

**Marin County  
Employees' Retirement Association**

**Actuarial Review and Analysis as of June 30, 2009**

April 29, 2010



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## Executive Summary

This report presents the results of an actuarial review and analysis of the Marin County Employees' Retirement Association (MCERA, the Plan) as of June 30, 2009. Employer contribution rates for the Fiscal Year beginning July 1, 2010 have been determined based on demographic and asset information as of June 30, 2009.

The employer contribution rates shown in this Report are as follows:

Valuation Date	County of Marin	Novato Fire Protection District	City of San Rafael
June 30, 2008	15.90%	39.06%	39.00%
June 30, 2009	<b>22.42%</b>	<b>43.57%</b>	<b>46.15%</b>

A summary of the current status of the MCERA Plan as a whole is as follows:

	June 30, 2008	June 30, 2009
<b>Plan Membership</b>		
Active	2,818	2,763
Inactive	724	717
Receiving Benefits	2,294	2,335
Total	5,836	5,815
Average Pay	\$ 78,052	\$ 81,205
<b>Assets (\$ millions)</b>		
Market Value	\$ 1,402.6	\$ 1,119.4
Valuation Assets	\$ 1,485.9	\$ 1,343.3
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$1,769.6	\$ 1,862.4
Unfunded Accrued Liability	\$ 283.7	\$ 519.2
Funded Ratio (Valuation Assets)	84.0%	72.1%
Funded Ratio (Market Value of Assets)	79.3%	60.1%
Inactive-Only Funded Ratio	56.6%	56.7%

More detailed information on the contributions by Agency and Tier, as well as a description of the reasons for the changes in cost by plan, is shown in each of the individual plan summaries, as well as in the detailed cost calculations shown later in the report.

The main points in this Report are as follows:

- As anticipated, the overall employer contribution rates determined as part of this actuarial valuation have increased significantly compared to the rates calculated in the prior valuation, primarily due to losses from the investments.
- An experience study was performed on the demographic experience from 2006 through 2008. Where appropriate, new assumptions were recommended and have been approved by the Board. These new assumptions were used to determine the actuarial liabilities and costs in the June 30, 2009 actuarial valuation. The impact of the use of the new assumptions on the current actuarial cost was different for each Plan.
- The Board (with input from the Actuary) adopted several changes to the funding policies of the Plan, including an extension of the amortization period from 16 to 17 years for San Rafael and Novato (matching the County's amortization period) and a separate amortization schedule (over 30 years) for a portion of the FY 2009 investment loss deemed by the Board to be "extraordinary." These changes to the funding policies resulted in a partial deferral of the current year actuarial cost increases.
- In the absence of any unexpected changes, we anticipate that the level of cost determined for the next several valuations will continue to increase as the large investment losses from FY 2008 and FY 2009 continue to be recognized under the asset smoothing methods.

## **Purpose of the Report**

This Report presents the results of an actuarial review and analysis of the Marin County Employees' Retirement Association as of June 30, 2009. The purposes of this Report are:

- To review the experience of the Plan over the past year and to discuss reasons for changes in Plan cost;
- To compute the annual employer contribution rate required to fund the Plan for the Fiscal Year 2010-2011 in accordance with actuarial principles;
- To discuss other issues associated with the determination of Plan and Agency costs; and
- To present those items required for disclosure under Statement No. 25 of the Governmental Accounting Standards Board (GASB).

## **Organization of the Report**

This Report is organized in five sections:

- This Summary presents the conclusions of the Report and discusses the reasons for changes since the last valuation.
- Section 1 below contains an outline of the Plan provisions on which our calculations are based and a summary of the actuarial assumptions used to compute liabilities and costs. A glossary of actuarial terms is also included.
- Section 2 presents information concerning Plan assets, including balance sheets and income statements from July 1, 2008 to June 30, 2009. The actuarial value of Plan assets is also computed in this Section.
- Section 3 contains the calculation of actuarial liabilities and the employer contribution rate, as well as the actuarial balance sheet and development of gain and loss.
- Section 4 contains pension plan information required under Statement No. 25 of the Governmental Accounting Standards Board.
- Section 5 contains statistical data concerning Plan participants.

