



180 Howard Street Suite 1100 San Francisco, CA 94105-6147  
T 415.263.8283 www.segalco.com

**Andy Yeung ASA, MAAA, FCA, EA**  
Vice President & Actuary  
ayeung@segalco.com

VIA E-MAIL

August 8, 2019

Ms. Julie Wyne  
Chief Executive Officer  
Sonoma County Employees' Retirement Association  
433 Aviation Boulevard, Suite 100  
Santa Rosa, CA 95403-1069

**Re: Sonoma County Employees' Retirement Association (SCERA)  
Disclosure under Government Code Section 31515.5 in compliance with  
Section 23026 – SCLEMA – 2019/2020 Fiscal Year**

Dear Julie:

As requested, we are providing this letter with our analysis of changes in elements of pay and the potential impact on the cost to provide benefits through SCERA as required under California Government Code Section 31515.5 in compliance with Section 23026.

The results presented in this letter are based on changes in elements of pay that were bargained as of the issuance of this letter. Any additional changes that may be bargained for the 2019/2020 Fiscal Year would result in a revised cost impact to be provided at that time.

The contribution impact in this letter is based on the December 31, 2017 Actuarial Valuation, including the participant data and actuarial assumptions on which that valuation was based. In developing the contribution impact, it has been assumed that all actuarial assumptions would have been met after December 31, 2017, including the annual wage growth assumption of 3.50% for all General County and Safety County members, with the exception of the salary increases proposed for employees covered under Sonoma County Law Enforcement Managers Association (SCLEMA) described herein.

The actual results of this analysis may differ to the extent that other experience varies from that which is assumed. In particular, the contribution impact presented within this letter would be mitigated to some extent if other County members do not receive the full 3.50% salary increase anticipated by the wage growth assumption.

## **BACKGROUND**

We have been asked to prepare a Disclosure for the above Government Code Sections regarding salary changes for 2 General and 21 Safety County members (full-time equivalent) covered under SCLEMA. All of the changes in salaries and benefits that we have reviewed were provided by the County and are outlined in Exhibit 1 attached.

Prior to authorizing changes in salaries or benefits, we understand that the above Government Code Sections require certain disclosures be provided, including an explanation of the financial impact that the salary increase or benefit change will have on the funding status of the county employees' retirement system.

## **RESULTS**

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2017 Valuation to develop the employer costs for the 2019/2020 Fiscal Year for the General County and Safety County membership groups are not sufficient to cover the costs of the salary increases for these groups.

### *General County*

The salary increases under Items 1 through 5, as described herein, would increase the General County total employer and employee normal cost by approximately \$2,000 in the first year. When averaged over Plans A and B, a General County employee is expected to pay about 44% of the total normal cost<sup>1</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$1,000. Additionally, the salary increases would increase the General County Unfunded Actuarial Accrued Liability (UAAL) by \$25,000, which translates to an increase in the amortization payment by approximately \$2,000 in the first year, for a total employer contribution increase of about \$3,000.

### *Safety County*

The salary increases under Items 1 through 5, as described herein, would increase the Safety County total employer and employee normal cost by approximately \$8,000 in the first year. When averaged over Plans A and B, a Safety County employee is expected to pay about 35% of the total normal cost<sup>2</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$5,000. Additionally, the salary increases would increase the Safety County Unfunded Actuarial Accrued Liability (UAAL) by \$117,000, which translates to an increase in the amortization payment by approximately \$8,000 in the first year, for a total employer contribution increase of about \$13,000.

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<sup>1</sup> The 44% of the total normal cost expected to be paid by the General County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

<sup>2</sup> The 35% of the total normal cost expected to be paid by the Safety County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

## **ANALYSIS**

Exhibit 1 (attached) outlines the proposed changes to the elements of pay. For those changes of pay elements that are deemed to be pensionable, we have included our analysis below.

