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VIA EMAIL ONLY

January 18, 2019

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

Re: Analysis of Negotiated Salary Increases for
Attorneys, Confidential, and Management Bargaining Groups

Dear Scott:

California Government Code Section 31515.5 requires a notice be provided of the estimated financial impact that proposed benefit changes or salary increases would have on the funding status of SamCERA's retirement fund, the County's retirement system. We understand that San Mateo County may agree to increases in salaries over the next three years for County employees in the Attorneys, Confidential, and Management bargaining groups. The purpose of this letter is to provide information that can be used to satisfy the requirement.

Background

For the purposes of this analysis, we have assumed that the scheduled salary increases will be 4% in each of the next two years, based on information provided by SamCERA. In the third year, these employees would receive the actual increase in the Consumer Price Index (CPI) plus 1%, not less than 3% and not more than 4%. In addition, affected Attorneys, Confidential, and Management employees would receive longevity adjustments as follows:

Years (hours) Completed	January 27, 2019	December 15, 2019	December 13, 2020
Five (10,400)	0.5%	+0.5% for a total of 1%	
Ten (20,800)	1%	+1% for a total of 2%	+0.5% for a total of 2.5%
Twenty (41,600)	1.5%	+1.5% for a total of 3%	+1% for a total of 4%
Twenty-five (52,000)	2%	+2% for a total of 4%	+2% for a total of 6%

These proposed increases are greater than the actuarially assumed annual wage increases used in the valuation.

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As you are aware, the actuarial valuation calculates the liabilities (the estimated value of future payments) of the system and the statutory contribution rates for the employers and members. To make these calculations, the actuary relies on assumptions of future events. Future experience will not exactly match these assumptions. Each year, as this occurs, the actual liabilities will differ from those projected by the assumptions. These differences are referred to as actuarial gains and losses. As the proposed salary increases are greater than the assumption, it is expected that actuarial losses will occur as these increases are granted and recognized in future valuations. Therefore, there is no immediate impact of the proposed changes, but the impact will be reflected over time as the increases occur. We have calculated this projected impact as of the most recent valuation date (June 30, 2018) in our analysis.

Estimated Financial Impact

The proposed agreement includes 4% annual across-the-board salary increases for the next three years (the third year is contingent on the actual CPI increase) for County employees with benefits negotiated under the Attorneys, Confidential, and Management bargaining groups, and longevity increases that vary depending on an employee's years of service.

The proposed across-the-board increases are greater than the actuarially assumed 3% annual general wage increase, and the longevity increases are larger than the current longevity component of the merit increase assumption. Therefore, the proposed salary and longevity increases are expected to result in future actuarial losses as the greater-than-assumed salary increases occur and affect SamCERA's future funded status. Actuarial losses are increases in the actuarial accrued liability greater than that projected by the valuation assumptions. **We estimate that the present value of these future actuarial losses is approximately $34 million.** Note that this impact will not be immediate, but will materialize over the coming years as salary increases occur.

If the full future impact had been reflected in the June 30, 2018 actuarial valuation, we estimate it would have been equivalent to a reduction of 0.6% in SamCERA's Funded Ratio (87.5% as of June 30, 2018). It is still projected that SamCERA's Funded Ratio will increase in the future, just at a fractionally lower rate than projected in the 2018 valuation.

The County contributes to SamCERA based on a percentage of its payroll. Therefore, an increase in salaries above the valuation assumption will result in an increase in the contributions (both by the County and the affected members) made to SamCERA, as compared to the contributions projected in the valuation. It should be noted that SamCERA is a cost-sharing retirement system, so the estimated increase in the future actuarial accrued liability will be borne by all SamCERA employers, not just the County.

Data, methods, and assumptions

These estimates are based on the results of the June 30, 2018 actuarial valuation. We have estimated the future increase in the Actuarial Accrued Liability (AAL) due to the proposed salary increases based on the proportion of the current active AAL for the affected group compared to the full active population. We estimate that the Attorneys bargaining group accounts for approximately 3% of active General member AAL. The Management bargaining group accounts

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for approximately 19% of active General member Actuarial Accrued Liability (AAL), 16% of active Safety member AAL, and active 26% of Probation member AAL. The Confidential bargaining group accounts for approximately 2% of active General member AAL.

In the third year, the actual increase is dependent on the CPI increase. For purposes of this calculation, we have assumed that CPI plus 1% will be equal to the maximum increase of 4% for the year. In aggregate, we are assuming actual future general wage increases will exceed the valuation assumption by 3% over the three-year period.

Our understanding is that the scheduled salary increases are independent of other increases. That is, these employees would still be eligible for increases for other reasons, such as promotion and longevity. We refer to these types of increases as merit increases. For purposes of this analysis, we have assumed that future merit increases will be equal to the valuation assumption except that over time the longevity increases will result in future increases in the AAL of 4.8% for these employees (after reflecting phase in of longevity increases).

Combining the estimated impact of the salary and longevity increases, our estimate assumes an increase of 7.8% in the future AAL of employees in these bargaining groups.

Certification

Except as noted elsewhere in this letter, all data, methods, assumptions, and plan provisions are consistent with those described in the June 30, 2018 actuarial valuation. We have assumed that the scheduled salary increases would not affect future member behavior. All statements of reliance and limitations on use described in that report also apply to this work product.

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 themselves 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.

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

The signing actuaries are independent of the plan sponsors. We are not aware of any relationship that would impair the objectivity of our work.

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 I am a member 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/nlo

cc: Ms. Brenda Carlson
Ms. Gladys Smith

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