## Summary of Results (County of Marin)

A summary of the current status of the County and Special Districts portion of the MCERA Plan is as follows:

	June 30, 2008	June 30, 2009
<b>Plan Membership</b>		
Active	2,329	2,286
Inactive	540	534
Receiving Benefits	1,816	1,842
Total	4,685	4,662
Average Pay	\$ 76,485	\$ 79,651
<b>Assets (\$ millions)</b>		
Market Value	\$ 1,048.8	\$ 835.2
Valuation Assets	\$ 1,111.1	\$ 1,002.3
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$ 1,280.2	\$ 1,350.5
Unfunded Accrued Liability	\$ 169.1	\$ 348.3
Funded Ratio (Valuation Assets)	86.8%	74.2%
Funded Ratio (Market Value of Assets)	81.9%	61.8%
Inactive-Only Funded Ratio	55.6%	55.4%
Employer Normal Cost Rate	8.30%	8.25%
Amortization of Unfunded Liability	7.60%	14.17%
Employer Contribution Rate	15.90%	22.42%

### Change in Plan Cost from June 30, 2008 to June 30, 2009

The employer contribution rate determined based on actual demographic and asset information has increased by just over 6.5% of active member payroll. The benefit provisions of the Plan remained unchanged from the prior valuation, except that Miscellaneous County members hired on or after July 1, 2008 and Court members hired on or after January 1, 2009 must be at least age 55 to retire with at least ten years of service. For earlier hires, the requirement continues to be age 50 with at least ten years of service.

Some of the actuarial assumptions have changed as a result of the recent Experience Study, and as a result, employee contributions have changed as well. The narrative and table below summarize the impact of actuarial experience and other changes on Plan cost.



Employer Contribution Rate (% Payroll)	
<b>June 30, 2008</b>	<b>15.90%</b>
Change in Cost Due to:	
Demographic Experience during 2008-2009	0.00%
Salary Experience during 2008-2009	(0.15%)
New Entrants to the Plan	0.09%
Investment Experience during 2008-2009	7.89%
Assumption Changes	0.68%
Change in Funding Policies (Amortization)	(1.99%)
Total Change	6.52%
<b>Total Cost as of June 30, 2009</b>	<b>22.42%</b>

- Demographic experience had no impact on the contribution rate.

Demographic experience includes rates of retirement, disability, termination, and death - as well as other factors, such as transfers, sick leave credit and COL assumptions. In aggregate, the demographic experience of the Plan was in very close accord with the actuarial assumptions. Consequently, there was no net impact from demographic changes on the actuarial cost.

- Pay increases were close to those expected.

Increases in pay among active members during 2008-2009 were close to those anticipated by the actuarial assumptions, resulting in a small reduction in the employer contribution rate by 0.15% of payroll.

- New members entered the Plan.

Active participation in the Plan decreased by increased by about 2% from June 30, 2008 to June 30, 2009; however, there were still approximately 96 new hires (or rehires) entering the Plan to replace departing members.

These new hires had a small impact on the cost of the plan, increasing the employer contribution rate by 0.09% of payroll.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was a loss of 19.8% (net of expenses) over the fiscal year 2008-2009. The return on the actuarial value of the *valuation assets* was a -9.2% loss.

The higher return on the actuarial value of assets (-9.2% versus -19.8%) is a result of the delayed

recognition of asset gains from prior years, and the deferral of the losses experienced in FY 2009. Under the actuarial smoothing policy selected by the Board, only 20% of the gains or losses occurring in a given year are recognized in that year – with the remaining portion recognized over the next four years at 20% per year.

However, there is also a corridor around the market value of assets that does not allow the smoothed actuarial value of assets to differ from the market value by more than a certain amount (20%). Because the losses during FY 2009 were so large, the actuarial value of assets has been limited to 120% of the market value by the corridor. Therefore, the amount of smoothing on the current year loss has been limited, and more than 20% of the FY09 loss is being recognized in the current year.

