



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

Tel +1 206 624 7940

milliman.com

January 15, 2026

Scott Hood
Chief Executive Officer
San Mateo County Employees' Retirement Association
100 Marine Parkway, Suite 125
Redwood Shores, CA 94065-5208

Re: Analysis of Salary Increases - January 27, 2026 Board Agenda

Dear Scott:

California Government Code Section 31515.5 requires a notice be provided of the estimated financial impact that proposed benefit or salary increases would have on the funding status of the County's retirement system, administered by SamCERA. We understand that the San Mateo County Board of Supervisors will consider salary increases for a select group of individuals that are in addition to regularly scheduled annual increases. The purpose of this letter is to provide information to assist the Board of Supervisors to satisfy the notice requirement regarding items included in the Board Agenda on January 27, 2026.

Estimated Financial Impact

The three employees are active members of General Plan 7 and currently receive compensation in excess of the PEPRA Compensation Limit under Government Code Section 7522.10. Since compensation in excess of the PEPRA Compensation Limit is disregarded in the calculation of individual benefits and the funding of SamCERA, it is our understanding that any additional compensation received by such individuals will not result in increased retirement benefits. Therefore, there is no increase in Actuarial Accrued Liability or Statutory Contribution Rates due to this increase in compensation.

Data, methods, and assumptions

These estimates are based on the results of the June 30, 2025 actuarial valuation for the members identified and provided to us by San Mateo County. For this analysis we used the biweekly salaries (with allowances) for these members as provided by San Mateo County and adjusted the valuation results by the same relative proportion as the increase in biweekly salaries.

For members of Plan 7, pensionable compensation is limited under Section 7522.10 of the Government Code. This limitation has been applied to these calculations where applicable.

Reliance

Except as noted elsewhere in this letter, all data, methods, assumptions, and plan provisions are consistent with those described in the June 30, 2025 actuarial valuation. We have assumed that these salary increases would not affect future member behavior.

Variability of results

The actuarial computations presented in this letter are for the specific purpose described in this letter. Determinations for other purposes may be significantly different from the results contained in this letter. Accordingly, additional determinations may be needed for other purposes. These computations are subject to the uncertainties of a regular actuarial valuation; the costs are inexact because they are based on assumptions that are necessarily inexact, even though we consider them reasonable. Thus, the emerging costs will vary from those presented in this letter to the extent actual experience differs from that projected by the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this letter due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the retirement system, and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

Please refer to the June 30, 2025 actuarial valuation for additional discussion of the risks associated with measuring pension liabilities and the determination of pension plan contributions.

No legal duty to third-party recipients

Milliman's work is prepared solely for the internal business use of SamCERA and San Mateo County. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third-party recipient of its work product.

No third-party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

Models

These results were developed using models employing standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice.

Qualifications and Certification

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal, investment or accounting counsel.

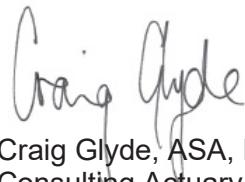
On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this cost projection letter is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States, published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.

Please let us know if you have any questions.

Sincerely,



Nick Collier, ASA, EA, MAAA
Consulting Actuary



Craig Glyde, ASA, EA, MAAA
Consulting Actuary

NC/CG/wb

cc: Gladys Smith
Lisa Yapching
Rana Naser