### **Pensionable Elements of Pay**

The employer costs developed in our Actuarial Valuation and Review as of December 31, 2017 include a 3.50% annual wage growth assumption that is applied to project all future salary amounts for pension purposes.

#### *General County*

In Exhibit 1, the total increase in General County pensionable elements of pay for Items 1 through 5 is expected to be approximately \$18,900. This is equivalent to \$9,450 each over the 2 General SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$9,450 and divide it by the average General SCLEMA member salary of \$125,346 (as provided by the County), we estimate an average increase in salary of 7.54% as a result of the changes. This increase is greater than our 3.50% wage increase assumption by 4.04%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

#### *Safety County*

In Exhibit 1, the total increase in Safety County pensionable elements of pay for Items 1 through 5 is expected to be approximately \$133,500. This is equivalent to \$6,357 each over the 21 Safety SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$6,357 and divide it by the average Safety SCLEMA member salary of \$137,837 (as provided by the County), we estimate an average increase in salary of 4.61% as a result of the changes. This increase is greater than our 3.50% wage increase assumption by 1.11%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

### **Non-Pensionable Elements of Pay**

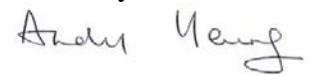
It is our understanding that SCERA and the County have rendered a determination that Items 6 and 7 in Exhibit 1 are non-pensionable elements of pay. Therefore, these items will not have any impact on the level of benefits and will not increase the employer cost of the plan.

The undersigned is a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Ms. Julie Wyne  
August 8, 2019  
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Please let us know if you have any questions on this information.

Sincerely,

A handwritten signature in cursive script that reads "Andy Yeung". The signature is written in black ink and is positioned to the right of the word "Sincerely,".

Andy Yeung

EK/hy  
Enclosure

## Exhibit 1

### Summary of Elements of Pay – SCLEMA

Item	Pensionable Elements of Pay	Estimated Amount Fiscal Year 2019/2020 <sup>3</sup>
1	Salary Adjustment Effective: 8/13/2019	General: \$3,400 Safety: \$56,000
2	Cost-of-Living Adjustment Effective: 8/27/2019	General: \$6,500 Safety: \$70,000
3	Dispatcher Post Effective: 8/27/2019	General: \$6,500 Safety: \$0
4	Post Increase Effective: 8/13/2019 (General), 8/27/2019 (Safety)	General: \$2,000 Safety: \$2,500
5	Equipment Allowance Effective: 8/27/2019	General: \$500 Safety: \$5,000
	<b>Non-Pensionable Elements of Pay</b>	
6	Increase in County's contributions for medical premiums	
7	Increase in County's contributions to the additional retiree HRA	

<sup>3</sup> The estimated costs during Fiscal Year 2019/2020 for Items 1 through 5 were provided directly by the County. The County has directed us to use the rounded values specified above.



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VIA E-MAIL

August 8, 2019

Ms. Julie Wyne  
Chief Executive Officer  
Sonoma County Employees' Retirement Association  
433 Aviation Boulevard, Suite 100  
Santa Rosa, CA 95403-1069

**Re: Sonoma County Employees' Retirement Association (SCERA)  
Disclosure under Government Code Section 31515.5 in compliance with  
Section 23026 – SCLEMA – 2020/2021 Fiscal Year**

Dear Julie:

As requested, we are providing this letter with our analysis of the impact of proposed changes in elements of pay and the potential impact on the cost to provide benefits through SCERA as required under California Government Code Section 31515.5 in compliance with Section 23026.

The results presented in this letter are based on changes in elements of pay that were bargained as of the issuance of this letter. Any additional changes that may be bargained for the 2020/2021 Fiscal Year would result in a revised cost impact to be provided at that time.

The contribution impact in this letter is based on the December 31, 2018 Actuarial Valuation, including the participant data and actuarial assumptions on which that valuation was based. In developing the contribution impact, it has been assumed that all actuarial assumptions would have been met after December 31, 2018, including the annual wage growth assumption of 3.25% for all General County and Safety County members, with the exception of the salary increases proposed for employees covered under Sonoma County Law Enforcement Managers Association (SCLEMA) described herein.

