108	101	5	6	220
Total	1,992	357	34	9	2,392

1.3: Actuarial Methods and Assumptions

Actuarial Method

Annual contributions to the Stanislaus County Employees' Retirement Association (the Plan) are computed under the Entry Age Normal Actuarial Cost Method.

Under this Cost Method, the Normal Cost is calculated as the amount necessary to fund Members' benefits as a level percentage of total payroll over their projected working lives. At each valuation date, the Actuarial Accrued Liability is equal to the difference between the liability for the Members' total projected benefit and the present value of future Normal Cost contributions.

The excess of the Actuarial Accrued Liability over Plan assets is the Unfunded Actuarial Accrued Liability, and the liability for each valuation group is amortized according to the amortization schedule for that entity.

Group	Amortization Period	Method	Period Type
County (Old Method)	30 years	Level % of Pay	Closed
Ceres and Other Districts (Old Method)	20 years	Level % of Pay	Open
All Groups (New Method)	25 years	Level % of Pay	Closed

Amounts may be added to or subtracted from the Unfunded Actuarial Accrued Liability due to Plan amendments or changes in actuarial assumptions.

The total Plan cost is the sum of the Normal Cost and the amortization of the Unfunded Actuarial Accrued Liability.

Actuarial Value of Plan Assets

The actuarial value of Plan assets is modified market-related value. The market value of assets is adjusted to recognize, over a five-year period, differences between actual investment earnings and the assumed investment return. The actuarial value of assets is limited to no less than 80% and no more than 120% of the market value.

The detailed calculations of the actuarial value of Plan assets are shown in Section 2.

Actuarial Assumptions

The assumptions shown below are based on experience studies conducted as of June 30, 2006 for the period covering July 1, 2003 till June 30, 2006, performed independently by Buck Consultants and Milliman. An experience study covering the period from July 1, 2006 to June 30, 2009 is currently underway.

Summary of Actuarial Assumptions

- Valuation Date** All assets and liabilities are computed as of June 30, 2009.
- Rate of Return** The annual rate of return on all Plan assets is assumed to be 8.16%, net of investment and administrative expenses.
- Interest Credited to Employee Accounts** The employee accounts are credited with 0.25% interest annually.
- Cost of Living** The cost of living as measured by the Consumer Price Index (CPI) will increase at the rate of 4.00% per year.
- Increases in Pay** Current Rate: 4.00% Base salary increases
 Assumed pay increases for active Members consist of increases due to base salary adjustments (as noted above), plus age-based increases due to longevity and promotion, as shown below.

Age	General	Safety
20	4.66%	2.89%
25	3.51%	2.14%
30	2.23%	1.59%
35	0.48%	0.45%
40	0.47%	0.56%
45	0.45%	0.54%
50	0.56%	0.53%
55	0.54%	0.52%
60	0.53%	0.51%
65	0.52%	0.51%
70	0.51%	0.51%

Active Member Mortality Rates of mortality among Safety active Members are specified for male and female members combined; separate tables are used for General male and female active Members. Duty related mortality rates are only applicable for Safety Active Members. Sample rates are as follows:

Age	Duty Death						
	Safety	Ordinary Death			Death While Eligible		
		All	Safety	General	Safety	General	All
20	0.0150%	0.0151%	0.0200%	0.0300%	0.0000%	0.0000%	0.0000%
25	0.0189%	0.0190%	0.0300%	0.0300%	0.0130%	0.0075%	0.0100%
30	0.0254%	0.0254%	0.0300%	0.0400%	0.0130%	0.0075%	0.0100%
35	0.0357%	0.0357%	0.0500%	0.0500%	0.0130%	0.0075%	0.0200%
40	0.0564%	0.0564%	0.0600%	0.0600%	0.0260%	0.0150%	0.0300%
45	0.0885%	0.1178%	0.0700%	0.0900%	0.0520%	0.0225%	0.0500%
50	0.0703%	0.0937%	0.0800%	0.1000%	0.1300%	0.0600%	0.1100%
55	0.1055%	0.1406%	0.0900%	0.1200%	0.2990%	0.1275%	0.2000%
60	0.0000%	0.0000%	0.1100%	0.1700%	0.0000%	0.2100%	0.3100%
65	0.0000%	0.0000%	0.1700%	0.2200%	0.0000%	0.3225%	0.4500%
70	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%

Retired Member Mortality Rates of mortality for retired Members and their beneficiaries are given by the 1994 GAM tables with no age adjustment. All Safety members use the Male table, and their beneficiaries are assumed to be Female. Sample rates are shown below.