The lower-than-expected return on the valuation assets produced an actuarial loss that increased Plan costs by 7.9% of active member payroll.

- Some of the actuarial assumptions were changed.

A number of assumptions were changed as a result of the recent Experience Study, which covered the period from 2006-2008. Among the assumption changes implemented were new service retirement and termination rates, more conservative mortality assumptions, and reductions in the assumed rates of asset growth (from 8.00% to 7.75%), pay inflation (from 4.0% to 3.5%) and COLA increases (based on the maximum increase).

The net impact of these changes for the County and Special Districts was an increase in cost of 0.68% of active member payroll. Some of these changes, such as the changes in asset growth assumptions and mortality rates, also affected the calculation of the employee contribution rates. We have included tables showing the revised employee contribution rates in this Report.

- The funding policies were changed.

After extensive computer modeling and discussions at several meetings, the Retirement Board elected to make two changes to the Plan's funding policies. First, in the June 30<sup>th</sup>, 2009 valuation the unfunded actuarial accrued liability will be amortized over 17 years as a level percentage of payroll, for all employers. This represents a change to the period for the City of San Rafael and the Novato Fire Protection District, but it does not represent a current change for the County of Marin and the Other Special Districts. It is anticipated that the amortization period will stay at the same level (17 years) for the next five years, and then will decrease by one year with each valuation until a period of 10 years is achieved, but this policy decision will be subject to future review by the Board.

Second, half of the FY 2009 investment losses were deemed extraordinary and will be amortized as a level percentage of payroll over a closed period of 30 years. Any extraordinary gains occurring during this period will first be used to offset the FY 2009 loss; any excess will be amortized over a similar long period of time, such as 30 years. The portion of the loss deemed extraordinary will not be included in the actuarial asset smoothing process.

The impact of these changes to the funding policies was to reduce the overall cost for the County and Special Districts by 2% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 6.5% of payroll, as noted above.

There are a number of factors that can be expected to impact costs in the future:

- The liabilities and contribution rates determined in this Report are based on a set of actuarial assumptions. Despite the care and effort expended in determining the most accurate possible set of assumptions, the future experience of the Plan will certainly differ from what we assume. As a result, actuarial gains or losses will occur annually, and the employer contribution rate will fluctuate.
- There are investment losses that are deferred by the actuarial smoothing method and not included in the actuarial value of assets used to determine the employer contribution rate. The ratio of the actuarial value of Plan assets to the market value is 120%; that means that losses of about 20% of Plan assets have yet to be recognized.

If the cost of the plan were determined using the market value of valuation assets (rather than the actuarial value), the cost of the Plan would increase by about 7.75% of pay, to 30.2%.

- Based on the assumptions and cost method, Plan assets are currently below the target level of assets determined by the cost method; consequently, there is an unfunded actuarial accrued liability. As a result, the employer contribution consists of two components: The normal cost and the amortization of the unfunded actuarial accrued liability.

