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**VIA EMAIL ONLY**

February 22, 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 AFSCME Salary Increases

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 two years for approximately 50% of the approximately 1,668 General members included in the AFSCME bargaining group. The purpose of this letter is to provide information that can be used to satisfy the requirement.

### Background

Based on information provided by SamCERA we have assumed that the scheduled salary increases will be 5% in the current fiscal year, and 4% in the next fiscal year. In addition, affected AFSCME employees would receive longevity adjustments as follows:

Years (hours) Completed	Current Longevity Increase	Proposed Longevity Increase	Increase over Current
Five (10,400)	0.0%	1.0%	1.0%
Ten (20,800)	1.5%	1.5%	0.0%
Twenty (41,600)	1.5%	1.5%	0.0%
Twenty-five (52,000)	1.0%	2.0%	1.0%

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

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

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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 annual general salary increases for the next two years for approximately 50% of the County members with benefits negotiated under the AFSCME bargaining group, and longevity increases that vary depending on an employee's years of service.

These proposed general 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 \$12 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 valuation, we estimate it would have been equivalent to a reduction of 0.2% 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 by the affected General 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. Based on that information there are 1,668 AFCSME members, all of whom are General members. This number represents 36% of the total active General member population of 4,603 members as of June 30, 2018. Therefore, we have assumed that approximately 18% of General members will be affected by the proposed salary increases. We have also assumed that the affected AFSCME population is similar to the overall General member population in terms of age, service and salaries.

In aggregate, we are assuming actual future general salary increases will exceed the valuation assumption by 3% over the two-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 we have assumed that over time the increase in the longevity adjustments will result in an additional 1.5% increase in the actuarial accrued liability. Therefore, for purposes of this estimate, we are assuming that the aggregate long-term impact will be an increase of 4.5% in the actuarial accrued liability for the affected members.

### **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.

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

NC/CG/nlo

cc: Ms. Gladys Smith



Craig Glyde, ASA, EA, MAAA  
Consulting Actuary