Age	Female	Male
45	0.097%	0.158%
50	0.143%	0.258%
55	0.229%	0.443%
60	0.444%	0.798%
65	0.864%	1.454%
70	1.373%	2.373%
75	2.269%	3.721%
80	3.940%	6.203%
85	6.774%	9.724%
90	11.627%	15.293%

Disabled Member
 Mortality

Rates of mortality among disabled Members are given by the 1981 Disability Mortality Tables for General and Safety Members published by the Society of Actuaries. Sample rates are as follows:

Age	General	Safety
45	2.080%	0.696%
50	2.418%	0.901%
55	2.885%	1.483%
60	3.291%	2.830%
65	3.759%	3.685%
70	4.355%	4.355%
75	5.616%	5.514%
80	8.836%	8.836%
85	12.950%	12.950%
90	17.849%	17.849%

Service Retirement

Retirement is assumed to occur among eligible members in accordance with the table below.

Age	Safety	General	
	All	Female	Male
45	25.00%	0.00%	5.00%
46	25.00%	0.00%	5.00%
47	25.00%	0.00%	5.00%
48	25.00%	0.00%	5.00%
49	25.00%	0.00%	5.00%
50	25.00%	5.00%	5.00%
51	20.00%	4.00%	4.00%
52	20.00%	4.00%	4.00%
53	20.00%	5.00%	5.00%
54	20.00%	6.00%	6.00%
55	30.00%	10.00%	10.00%
56	25.00%	10.00%	10.00%
57	25.00%	10.00%	10.00%
58	30.00%	12.00%	12.00%
59	35.00%	15.00%	15.00%
60	100.00%	18.00%	18.00%
61	100.00%	18.00%	18.00%
62	100.00%	30.00%	30.00%
63	100.00%	25.00%	25.00%
64	100.00%	25.00%	25.00%
65	100.00%	40.00%	40.00%
66	100.00%	30.00%	30.00%
67	100.00%	30.00%	30.00%
68	100.00%	30.00%	30.00%
69	100.00%	30.00%	30.00%
70	100.00%	100.00%	100.00%

**Service-Connected
 Disability**

Separate rates of duty disability are assumed among Safety and General Members; rates for both sexes for Safety Members are combined. Below are sample rates:

Age	Safety		General	
	All	Female	Male	
20	0.1012%	0.0013%	0.0065%	
25	0.2576%	0.0025%	0.0153%	
30	0.4609%	0.0050%	0.0316%	
35	0.7079%	0.0141%	0.0426%	
40	0.9283%	0.0335%	0.0602%	
45	1.1297%	0.0606%	0.0920%	
50	1.5092%	0.0971%	0.1345%	
55	1.7230%	0.1492%	0.1840%	
60	0.0000%	0.2096%	0.2456%	
65	0.0000%	0.0000%	0.0000%	

**Non Service-Connected
 Disability**

Separate rates of ordinary disability are assumed among Safety and General Members; rates for both sexes for Safety Members are combined. Below are sample rates:

Age	Safety		General	
	All	Female	Male	
20	0.0173%	0.0025%	0.0130%	
25	0.0409%	0.0050%	0.0307%	
30	0.0421%	0.0100%	0.0316%	
35	0.0568%	0.0281%	0.0426%	
40	0.0802%	0.0446%	0.0602%	
45	0.1227%	0.0808%	0.0920%	
50	0.1793%	0.1295%	0.1345%	
55	0.2453%	0.1990%	0.1840%	
60	0.0000%	0.2794%	0.2456%	
65	0.0000%	0.0000%	0.0000%	

Withdrawal

Rates of withdrawal apply to active Members who terminate their employment and withdraw their member contributions, forfeiting entitlement to future Plan benefits.