The actual results of this analysis may differ to the extent that other experience varies from that which is assumed. In particular, the contribution impact presented within this letter would be mitigated to some extent if other County members do not receive the full 3.25% salary increase anticipated by the wage growth assumption.

## **BACKGROUND**

We have been asked to prepare a Disclosure for the above Government Code Sections regarding salary changes proposed for 2 General and 21 Safety County members (full-time equivalent)

covered under SCLEMA. All of the changes in salaries and benefits that we have reviewed in this Disclosure were provided by the County and are outlined in Exhibit 1 attached.

Prior to authorizing changes in salaries or benefits, we understand that the above Government Code Sections require certain disclosures be provided, including an explanation of the financial impact that the proposed benefit change or salary increase will have on the funding status of the county employees' retirement system.

## RESULTS

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation to develop the employer costs for the 2020/2021 Fiscal Year for the General County and Safety County membership groups are not sufficient to cover the costs of the proposed salary increases for these groups.

### *General County*

The salary increases under Items 1 through 6, as described herein, would increase the General County total employer and employee normal cost by approximately \$1,000 in the first year. When averaged over Plans A and B, a General County employee is expected to pay about 44% of the total normal cost<sup>1</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$500. Additionally, the proposed salary increases would increase the General County Unfunded Actuarial Accrued Liability (UAAL) by \$13,000, which translates to an increase in the amortization payment by approximately \$1,000 in the first year, for a total employer contribution increase of about \$1,500.

### *Safety County*

The salary increases under Items 1 through 6, as described herein, would increase the Safety County total employer and employee normal cost by approximately \$22,000 in the first year. When averaged over Plans A and B, a Safety County employee is expected to pay about 35% of the total normal cost<sup>2</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$14,000. Additionally, the proposed salary increases would increase the Safety County Unfunded Actuarial Accrued Liability (UAAL) by \$275,000, which translates to an

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<sup>1</sup> The 44% of the total normal cost expected to be paid by the General County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

<sup>2</sup> The 35% of the total normal cost expected to be paid by the Safety County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

increase in the amortization payment by approximately \$20,000 in the first year, for a total employer contribution increase of about \$34,000.

## **ANALYSIS**

Exhibit 1 (attached) outlines the proposed changes to the elements of pay. For those changes of pay elements that are deemed to be pensionable, we have included our analysis below.

### **Pensionable Elements of Pay**

The employer costs developed in our Actuarial Valuation and Review as of December 31, 2018 includes a 3.25% annual wage growth assumption that is applied to project all future salary amounts for pension purposes.

#### *General County*

In Exhibit 1, the total increase in General County pensionable elements of pay for Items 1 through 6 is expected to be approximately \$13,900. This is equivalent to \$6,950 each over the total 2 General SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the proposed changes, if we take the average salary increase stated above of \$6,950 and divide it by the average General SCLEMA member salary of \$135,947 (as provided by the County), we estimate an average increase in salary of 5.11% as a result of the proposed changes. This increase is greater than our 3.25% wage increase assumption by 1.86%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

#### *Safety County*

In Exhibit 1, the total increase in Safety County pensionable elements of pay for Items 1 through 6 is expected to be approximately \$175,500. This is equivalent to \$8,357 each over the total 21 Safety SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the proposed changes, if we take the average salary increase stated above of \$8,357 and divide it by the average Safety SCLEMA member salary of \$145,307 (as provided by the County), we estimate an average increase in salary of 5.75% as a result of the proposed changes. This increase is greater than our 3.25% wage increase assumption by 2.50%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

### **Non-Pensionable Elements of Pay**

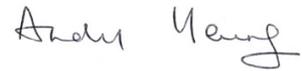
It is our understanding that SCERA and the County have rendered a determination that Item 7 in Exhibit 1 is a non-pensionable element of pay. Therefore, this item will not have any impact on the level of benefits and will not increase the employer cost of the plan.