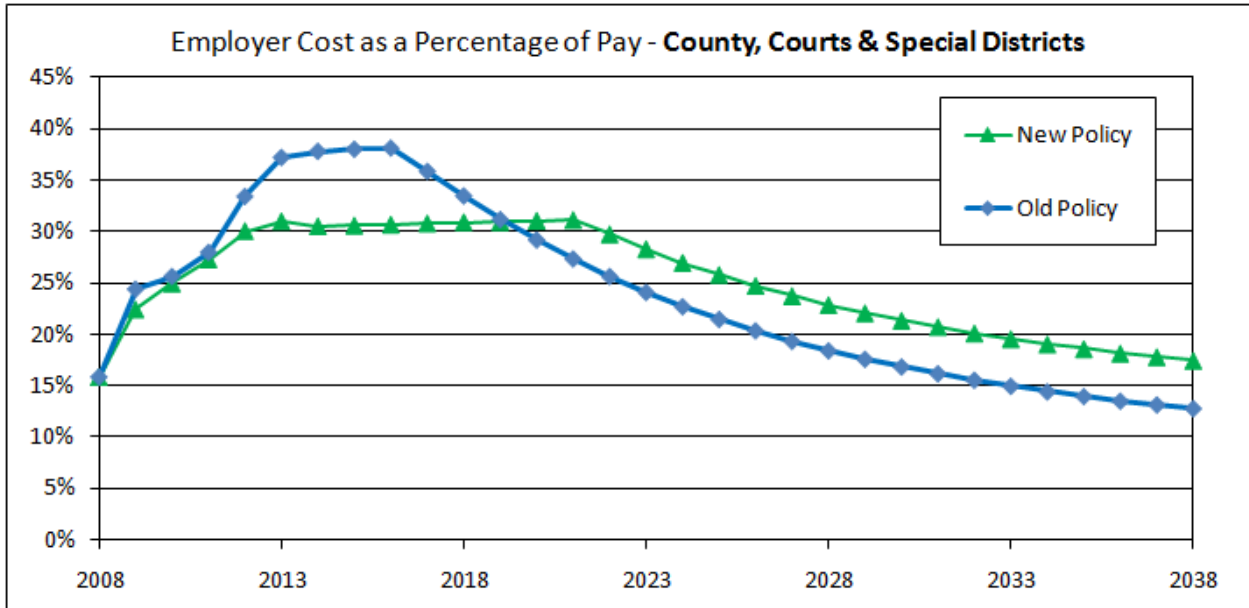
The employer normal cost of 8.25% of payroll represents the cost of the additional benefits earned each year by active Plan members. The balance of the employer contribution rate represents the amortization of the unfunded liability, which is a payment designed to bring the Plan's assets up to the target level set by the actuarial cost method.

As the unfunded actuarial accrued liability is amortized, the employer contribution rate will gradually decrease to a level near the normal cost of about 8.25% of payroll.

The graph below shows a projection of the actuarial cost of the Plan over the next 30 years. A 7.75% return on the market value of Plan assets is assumed for all future years.

The projection labeled "Old Policy" is based on the funding policies in effect last year; in particular, the projected cost is based on an amortization period of 17 years for 2009, declining by one year each year until a minimum period of 10 is reached. The "New Policy" projection uses the same actuarial assumptions, but incorporates the new funding policies: 17 year amortization for 2009, remaining constant for five years, then declining until the minimum period of 10 years is reached, and amortizing 50% of the 2009 investment losses as an extraordinary event over a closed period of 30 years.

We note in the graph that the assumed Plan cost is lower under the revised funding policies for the next ten years, peaking at a rate of around 30% of payroll, but then moves above the cost under the prior policies. This is due to the fact that a portion of the recent losses are being deferred to future years. The actual cost of the Plan in future years will be determined largely by the investment return produced on Plan assets. As the return varies from year to year, the employer cost will vary as well.



## Summary of Results (Novato Fire Protection District)

A summary of the current status of the Novato portion of the MCERA Plan is as follows:

	June 30, 2008	June 30, 2009
<b>Plan Membership</b>		
Active	87	85
Inactive	17	18
Receiving Benefits	84	84
Total	188	187
Average Pay	\$ 103,611	\$ 108,700
<b>Assets (\$ millions)</b>		
Market Value	\$ 105.8	\$ 84.3
Valuation Assets	\$ 112.1	\$ 101.2
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$ 129.1	\$ 132.1
Unfunded Accrued Liability	\$ 17.0	\$ 30.9
Funded Ratio (Valuation Assets)	86.8%	76.6%
Funded Ratio (Market Value of Assets)	82.0%	63.8%
Inactive-Only Funded Ratio	64.9%	62.6%
Employer Normal Cost Rate	22.78%	19.47%
Amortization of Unfunded Liability	16.28%	24.10%
Employer Contribution Rate	39.06%	43.57%

### Change in Plan Cost from June 30, 2008 to June 30, 2009

The employer contribution rate determined based on actual demographic and asset information has increased by 4.5% of active member payroll. The benefit provisions of the Plan remained unchanged from the prior valuation. Actuarial assumptions were changed as described above. The table and narrative below summarize the impact of actuarial experience and other changes on Plan cost.