Separate rates of withdrawal are assumed among Safety and General Members. Current Rates are based on age while the proposed rates are based on service. The proposed rates do not overlap with the service retirement rates.

Service	Safety	General
0	12.000%	18.000%
1	8.000%	12.000%
2	6.000%	8.500%
3	4.500%	6.500%
4	3.500%	5.500%
5	1.238%	2.025%
10	0.945%	1.470%
15	0.680%	0.850%
20	0.000%	0.336%
25	0.000%	0.072%
30	0.000%	0.000%

Vested Termination

Rates of vested termination apply to active Members who terminate their employment after five years of service and leave their member contributions on deposit with the Plan. Alternatively, those who terminate their employment with less than five years of service can leave their member contributions with the Plan and transfer to a reciprocal employer, therefore retaining entitlement to future Plan benefits.

Vested terminated Tier 3 General Members are assumed to begin receiving benefits at age 65 while all other General Members are assumed to begin at age 62; terminated Safety Members are assumed to begin receiving benefits at age 55. 50% of vested terminated members are assumed to be reciprocal.

Separate rates of termination are assumed among Safety and General Members. The rates shown are applied after five Years of Service, and do not overlap with the service retirement rates.

Service	Safety	General
0 - 4	0.000%	0.000%
5	1.513%	2.475%
10	1.305%	2.030%
15	1.320%	1.650%
20	0.000%	1.264%
25	0.000%	1.128%
30 +	0.000%	1.200%

Family Composition

50% of female members and 90% of male members are assumed to be married at retirement. Male spouses are assumed to be three years older than their wives.

Participant Data

Data on active and inactive Members and their beneficiaries as of the valuation date was supplied by the Plan Administrator on electronic media. As is usual in studies of this type, Member data was neither verified nor audited.

1.4: Glossary of Actuarial Terms

Actuarial Accrued Liability

A plan's actuarial accrued liability is the level of assets estimated by the system actuary to be needed as of the valuation date to

- Finance all previously earned benefits for actively employed members of the plan (and their beneficiaries, if applicable) for when they eventually retire, die or terminate with deferred vested benefits, and
- Finance all currently payable benefits of current pensioners and their beneficiaries (if applicable).

It is important to note that the Actuarial Accrued Liability is not a debt; instead, it is an asset target set by the actuarial cost method to produce an orderly accumulation of assets to pay for the plan's obligations.

Actuarial Assumptions

The actuarial assumptions are the actuary's anticipated rates of future termination, death, disability and retirement for each member of the plan as well as the actuary's anticipated rate of investment return on underlying assets. To the extent that these assumptions are not in exact accord with actual events (which they never are), actuarial gains and losses will materialize.

Actuarial Value of Assets

The actuarial value of assets, used for funding purposes, is computed using an asset smoothing technique in which investment gains and losses are not fully recognized in the year they occur, but are spread out. Use of an actuarial value of assets (rather than market value) helps avoid large fluctuations in recognized value of the underlying assets and, in turn, avoids large fluctuations in required contribution rates.

Actuarial Present Value of Benefits

The actuarial present value of benefits is the Actuarial Accrued Liability plus actuarial present value of future Normal Costs. The actuarial present value of benefits is also the actuarial present value of all future benefits expected to be paid to the Plan's current members, whether accrued on the valuation data or after.

Actuarial Funding Policy

The plan's actuarial funding policy is the scheduled program of accumulating assets to fund the plan's obligations, typically, but not necessarily, as a level percentage of payroll. The funding policy includes:

- The Normal Cost, and
- Amortization of the Unfunded or Overfunded Actuarial Accrued Liability (whichever is applicable).

Investment Gains and Losses

When the investment return on assets exceeds the assumed rate of return (the actuarial assumption as to investment return), this difference is identified as an investment gain. Correspondingly, when the returns are less than expected, this difference is identified as an investment loss. These investment gains and losses are either recognized immediately to produce the market value of assets or are spread out to produce the Actuarial Value of Assets.