Ms. Julie Wyne  
August 8, 2019  
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The undersigned is a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Please let us know if you have any questions on this information.

Sincerely,

A handwritten signature in cursive script that reads "Andy Yeung".

Andy Yeung

EK/bqb  
Enclosure

## Exhibit 1

### Summary of Elements of Pay – SCLEMA

Item	Pensionable Elements of Pay	Estimated Amount Fiscal Year 2020/2021 <sup>3</sup>
1	Salary Adjustment Effective: 8/13/2019	General: \$600 Safety: \$11,000
2	Cost-of-Living Adjustment Effective: 8/27/2019	General: \$1,500 Safety: \$17,000
3	Dispatcher Post Effective: 8/27/2019	General: \$1,500 Safety: \$0
4	Post Increase Effective: 8/13/2019 (General), 8/27/2019 (Safety)	General: \$500 Safety: \$500
5	Salary Adjustment Effective: 7/14/2020	General: \$1,800 Safety: \$67,000
6	Cost-of-Living Adjustment Effective: 7/28/2020	General: \$8,000 Safety: \$80,000
	<b>Non-Pensionable Elements of Pay</b>	
7	Increase in County's contributions for medical premiums	

<sup>3</sup> The estimated costs during Fiscal Year 2020/2021 for Items 1 through 6 were provided directly by the County. The County has directed us to use the rounded values specified above.



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August 8, 2019

Ms. Julie Wyne  
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**Re: Sonoma County Employees' Retirement Association (SCERA)  
Disclosure under Government Code Section 31515.5 in compliance with  
Section 23026 – SCLEMA – 2021/2022, 2022/2023 and 2023/2024 Fiscal Years**

Dear Julie:

As requested, we are providing this letter with our analysis of changes in elements of pay and the potential impact on the cost to provide benefits through SCERA as required under California Government Code Section 31515.5 in compliance with Section 23026.

The results presented in this letter are based on changes in elements of pay that were bargained as of the issuance of this letter. Any additional changes that may be bargained for the 2021/2022, 2022/2023 and 2023/2024 Fiscal Years would result in a revised cost impact to be provided at that time.

The contribution impacts in this letter are based on the December 31, 2018 Actuarial Valuation, including the participant data and actuarial assumptions on which that valuation was based. Although the December 31, 2018 Actuarial Valuation is not going to be used to set the contribution rates for the 2021/2022, 2022/2023 and 2023/2024 Fiscal Years<sup>1</sup>, it is the most recent Actuarial Valuation available at the time of this writing, and we have therefore used that valuation to illustrate the potential cost impact of the proposed salary increases. The results in this letter may be subject to change depending on the assumptions, methods, demographic profile and results of the December 31, 2019, 2020 and 2021 Actuarial Valuations.

In developing the contribution impact, it has been assumed that all actuarial assumptions would have been met after December 31, 2018, including the annual wage growth assumption of 3.25% for all General County and Safety County members, with the exception of the salary increases proposed for employees covered under Sonoma County Law Enforcement Managers Association

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<sup>1</sup> Contribution rates for the 2021/2022, 2022/2023 and 2023/2024 Fiscal Years will be set using the December 31, 2019, 2020 and 2021 valuations, respectively.

(SCLEMA) described herein. We have also assumed that there will be no changes in the assumptions, methods and the demographic profile between the December 31, 2018 valuation and the December 31, 2019, 2020 and 2021 valuations.

The actual results of this analysis may differ to the extent that other experience varies from that which is assumed. In particular, the contribution impact presented within this letter would be mitigated to some extent if other County members do not receive the full 3.25% salary increase anticipated by the wage growth assumption.