Employer Contribution Rate (% Payroll)	
<b>June 30, 2008</b>	<b>39.06%</b>
Change in Cost Due to:	
Demographic Experience during 2008-2009	(2.28%)
Salary Experience during 2008-2009	0.61%
New Entrants to the Plan	0.00%
Investment Experience during 2008-2009	17.15%
Assumption Changes	(4.43%)
Change in Funding Policies (Amortization)	(6.54%)
Total Change	4.51%
<b>Total Cost as of June 30, 2009</b>	<b>43.57%</b>

- Demographic experience caused a decrease in the contribution rate.

Demographic experience includes rates of retirement, disability, termination, and death - as well as other factors, such as transfers, sick leave credit and COL assumptions. The relatively small size of the Novato group makes it more susceptible to year-to-year fluctuations from demographic experience: For example, a single early retirement can cause a noticeable increase in the employer contribution rate. In fact, the demographic experience of the Plan for the year ending June 30, 2009 was more positive than was assumed in the actuarial assumptions, causing an actuarial gain and a decrease in cost of 2.28% of payroll.

- Pay increases were slightly above those expected.

Increases in pay among active members during 2008-2009 were slightly above those anticipated by the actuarial assumptions. The impact of the higher than expected salaries increased the employer contribution rate by 0.61% of payroll.

- No new members entered the Plan.

There were no hires or rehires from June 30, 2008 to June 30, 2009, therefore new entrants had no impact on cost.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was a loss of 19.8% (net of expenses) over the fiscal year 2008-2009. The return on the actuarial value of the *valuation assets* was a -9.2% loss. This return was below the 8.00% assumed return (7.75% for future years), producing an actuarial loss that increased Plan costs by 17.15% of active member payroll.

The increase in cost (expressed as a percentage of pay) was substantially larger for Novato than for

the County, based on same return on assets. This is because the ratio of the assets to payroll is much larger for Novato (and San Rafael) than for the County. This means that given the same size asset loss for Novato and the County, Novato will experience a larger increase in cost, at least as a percentage of active member payroll.

- Some of the actuarial assumptions were changed.

As discussed above, a number of assumptions were changed as a result of the recent Experience Study, which covered the period from 2006-2008. The net impact of these changes for Novato was a reduction in cost of 4.43% of active member payroll. Some of these changes, such as the changes in asset growth assumptions and mortality rates, also impacted the calculation of the employee contribution rates. We have included tables showing the revised employee contribution rates in this Report.

- The funding policies were changed.

As discussed above, in the June 30<sup>th</sup>, 2009 valuation the unfunded actuarial accrued liability will be amortized over 17 years as a level percentage of payroll, for all employers. This represents an increase to the period for the Novato Fire Protection District. It is anticipated that the amortization period will stay at the same level (17 years) for the next five years, and then will decrease by one year with each valuation until a period of 10 years is achieved, but this policy decision will be subject to future review by the Board.

Also, half of the FY 2009 investment losses were deemed extraordinary and will be amortized as a level percentage of payroll over a closed period of 30 years. Any extraordinary gains occurring during this period will first be used to offset the FY 2009 loss; any excess will be amortized over a similar long period of time, such as 30 years.

The impact of these changes to the funding policies was to reduce the overall cost for the Novato FPD by 6.54% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 4.5% of payroll, as noted above.

The same factors expected to impact County and Special District costs are also expected to affect Novato's costs in the future:

- Future experience of the Plan will certainly differ from what we assume. As a result, actuarial gains or losses will occur annually, and the employer contribution rate will fluctuate. This is particularly true for Novato, as it has the smallest active population, and therefore is subject larger swings from changes in Plan membership.
- There are investment losses that are deferred by the actuarial smoothing method and not included in the actuarial value of assets used to determine the employer contribution rate. The ratio of the

actuarial value of Plan assets to the market value is about 120%; that means that about 20% of Plan assets are losses that have yet to be recognized.