Normal Cost

The Normal Cost is calculated as the amount necessary to fund each Member's benefits from that Member's Plan entry date to the end of his or her projected working life.

Unfunded Actuarial Accrued Liabilities

When the actuarial value of assets is below the Actuarial Accrued Liability, there is an Unfunded Actuarial Accrued Liability which must be paid off or amortized on a schedule. When the actuarial value of assets is in excess of the Actuarial Accrued Liability, this can lead to a reduction in future contributions on an amortization schedule.

Section 2:

Asset Information

2.1: Balance Sheet as of June 30, 2008 and June 30, 2009

	June 30, 2008	June 30, 2009
Cash and Equivalents	33,274,005	67,167,274
Receivables		
Interest	56,681	7,368
Dividends	5,536,099	4,839,742
Contributions	2,522,264	2,865,698
Income and Miscellaneous	8,680,094	16,153,885
Total Receivables	16,795,138	23,866,693
Fixed Assets		
Capitalized Software	775,980	740,414
Real Estate Occupied	1,840,736	1,821,759
Real Estate Leased	1,320,785	1,295,785
Total Receivables	3,937,501	3,857,958
Investments		
Government Bonds	251,846,251	164,747,927
Corporate Bonds	184,674,468	171,222,666
Equities	830,418,251	659,559,976
Real Estate	0	0
Collateral on Loaned Securities	201,710,234	190,693,978
Other	562	0
Total Investments	1,468,649,766	1,186,224,547
Liabilities		
Accounts Payable	(2,554,120)	(2,558,547)
Security Transactions Payable	(6,686,109)	(20,639,732)
Collateral Held for Loaned Securities	(201,710,234)	(199,389,103)
Other	(420,000)	(420,000)
Total Liabilities	(211,370,463)	(223,007,382)
Market Value	\$1,311,285,947	\$1,058,109,090

2.3: Income Statement

For the Years Ending June 30, 2008 and June 30, 2009

	<u>June 30, 2008</u>	<u>June 30, 2009</u>
<u>Additions</u>		
Contributions		
Employer's Contribution	\$ 22,555,416	\$ 23,410,965
Members' Contributions	20,689,439	20,922,893
Total Contributions	<u>\$43,244,855</u>	<u>\$44,333,858</u>
Investment Income		
Net Appreciation/(Depreciation) in Fair Value of Investments	(161,115,826)	(250,580,289)
Interest and Dividends	42,932,733	39,095,062
Commission Recapture	76,519	93,523
Other Investment Income	<u>117,351</u>	<u>57,010</u>
Total Investment Income	<u>(\$117,989,223)</u>	<u>(\$211,334,694)</u>
Investment Expenses	<u>(4,442,195)</u>	<u>(3,910,325)</u>
Net Investment Income	<u>(\$122,431,418)</u>	<u>(\$215,245,019)</u>
Securities Lending Activities		
Securities Lending Income	10,346,182	2,931,390
Depreciation in Securities Lending Collateral	0	(6,678,766)
Expenses from Securities Lending Activities	<u>(9,323,887)</u>	<u>(2,039,002)</u>
Net Securities Lending Income	<u>\$1,022,295</u>	<u>(\$5,786,378)</u>
Total Net Investment Income	<u>(\$121,409,123)</u>	<u>(\$221,031,397)</u>
Total Additions	<u>(\$78,164,268)</u>	<u>(\$176,697,539)</u>
<u>Deductions</u>		
Benefits	67,784,275	71,861,210
Other Benefits (Ventura)	836	0
Refunds	2,442,426	2,537,978
Administrative Costs	2,044,286	2,080,130
Other Admin Costs (Ventura)	<u>0</u>	<u>0</u>
Total Deductions	<u>\$72,271,823</u>	<u>\$76,479,318</u>
Net increase (Decrease)	<u>(\$150,436,091)</u>	<u>(\$253,176,857)</u>
Net Assets Beginning of Year	\$1,461,722,038	\$1,311,285,947
Net Assets End of Year	\$1,311,285,947	\$1,058,109,090

