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November 2, 2019

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

Re: Analysis of recommended revision to Master Salary Resolution 076798

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 adopted Master Salary Resolution 076798 on July 9, 2019 that may increase salaries through subsequent amendments to that Master Salary Resolution. The purpose of this letter is to provide information to assist the Board of Supervisors to satisfy the notice requirement with regard to items included in the Board Agenda on November 12, 2019.

Estimated Financial Impact

Based on proposed salary increase information provided by San Mateo County, we have calculated the projected impact of these salary increases on SamCERA as of the most recent valuation date (June 30, 2019). Note that the proposed salary increases are assumed to be in addition to the actuarially assumed annual salary increases used in the valuation. The table below summarizes the data used in, and the results of, our analysis.

Department	Count	Increase in BiWeekly Salary	Increase in Actuarial Accrued Liability
Lead Behavioral Health and Recovery Services Specialist	3	\$ 640	\$ 48,000
911 Communications Calltaker	2	\$ 522	\$ 1,000
Total	5	\$ 1,162	\$ 49,000

As shown above, we estimate that the increase in the Actuarial Accrued Liability (AAL) due to these salary increases is approximately \$49,000. While the Unfunded Actuarial Accrued Liability (UAAL) of SamCERA will be higher by this amount, the funded ratio, rounded to the nearest one basis point, will be unchanged.

This work product was prepared solely for SamCERA for the purposes described herein and may not be appropriate to use for other purposes.
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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 AAL 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, 2019 actuarial valuation for the members identified and provided to us by San Mateo County. Note that of the seven (7) members provided to us, two (2) members are not included in the June 30, 2019 actuarial valuation. As such, we assume these members each have an entry date after the valuation date and the estimated impact on AAL of the proposed salary increase is \$0.

Certification

Except as noted elsewhere in this letter, all data, methods, assumptions, and plan provisions are consistent with those described in the June 30, 2019 actuarial valuation. We have assumed that these 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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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.

The consultants who worked on this assignment are retirement 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: Gladys Smith
Lisa Yapching



Craig Glyde, ASA, EA, MAAA
Consulting Actuary