## **BACKGROUND**

We have been asked to prepare a Disclosure for the above Government Code Sections regarding salary changes for 2 General and 21 Safety County members (full-time equivalent) covered under SCLEMA. All of the changes in salaries and benefits that we have reviewed were provided by the County and are outlined in Exhibit 1 attached. The changes in salaries are based on estimated 3.00% cost-of-living adjustments effective July 27, 2021 and July 12, 2022, as provided by the County. The results in this letter are subject to change if the actual cost-of-living adjustments differ from 3.00%.

Prior to authorizing changes in salaries or benefits, we understand that the above Government Code Sections require certain disclosures be provided, including an explanation of the financial impact that the salary increase or benefit change will have on the funding status of the county employees' retirement system.

## **RESULTS**

### Fiscal Year 2021/2022

#### *General County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would not be sufficient to cover the costs of the salary increases for the General County membership group when measured as of December 31, 2018.

The salary increases under Items 1 through 4 (Fiscal Year 2021/2022), as described herein, would increase the General County total employer and employee normal cost by approximately \$400 in the first year. When averaged over Plans A and B, a General County employee is expected to pay about 44% of the total normal cost<sup>2</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$200. Additionally, the salary increases

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<sup>2</sup> The 44% of the total normal cost expected to be paid by the General County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

would increase the General County Unfunded Actuarial Accrued Liability (UAAL) by \$5,000, which translates to an increase in the amortization payment by approximately \$400 in the first year, for a total employer contribution increase of about \$600.

### *Safety County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would not be sufficient to cover the costs of the salary increases for the Safety County membership group when measured as of December 31, 2018.

The salary increases under Items 1 through 4 (Fiscal Year 2021/2022), as described herein, would increase the Safety County total employer and employee normal cost by approximately \$10,000 in the first year. When averaged over Plans A and B, a Safety County employee is expected to pay about 35% of the total normal cost<sup>3</sup>, resulting in an increase to the employer's normal cost contribution by roughly \$6,000. Additionally, the salary increases would increase the Safety County Unfunded Actuarial Accrued Liability (UAAL) by \$121,000, which translates to an increase in the amortization payment by approximately \$9,000 in the first year, for a total employer contribution increase of about \$15,000.

### Fiscal Year 2022/2023

#### *General County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would be sufficient to cover the costs of the salary increases for the General County membership group when measured as of December 31, 2018.

The salary increase under Items 5 through 7 (Fiscal Year 2022/2023), as described herein, would decrease the General County total employer and employee normal cost by approximately \$50 in the first year. When averaged over Plans A and B, a General County employee is expected to pay about 44% of the total normal cost, resulting in a decrease to the employer's normal cost contribution by roughly \$30. Additionally, the salary increases would decrease the General County Unfunded Actuarial Accrued Liability (UAAL) by \$700, which translates to a decrease in the amortization payment by approximately \$50 in the first year, for a total employer contribution decrease of about \$80.

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<sup>3</sup> The 35% of the total normal cost expected to be paid by the Safety County employees reflects payment of 50% of the Normal Cost by Plan B members, however, for Plan A members it has been calculated prior to reflecting any additional contributions (i.e., above those determined under the County Employees Retirement Law of 1937 for Plan A members) that may have been agreed to be paid by those employees covered under SCLEMA.

*Safety County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would be sufficient to cover the costs of the salary increases for the Safety County membership group when measured as of December 31, 2018.

The salary increase under Items 5 through 7 (Fiscal Year 2022/2023), as described herein, would decrease the Safety County total employer and employee normal cost by approximately \$1,300 in the first year. When averaged over Plans A and B, a Safety County employee is expected to pay about 35% of the total normal cost, resulting in a decrease to the employer's normal cost contribution by roughly \$900. Additionally, the salary increases would decrease the Safety County Unfunded Actuarial Accrued Liability (UAAL) by \$17,000, which translates to a decrease in the amortization payment by approximately \$1,000 in the first year, for a total employer contribution decrease of about \$1,900.