2.4: Historical Returns

Year Ended June 30	Annualized Rate of Return (Market Value)	Annualized Rate of Return (Actuarial Value)	Annualized Rate of Return (Valuation Assets)	Increase in CPI*
1994				2.5%
1995				3.0%
1996				2.8%
1997	20.4%			2.3%
1998	13.4%			1.7%
1999	10.6%			2.0%
2000	6.3%			3.7%
2001	7.0%			3.2%
2002	-4.5%			1.1%
2003	5.2%		4.9%	2.1%
2004	6.1%		6.3%	3.3%
2005	8.2%		5.5%	2.5%
2006	9.9%		10.8%	4.3%
2007	16.0%	10.8%	0.6%	2.7%
2008	-8.5%	8.0%	16.7%	5.0%
2009	-17.2%	-9.6%	-9.4%	(1.4%)
Compounded 15 Year Average	N / A	N / A	N / A	2.5%
Compounded 10 Year Average	2.4%	N / A	N / A	2.6%
Compounded 5 Year Average	0.9%	N / A	4.5%	2.6%

* Based on All Urban Consumers - U.S. City Average, June indices.

Section 3:

Actuarial Computations

3.1: Computation of Annual Contribution Rate as of June 30, 2008

	Final Valuation
Active Fully Projected Liability	1,068,643,440
Active Entry Age Normal Accrued Liability	769,751,646
Inactive Fully Projected Liability	779,072,258
Total Fully Projected Liability	1,847,715,698
Total Actuarial Accrued Liability	1,548,823,904
Valuation Assets	1,317,166,614
Total Unfunded Accrued Liability (UAL)	231,657,290
Ceres / Other District Unfunded Accrued Liability	9,492,838
County Unfunded Accrued Liability	222,164,452
Projected Pay (Ceres / Other Districts)	12,991,690
Projected Pay (County)	229,017,709
Projected Pay (Total Current Members)	242,009,399
Total Normal Cost (% of Payroll)	14.71%
Employee Contribution	7.46%
Employer Normal Cost	7.25%
Ceres / Other District UAL Amortization	5.27%
County UAL Amortization	5.50%
Ceres / Other District Employer Contribution	1,789,913
County Employer Contribution	29,040,589
Total Employer Contribution	30,830,502
Total Employer Cost (% Pay)	12.74%

3.2: Computation of Annual Contribution Rate as of June 30, 2009

	Continuing, Expected Pay, Expected Assets	Continuing, Actual Pay, Expected Assets	All Members, Actual Pay, Expected Assets	All Members, Actual Pay, Actual Assets	Funding Changes (Amortization and Transfer)
Active Fully Projected Liability	1,135,794,104	1,103,801,907	1,134,790,195	1,134,790,195	1,134,790,195
Active Entry Age Normal AL	847,679,280	822,138,977	835,136,149	835,136,149	835,136,149
Inactive Fully Projected Liability	818,579,741	818,579,741	818,579,741	818,579,741	818,579,741
Total Fully Projected Liability	1,954,373,845	1,922,381,648	1,953,369,936	1,953,369,936	1,953,369,936
Total Actuarial Accrued Liability	1,666,259,021	1,640,718,718	1,653,715,890	1,653,715,890	1,653,715,890
Valuation Assets	1,400,672,201	1,400,672,201	1,400,672,201	1,171,766,847	1,171,766,847
Total UAL	265,586,820	240,046,517	253,043,689	481,949,043	481,949,043
Ceres / Other District UAL	9,554,805	9,554,805	9,554,805	9,554,805	26,683,918
County Unfunded Accrued Liability	256,032,015	230,491,712	243,488,884	472,394,238	455,265,125
Projected Pay (Ceres /Other)	12,345,735	12,522,192	13,596,584	13,596,584	13,596,584
Projected Pay (County)	231,640,816	225,289,614	234,719,840	234,719,840	234,719,840
Projected Pay (Total Current)	243,986,551	237,811,806	248,316,424	248,316,424	248,316,424
Total Normal Cost (% of Pay)	14.40%	14.41%	14.56%	14.56%	14.57%
Employer Normal Cost	7.23%	7.25%	7.38%	7.38%	7.38%
Ceres / Other UAL Amortization	5.78%	5.70%	5.25%	5.25%	12.32%
County UAL Amortization	6.38%	5.91%	5.99%	11.62%	12.18%
Ceres / Other Employer Contribution	1,796,154	1,814,320	1,943,842	1,943,842	2,905,590
County Employer Contribution	31,354,270	29,449,357	31,150,490	44,369,317	45,671,494
Total Employer Contribution	33,150,424	31,263,677	33,094,332	46,313,159	48,577,084
Total Employer Cost (% Pay)	13.59%	13.15%	13.33%	18.65%	19.56%

