

RESOLUTION No. 071468

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION SETTING EMPLOYER AND MEMBER CONTRIBUTION RATES FOR THE SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION FOR FISCAL YEAR 2011-12 IN ACCORDANCE WITH GOVERNMENT CODE SECTIONS 31453 AND 31454

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, Government Code §31453 mandates the periodic actuarial valuation of the Retirement Fund and requires that the Board of Retirement...*shall...recommend to the Board of Supervisors such changes in the rates of interest, in the rates of contributions of members, and in the county and district appropriations as are necessary...*; and

**WHEREAS**, the Board of Retirement has received, reviewed and approved the reports of its actuary, Milliman, Inc., and its Chief Executive Officer setting forth recommendations to assure the actuarial soundness of the Retirement Fund; and

**WHEREAS**, the County of San Mateo by resolution and through agreements with its bargaining units has instituted employee cost sharing percentages which are assumed to continue for current employees; and

**WHEREAS** the Board of Retirement has reviewed the contribution rates recommended by the actuary and has forwarded such rates pursuant to Government Code §31453 with a recommendation that they be adopted by the County; and

**WHEREAS**, Government Code §31454 mandates that "*the Board of Supervisors shall not later than 90 days after the beginning of the immediately succeeding fiscal year adjust the rates of interest, the rates of contributions of members, and county and district appropriations in accordance with the recommendations of the board, but shall not fix them in such amounts as to reduce the individual benefits provided in this chapter*": and

**WHEREAS** the Board of Supervisors has reviewed the recommendations and finds them to be in the best interest of the members, retirees and beneficiaries of the Retirement System:

071468

NOW, THEREFORE , IT IS HEREBY DETERMINED AND ORDERED, that

1. The County shall make contributions to the Retirement Fund in accordance with the following schedule of Contribution Rates, as a percentage of compensation earnable, effective July 10, 2011:

**Contingency A\*: If Members In Plans 5 And 6 Pay Half The COLA Cost**

	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	Plan 6
<b>COUNTY OF SAN MATEO AND SAN MATEO SUPERIOR COURT</b>						
<b>General Member Rates:</b>						
Employer Normal Cost	11.18%	10.83%	07.81%	09.79%	08.96%	none
Contribution to Unfunded Actuarial Accrued Liability	18.26%	18.51%	18.39%	18.42%	18.42%	none
<b>Total General Member Rates</b>	<b>29.44%</b>	<b>29.34%</b>	<b>26.20%</b>	<b>28.21%</b>	<b>27.38%</b>	
<b>Safety Member Rates:</b>						
Employer Normal Cost	25.55%	20.31%	none	18.06%	15.46%	none
Contribution to Unfunded Actuarial Accrued Liability	50.65%	51.94%	none	52.03%	52.03%	none
<b>Total Safety Member Rates</b>	<b>76.20%</b>	<b>72.25%</b>		<b>70.09%</b>	<b>67.49%</b>	
<b>Probation Member Rates:</b>						
Employer Normal Cost	24.36%	22.13%	none	18.88%	14.16%	14.56%
Contribution to Unfunded Actuarial Accrued Liability	23.95%	23.90%	none	23.86%	23.86%	23.86%
<b>Total Probation Member Rates</b>	<b>48.31%</b>	<b>46.03%</b>		<b>42.74%</b>	<b>38.02%</b>	<b>38.42%</b>
<b>SAN MATEO COUNTY MOSQUITO &amp; VECTOR CONTROL DISTRICT</b>						
<b>General Member Rates:</b>						
Employer Normal Cost	10.76%	16.52%	none	10.93%	none	none
Contribution to Unfunded Actuarial Accrued Liability	18.26%	18.51%	none	18.42%	none	none
<b>Total General M&amp;VCD Member Rates</b>	<b>29.02%</b>	<b>35.03%</b>		<b>29.35%</b>		

\*Either Contingency A or Contingency B will be implemented depending on the outcome of County negotiations with bargaining units.