Fiscal Year 2023/2024

*General County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would be sufficient to cover the costs of the salary increases for the General County membership group when measured as of December 31, 2018.

The salary increase under Item 8 (Fiscal Year 2023/2024), as described herein, would decrease the General County total employer and employee normal cost by approximately \$1,700 in the first year. When averaged over Plans A and B, a General County employee is expected to pay about 44% of the total normal cost, resulting in a decrease to the employer's normal cost contribution by roughly \$900. Additionally, the salary increases would decrease the General County Unfunded Actuarial Accrued Liability (UAAL) by \$23,000, which translates to a decrease in the amortization payment by approximately \$2,000 in the first year, for a total employer contribution decrease of about \$2,900.

*Safety County*

After reviewing the proposed salary increases for employees covered under SCLEMA as provided by the County and outlined in Exhibit 1, we have concluded that the assumptions applied in the December 31, 2018 Valuation would be sufficient to cover the costs of the salary increases for the Safety County membership group when measured as of December 31, 2018.

The salary increase under Item 8 (Fiscal Year 2023/2024), as described herein, would decrease the Safety County total employer and employee normal cost by approximately \$30,000 in the first year. When averaged over Plans A and B, a Safety County employee is

expected to pay about 35% of the total normal cost, resulting in a decrease to the employer's normal cost contribution by roughly \$19,000. Additionally, the salary increases would decrease the Safety County Unfunded Actuarial Accrued Liability (UAAL) by \$371,000, which translates to a decrease in the amortization payment by approximately \$26,000 in the first year, for a total employer contribution decrease of about \$45,000.

## ANALYSIS

Exhibit 1 (attached) outlines the proposed changes to the elements of pay. For those changes of pay elements that are deemed to be pensionable, we have included our analysis below.

### **Pensionable Elements of Pay**

The employer costs developed in our Actuarial Valuation and Review as of December 31, 2018 include a 3.25% annual wage growth assumption<sup>4</sup> that is applied to project all future salary amounts for pension purposes.

#### Fiscal Year 2021/2022

##### *General County*

In Exhibit 1, the total increase in General County pensionable elements of pay for Items 1 through 4 (Fiscal Year 2021/2022) is expected to be approximately \$11,200. This is equivalent to \$5,600 each over the 2 General SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$5,600 and divide it by the average General SCLEMA member salary of \$140,764 (as provided by the County), we estimate an average increase in salary of 3.98% as a result of the changes. This increase is greater than our 3.25% wage increase assumption by 0.73%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

##### *Safety County*

In Exhibit 1, the total increase in Safety County pensionable elements of pay for Items 1 through 4 (Fiscal Year 2021/2022) is expected to be approximately \$138,000. This is equivalent to \$6,571 each over the 21 Safety SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$6,571 and divide it by the average Safety SCLEMA member salary of \$152,923 (as provided by the County), we estimate an average increase in salary of 4.30% as a result of the changes. This increase is greater than our 3.25% wage increase assumption by 1.05%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

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<sup>4</sup> For the purposes of developing employer and employee contribution rate requirements, 3.25% is the long-term assumption we use to project the growth in annual wages in our actuarial valuation.

Fiscal Year 2022/2023

*General County*

In Exhibit 1, the total increase in General County pensionable elements of pay for Items 5 through 7 (Fiscal Year 2022/2023) is expected to be approximately \$9,200. This is equivalent to \$4,600 each over the 2 General SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$4,600 and divide it by the average General SCLEMA member salary of \$145,726 (as provided by the County), we estimate an average increase in salary of 3.16% as a result of the changes. This increase is less than our 3.25% wage increase assumption by 0.09%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

*Safety County*

In Exhibit 1, the total increase in Safety County pensionable elements of pay for Items 5 through 7 (Fiscal Year 2022/2023) is expected to be approximately \$104,000. This is equivalent to \$4,952 each over the 21 Safety SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the changes, if we take the average salary increase stated above of \$4,952 and divide it by the average Safety SCLEMA member salary of \$159,208 (as provided by the County), we estimate an average increase in salary of 3.11% as a result of the changes. This increase is less than our 3.25% wage increase assumption by 0.14%. Please refer to the Results section of this letter for the contribution impact from these salary changes.