3.3: Computation of Funding Ratios as of June 30, 2009

Valuation Date	Actuarial Accrued Liabilities For				Valuation Assets	Portion of Accrued Liabilities Covered by Assets		
	(1)	(2)	(3)	Actuarial Accrued Liabilities		(1)	(2)	(3)
	Active Member Contributions	Retirees and Beneficiaries	Active and Terminated Members					
6/30/2003	\$176,622,000	\$455,784,000	\$325,689,000	\$958,095,000	\$928,022,000	100%	100%	91%
6/30/2004	\$166,806,000	\$518,922,000	\$349,617,000	\$1,035,345,000	\$993,180,000	100%	100%	88%
6/30/2005	\$205,556,000	\$551,810,000	\$358,994,000	\$1,116,310,000	\$1,049,691,000	100%	100%	81%
6/30/2006	\$219,907,000	\$619,109,000	\$355,888,000	\$1,194,904,000	\$1,154,048,000	100%	100%	89%
6/30/2006 ¹	\$219,907,000	\$614,576,000	\$494,892,000	\$1,329,375,000	\$1,154,048,000	100%	100%	65%
6/30/2008	\$272,657,000	\$739,838,000	\$536,329,000	\$1,548,824,000	\$1,267,167,000	100%	100%	47%
6/30/2008 ²	\$272,657,000	\$739,838,000	\$536,329,000	\$1,548,824,000	\$1,317,167,000	100%	100%	57%
6/30/2009	\$298,342,000	\$781,082,000	\$574,292,000	\$1,653,716,000	\$1,171,767,000	100%	100%	16%

¹ Results recalculated, reflecting Level 1 assumption changes (new retirement, termination and withdrawal decrements) & new EFI EAN methodology.

² Reflects transfer as of June 30, 2008 of \$50 million from Non-Valuation to Valuation Reserves.