**Contingency B\*: If Members DO NOT Pay Any Of The COLA Cost**

	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	Plan 6
<b>COUNTY OF SAN MATEO AND SAN MATEO SUPERIOR COURT</b>						
<b>General Member Rates:</b>						
Employer Normal Cost	11.18%	10.83%	07.81%	09.79%	10.04%	none
Contribution to Unfunded Actuarial Accrued Liability	18.26%	18.51%	18.39%	18.42%	18.42%	none
<b>Total General Member Rates</b>	<b>29.44%</b>	<b>29.34%</b>	<b>26.20%</b>	<b>28.21%</b>	<b>28.46%</b>	
<b>Safety Member Rates:</b>						
Employer Normal Cost	25.55%	20.31%	none	18.06%	18.08%	none
Contribution to Unfunded Actuarial Accrued Liability	50.65%	51.94%	none	52.03%	52.03%	none
<b>Total Safety Member Rates</b>	<b>76.20%</b>	<b>72.25%</b>		<b>70.09%</b>	<b>70.11%</b>	
<b>Probation Member Rates:</b>						
Employer Normal Cost	24.36%	22.13%	none	18.88%	16.50%	16.62%
Contribution to Unfunded Actuarial Accrued Liability	23.95%	23.90%	none	23.86%	23.86%	23.86%
<b>Total Probation Member Rates</b>	<b>48.31%</b>	<b>46.03%</b>		<b>42.74%</b>	<b>40.36%</b>	<b>40.48%</b>
<b>SAN MATEO COUNTY MOSQUITO &amp; VECTOR CONTROL DISTRICT</b>						
<b>General Member Rates:</b>						
Employer Normal Cost	10.76%	16.52%	none	10.93%	none	none
Contribution to Unfunded Actuarial Accrued Liability	18.26%	18.51%	none	18.42%	none	none
<b>Total General M&amp;VCD Member Rates</b>	<b>29.02%</b>	<b>35.03%</b>		<b>29.35%</b>		

\*Either Contingency A or Contingency B will be implemented depending on the outcome of County negotiations with bargaining units.

2. The Board hereby adopts the actuary's recommended Member Entry Age Basic Plus Cost Sharing Contribution Rates in accordance with the schedules set forth in the following tables as a percentage of compensation earnable, effective July 10, 2011:

Employees Hired Before July 10, 2011

**Member Entry Age Basic Plus Cost Sharing Contribution Rates**

Entry Age *	General (County)		General (SMCM&VCD)***		Probation		Safety**	
	Plans 1&2	Plan 4	Plans 1&2	Plan 4	Plans 1&2	Plan 4	Plans 1&2	Plan 4
16	8.12%	7.90%	5.12%	4.90%	9.05%	8.81%	11.93%	11.64%
17	8.21%	7.99%	5.21%	4.99%	9.15%	8.91%	12.06%	11.76%
18	8.31%	8.08%	5.31%	5.08%	9.25%	9.01%	12.19%	11.88%
19	8.41%	8.18%	5.41%	5.18%	9.36%	9.11%	12.32%	12.01%
20	8.51%	8.27%	5.51%	5.27%	9.46%	9.21%	12.45%	12.14%
21	8.61%	8.37%	5.61%	5.37%	9.57%	9.31%	12.59%	12.27%
22	8.71%	8.47%	5.71%	5.47%	9.68%	9.42%	12.73%	12.40%
23	8.82%	8.57%	5.82%	5.57%	9.80%	9.53%	12.87%	12.53%
24	8.92%	8.67%	5.92%	5.67%	9.91%	9.64%	13.01%	12.67%
25	9.03%	8.78%	6.03%	5.78%	10.03%	9.75%	13.16%	12.81%
26	9.14%	8.88%	6.14%	5.88%	10.14%	9.86%	13.31%	12.95%
27	9.25%	8.99%	6.25%	5.99%	10.26%	9.98%	13.46%	13.10%
28	9.37%	9.10%	6.37%	6.10%	10.39%	10.09%	13.61%	13.24%
29	9.48%	9.21%	6.48%	6.21%	10.51%	10.21%	13.77%	13.39%
30	9.60%	9.32%	6.60%	6.32%	10.64%	10.34%	13.93%	13.55%
31	9.72%	9.43%	6.72%	6.43%	10.77%	10.46%	14.09%	13.70%
32	9.84%	9.55%	6.84%	6.55%	10.90%	10.59%	14.26%	13.86%
33	9.97%	9.67%	6.97%	6.67%	11.04%	10.72%	14.43%	14.03%
34	10.09%	9.79%	7.09%	6.79%	11.18%	10.86%	14.60%	14.19%
35	10.22%	9.91%	7.22%	6.91%	11.33%	10.99%	14.78%	14.37%
36	10.35%	10.04%	7.35%	7.04%	11.48%	11.13%	14.97%	14.54%
37	10.49%	10.17%	7.49%	7.17%	11.63%	11.27%	15.16%	14.71%
38	10.63%	10.30%	7.63%	7.30%	11.78%	11.40%	15.35%	14.88%
39	10.77%	10.44%	7.77%	7.44%	11.93%	11.54%	15.53%	15.05%
40	10.92%	10.58%	7.92%	7.58%	12.07%	11.67%	15.72%	15.21%
41	11.07%	10.72%	8.07%	7.72%	12.22%	11.79%	15.90%	15.36%
42	11.22%	10.86%	8.22%	7.86%	12.36%	11.90%	16.07%	15.50%
43	11.37%	11.00%	8.37%	8.00%	12.49%	12.00%	16.23%	15.63%
44	11.52%	11.13%	8.52%	8.13%	12.60%	12.09%	16.38%	15.74%
45	11.67%	11.26%	8.67%	8.26%	12.71%	12.16%	16.52%	15.83%
46	11.82%	11.38%	8.82%	8.38%	12.80%	12.20%	16.63%	15.88%
47	11.96%	11.50%	8.96%	8.50%	12.87%	12.20%	16.71%	15.88%
48	12.09%	11.60%	9.09%	8.60%	12.90%	12.51%	16.75%	16.26%
49	12.21%	11.69%	9.21%	8.69%	12.90%	12.84%	16.75%	16.68%
50	12.32%	11.76%	9.32%	8.76%	12.90%	12.84%	16.75%	16.68%
51	12.41%	11.80%	9.41%	8.80%	12.90%	12.84%	16.75%	16.68%
52	12.48%	11.80%	9.48%	8.80%	12.90%	12.84%	16.75%	16.68%
53	12.51%	12.11%	9.51%	9.11%	12.90%	12.84%	16.75%	16.68%
54	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
55	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
56	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
57	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
58	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
59	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%
60	12.51%	12.45%	9.51%	9.45%	12.90%	12.84%	16.75%	16.68%

\* For County General members entering after age 55, the rate equals the rate at age 55. Likewise for Safety and Probation members entering after age 50, the rate equals the rate at age 50. Only Probation rates reflect employer pick-up.

\*\* Cost sharing is less for deputy sheriffs

\*\*\*Mosquito and Vector Control District does not participate in cost sharing.

Regularly passed and adopted this 21st day of June, 2011.

*AYES and in favor of said resolution:*

Supervisors: DAVE PINE  
CAROLE GROOM  
DON HORSLEY  
ROSE JACOBS GIBSON  
ADRIENNE J. TISSIER

*NOES and against said resolution:*

Supervisors: NONE

Absent Supervisors: NONE

Carole Groom

President, Board of Supervisors  
County of San Mateo  
State of California

Certificate of Delivery

*I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.*

Rebecca Romero

Rebecca Romero, Deputy  
Clerk of the Board of Supervisors

071468