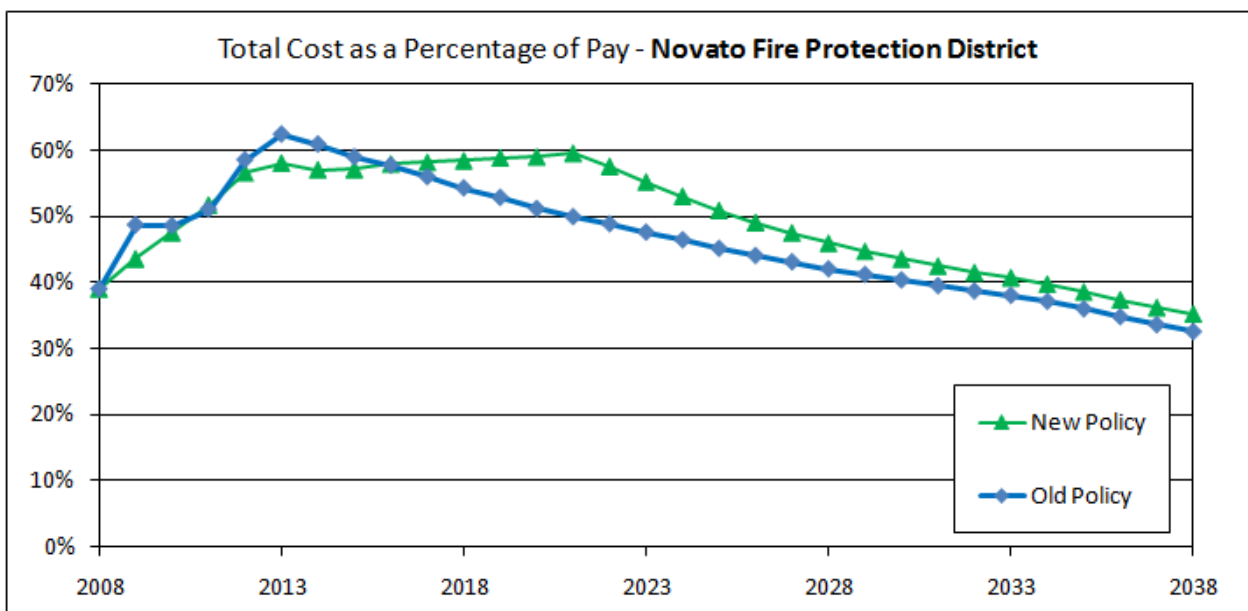
If the cost of the plan were determined using the market value of valuation assets (rather than the actuarial value), the cost of the Plan would increase by about 15.3% of pay, to 58.9%.

- Based on the assumptions and cost method, Plan assets are currently below the target level of assets determined by the cost method; consequently, there is an unfunded actuarial accrued liability. As a result, the employer contribution consists of two components: The normal cost and the amortization of the unfunded actuarial accrued liability.

The employer normal cost of 19.50% of payroll represents the cost of the additional benefits earned each year by active Plan members. The balance of the employer contribution rate represents the amortization of the unfunded liability, which is a payment designed to bring the Plan's assets up to the target level set by the actuarial cost method. As the unfunded actuarial accrued liability is amortized, the employer contribution rate will gradually decrease to a level near the normal cost of about 19.50% of payroll.

The graph below shows a projection of the actuarial cost of the Plan over the next 30 years. A 7.75% return on the market value of Plan assets is assumed for all future years.

The projection labeled "Old Policy" is based on the funding policies in effect last year; in particular, the projected cost is based on an amortization period of **16** years for 2009, declining by one year each year until a minimum period of 10 is reached. The "New Policy" projection uses the same actuarial assumptions, but incorporates the new funding policies: **17** year amortization for 2009, remaining constant for five years, then declining until the minimum period of 10 years is reached, and amortizing 50% of the 2009 investment losses as an extraordinary event over a closed period of 30 years.