3.4: Detailed Calculation of Costs as of June 30, 2009 - By Class and Tier

Tier:	General Tiers					Safety Tiers			General	Safety	Total
	1	2	3	4	5	4	5				
Total PVB	208,961,122	51,536,298	2,568,887	280,928,933	898,127,791	160,055,687	351,191,218	1,442,123,031	511,246,905	1,953,369,936	
Total AAL	208,961,027	51,323,978	2,399,914	277,925,828	689,246,730	160,001,077	263,857,336	1,229,857,477	423,858,413	1,653,715,890	
Assets								876,970,313	294,796,534	1,171,766,847	
Total UAL										70.9%	
Ceres/Other UAL								352,887,164	129,061,879	481,949,043	
County UAL								12,158,972	14,524,946	26,683,918	
PV Payroll	26,107	1,817,806	8,296,537	44,905,953	1,601,227,591	1,470,540	382,917,437	1,656,273,993	384,387,977	2,040,661,970	
PVFNC	95	212,320	168,973	3,003,105	208,881,061	54,610	87,333,882	212,265,554	87,388,492	299,654,046	
Total NC	0.36%	11.68%	2.04%	6.69%	13.05%	3.71%	22.81%	12.67%	22.59%	14.57%	
Ceres Pay	27,151	202,284	-	293,408	6,720,600	242,694	6,110,447	7,243,443	6,353,141	13,596,584	
Ceres PVPay	26,107	1,817,806	-	1,443,568	58,787,643	688,794	54,841,810	62,075,124	55,530,604	117,605,728	
Ceres UAL Payment								763,352	911,891	1,675,243	
Ceres UAL %								10.54%	14.35%	12.32%	
Ceres Total Rate	10.90%	22.22%	12.58%	17.23%	23.58%	18.07%	37.16%	23.24%	36.43%	29.40%	
Ceres PVEECont	-	116,943	-	10,572	3,959,593	11,143	5,570,038	4,087,108	5,581,181	9,668,289	
Ceres EECont	0.00%	6.43%	0.00%	0.73%	6.74%	1.62%	10.16%	6.46%	9.83%	8.03%	
Ceres ER Cont	10.90%	15.79%	12.58%	16.49%	16.85%	16.45%	27.00%	16.78%	26.60%	21.37%	
Ceres ER Cont	2,960	31,931	-	48,394	1,132,298	39,921	1,650,085	1,215,583	1,690,006	2,905,590	
County Pay	-	-	1,075,289	9,608,088	182,951,496	294,971	40,789,996	193,634,873	41,084,967	234,719,840	
County PVPay	-	-	8,296,537	43,462,385	1,542,439,948	781,746	328,075,627	1,594,198,869	328,857,373	1,923,056,242	
County UAL Payment								21,391,257	7,190,743	28,582,000	
County UAL %								11.05%	17.50%	12.18%	
County Total Rate	11.41%	22.73%	13.08%	17.73%	24.09%	21.22%	40.31%	23.72%	40.17%	26.60%	
County PVEECont	-	-	-	460,044	104,829,776	30,826	33,843,794	105,289,820	33,874,620	139,164,440	
County EECont	0.00%	0.00%	0.00%	1.06%	6.80%	3.94%	10.32%	6.47%	10.27%	7.14%	
County ER Cont	11.41%	22.73%	13.08%	16.68%	17.30%	17.27%	29.99%	17.24%	29.90%	19.46%	
County ER Cont	-	-	140,690	1,602,271	31,643,126	50,949	12,234,459	33,386,086	12,285,408	45,671,494	
Total ER Contribution	2,960	31,931	140,690	1,650,664	32,775,425	90,870	13,884,544	34,601,670	13,975,414	48,577,084	
Total ER Rate	10.90%	15.79%	13.08%	16.67%	17.28%	16.90%	29.60%	17.23%	29.46%	19.56%	

3.5: Actuarial Balance Sheet

Assets		
1.	Actuarial value of assets	\$ 1,269,731,000
2.	Present value of future contributions by members	148,833,000
3.	Present value of future employer contributions for normal cost	150,821,000
4.	Present value of other future employer contributions (UAAL)	481,949,000
5.	Total actuarial assets	\$2,051,334,000
Liabilities		
6.	Present value of retirement allowances payable to retired/disabled members and their survivors	\$ 781,082,000
7.	Present value of service retirement allowances payable to presently active members and their survivors	1,005,563,000
8.	Present value of allowances payable to current and future vested terminated and their survivors	74,848,000
9.	Present value of disability retirement allowances payable to presently active members and their survivors	66,190,000
10.	Present value of death benefits payable on behalf of presently active members	13,366,000
11.	Present value of members' contributions to be returned upon withdrawal	12,321,000
12.	Special Reserves (Actuarial Value)	97,964,000
13.	Total actuarial liabilities	\$2,051,334,000

Section 4:

Disclosure Information

4.1: Schedules of Funding Status and Employer Contributions Required Under GASB Statement No. 25

The Governmental Accounting Standards Board (GASB) Statements No. 25 and 27 relate to the disclosure of pension liabilities on a public employer's financial statements. For accounting periods beginning after June 15, 1996, information required under these statements must be prepared for a public employer who seeks compliance with generally accepted accounting principles (GAAP) on behalf of its public employee retirement system.