Fiscal Year 2023/2024

*General County*

In Exhibit 1, the total increase in the General County pensionable element of pay for Item 9 (Fiscal Year 2023/2024) is expected to be approximately \$1,000. This is equivalent to \$500 each over the 2 General SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the change, if we take the average salary increase stated above of \$500 and divide it by the average General SCLEMA member salary of \$149,882 (as provided by the County), we estimate an average increase in salary of 0.33% as a result of the change. This increase is less than our 3.25% wage increase assumption by 2.92%. Please refer to the Results section of this letter for the contribution impact from this salary change.

*Safety County*

In Exhibit 1, the total increase in the Safety County pensionable element of pay for Item 9 (Fiscal Year 2023/2024) is expected to be approximately \$8,000. This is

Ms. Julie Wyne  
August 8, 2019  
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equivalent to \$381 each over the 21 Safety SCLEMA positions that have been communicated to us by the County. Even though we do not have complete data as to the exact employees who would be eligible for the change, if we take the average salary increase stated above of \$381 and divide it by the average Safety SCLEMA member salary of \$163,768 (as provided by the County), we estimate an average increase in salary of 0.23% as a result of the change. This increase is less than our 3.25% wage increase assumption by 3.02 %. Please refer to the Results section of this letter for the contribution impact from this salary change.

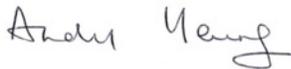
### **Non-Pensionable Elements of Pay**

It is our understanding that SCERA and the County have rendered a determination that Item 9 in Exhibit 1 is a non-pensionable element of pay. Therefore, this item will not have any impact on the level of benefits and will not increase the employer cost of the plan.

The undersigned is a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Please let us know if you have any questions on this information.

Sincerely,



Andy Yeung

EK//bbf  
Enclosure

## Exhibit 1

### Summary of Elements of Pay – SCLEMA

Item	Pensionable Elements of Pay		
		<b>Estimated Amount Fiscal Year 2021/2022<sup>5</sup></b>	
1	Salary Adjustment Effective: 7/14/2020	General:	\$200
		Safety:	\$6,000
2	Cost-of-Living Adjustment Effective: 7/28/2020	General:	\$1,000
		Safety:	\$12,000
3	Salary Adjustment Effective: 7/13/2021	General:	\$2,000
		Safety:	\$37,000
4	Estimated 3.00% Cost-of-Living Adjustment Effective: 7/27/2021	General:	\$8,000
		Safety:	\$83,000
		<b>Estimated Amount Fiscal Year 2022/2023<sup>5</sup></b>	
5	Salary Adjustment Effective: 7/13/2021	General:	\$200
		Safety:	\$3,000
6	Estimated 3.00% Cost-of-Living Adjustment Effective: 7/27/2021	General:	\$1,000
		Safety:	\$11,000
7	Estimated 3.00% Cost-of-Living Adjustment Effective: 7/12/2022	General:	\$8,000
		Safety:	\$90,000
		<b>Estimated Amount Fiscal Year 2023/2024<sup>5</sup></b>	
8	Estimated 3.00% Cost-of-Living Adjustment Effective: 7/12/2022	General:	\$1,000
		Safety:	\$8,000
	<b>Non-Pensionable Elements of Pay</b>		
9	Increase in County’s contributions for medical premiums		

<sup>5</sup> The estimated costs during Fiscal Year 2021/2022 for Items 1 through 4, during Fiscal Year 2022/2023 for Items 5 through 7, and during Fiscal Year 2023/2024 for Item 8 were provided directly by the County. The County has directed us to use the rounded values specified above.