GASB Statement No. 25 requires preparation of schedules of funding status and employer contributions, as well as the disclosure of plan provisions, actuarial assumptions, and other information. The required schedules are shown below. In each case, we have relied upon information from our files and contained in the reports of other actuaries employed by the employer in completing the schedules. While we have no reason to believe the information in our files or in other actuaries' reports is inaccurate, we strongly recommend that employer personnel verify the schedules below before they are included in Plan or employer financial statements.

Schedule of Funding Status (Dollar Amounts in Thousands)						
Actuarial Valuation Date	Actuarial Value of Assets ³	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Liability as a Percent of Payroll
7/1/1999	638,180	610,280	(27,900)	104.6%	141,799	(19.7%)
7/1/2000	679,421	666,114	(13,307)	102.0%	157,010	(8.5%)
7/1/2001	784,114	781,495	(2,619)	100.3%	174,595	(1.5%)
7/1/2002	878,821	870,768	(8,053)	100.9%	196,471	(4.1%)
7/1/2003	937,797	958,095	20,298	97.9%	197,664	10.3%
7/1/2004	993,180	1,035,345	42,165	95.9%	199,963	21.1%
7/1/2005	1,049,691	1,116,310	66,619	94.0%	211,681	31.5%
7/1/2006	1,154,048	1,194,904	40,856	96.6%	219,768	18.6%
7/1/2006 (Rev)	1,154,048	1,329,375 ⁴	175,327	86.8%	212,011	82.7%
7/1/2008	1,317,167 ⁵	1,548,824	231,657	85.0%	242,009	95.7%
7/1/2009	1,171,767	1,653,716	481,949	70.9%	248,316	194.1%

³ Excludes value of non-valuation reserves.

⁴ The Accrued Liability as of June 30, 2006 was recomputed to reflect the change in Actuary and in the retirement, termination and refund assumptions.

⁵ Includes \$50 million transferred from Non-Valuation to Valuation Reserves as of 6/30/2008.

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution	Actual Contribution	Percentage Contributed
6/30/1999	5,338	5,338	100%
6/30/2000	5,899	5,899	100%
6/30/2001	7,509	7,509	100%
6/30/2002	11,341	11,341	100%
6/30/2003	16,208	16,208	100%
6/30/2004	17,114	17,114	100%
6/30/2005	19,793	19,793	100%
6/30/2006	22,549	22,549	100%
6/30/2007	32,563	32,563	100%
6/30/2008	22,555	22,555	100%
6/30/2009	23,411	23,411	100%

The table below summarizes certain information about this actuarial report.

Valuation date	June 30, 2009
Actuarial cost method	Entry Age Normal
Amortization method	Level % of Pay
Remaining amortization period	25 Years (County decreased from 30 years, Ceres/Other increased from 20 years as of 6/30/2008)
Asset valuation method	Actuarial value: Excess earnings smoothed over five years, 80%/120% corridor around market
Actuarial assumptions:	
Investment rate of return*	8.16%
Projected salary increases*	4.00%, plus service-based rates
*Includes inflation at	4.00%
Cost of living adjustments	100% of CPI to 3% annually with banking

Appendix:

Employer Contribution Rates

Employer Contribution Rates for County / Former County Members

Separate rates for General and Safety members by Tier are shown below.

	<u>General</u>					<u>Safety</u>	
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 4	Tier 5
Employer Normal Cost	N / A	N / A	2.03%	5.63%	6.25%	-0.23%	12.49%
UAAL Amortization Cost	N / A	N / A	11.05%	11.05%	11.05%	17.50%	17.50%
Total Cost	N / A	N / A	13.08%	16.68%	17.30%	17.27%	29.99%

Employer Contribution Rates for Ceres / Other District Members

	<u>General</u>					<u>Safety</u>	
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 4	Tier 5
Employer Normal Cost	0.36%	5.25%	N/A	5.95%	6.31%	2.10%	12.65%
UAAL Amortization Cost	10.54%	10.54%	N/A	10.54%	10.54%	14.35%	14.35%
Total Cost	10.90%	15.79%	N/A	16.49%	16.85%	16.45%	27.00%