## Summary of Results (City of San Rafael)

A summary of the current status of the San Rafael portion of the MCERA Plan is as follows:

	June 30, 2008	June 30, 2009
<b>Plan Membership</b>		
Active	402	392
Inactive	167	165
Receiving Benefits	394	409
Total	963	966
Average Pay	\$ 81,600	\$ 84,306
<b>Assets (\$ millions)</b>		
Market Value	\$ 247.9	\$ 199.9
Valuation Assets	\$ 262.7	\$ 239.8
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$ 360.3	\$ 379.8
Unfunded Accrued Liability	\$ 97.6	\$ 140.0
Funded Ratio (Valuation Assets)	72.9%	63.2%
Funded Ratio (Market Value of Assets)	68.8%	52.6%
Inactive-Only Funded Ratio	57.3%	59.2%
Employer Normal Cost Rate	12.98%	13.08%
Amortization of Unfunded Liability	26.02%	33.07%
Employer Contribution Rate	39.00%	46.15%

### Change in Plan Cost from June 30, 2008 to June 30, 2009

The employer contribution rate determined based on actual demographic and asset information has increased by 7.15% of active member payroll. The benefit provisions of the Plan remained unchanged from the prior valuation. Actuarial assumptions were changed as described above. The table and narrative below summarize the impact of actuarial experience and other changes on Plan cost.

Employer Contribution Rate (% Payroll)	
<b>June 30, 2008</b>	<b>39.00%</b>
Change in Cost Due to:	
Demographic Experience during 2008-2009	1.42%
Salary Experience during 2008-2009	0.05%
New Entrants to the Plan	(0.60%)
Investment Experience during 2008-2009	11.42%
Assumption Changes	0.81%
Change in Funding Policies (Amortization)	(5.95%)
Total Change	7.15%
<b>Total Cost as of June 30, 2009</b>	<b>46.15%</b>

- Demographic experience caused an increase in the contribution rate.

Demographic experience includes rates of retirement, disability, termination, and death – as well as other factors, such as transfers, sick leave credit and COL assumptions. The demographic experience of the Plan was less positive than was assumed in the actuarial assumptions, producing actuarial losses and an increase in the employer contribution rate by 1.42%.

- Pay increases were close to those expected.

Increases in pay among active members during 2008-2009 were very close to those anticipated by the actuarial assumptions. The impact of the salary increases was small, increasing the employer contribution rate by 0.05% of payroll.

- New members entered the Plan.

Active participation in the Plan declined by 2.5% from June 30, 2008 to June 30, 2009, but there were still 19 new hires (or rehires) entering the Plan to replace departing members.

For San Rafael, the new hires have a lower Plan cost as a percentage of payroll than current members, but they increase the payroll on which contributions are based when they are hired. Therefore, due to the new hires, the employer contribution rate declined by 0.60% of payroll, but the addition of these new members will increase overall member payroll, thus increasing the Plan cost in dollar terms.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was a loss of 19.8% (net of expenses) over the fiscal year 2008-2009. The return on the actuarial value of the *valuation assets* was a -9.2% loss. This return was below the 8.00% assumed return (7.75% for future years), producing an actuarial loss that

increased Plan costs by 11.42% of active member payroll.

Again, the increase in cost expressed as a percentage of pay was larger for San Rafael than for the County, because of the higher asset-to-payroll ratio for San Rafael. Unlike the County, San Rafael does not currently have a separate Tier of benefits for new hires, with a lower post-retirement COLA and a longer final average compensation period.

- Some of the actuarial assumptions were changed.

As discussed above, a number of assumptions were changed as a result of the recent Experience Study, which covered the period from 2006-2008. The net impact of these changes for San Rafael Novato was an increase in cost of 0.81% of active member payroll. Some of these changes, such as the changes in asset growth assumptions and mortality rates, also impacted the calculation of the employee contribution rates. We have included tables showing the revised employee contribution rates in this Report.

- The funding policies were changed.

As discussed above, in the June 30<sup>th</sup>, 2009 valuation the unfunded actuarial accrued liability will be amortized over 17 years as a level percentage of payroll, for all employers. This represents an increase to the period for the City of San Rafael. It is anticipated that the amortization period will stay at the same level (17 years) for the next five years, and then will decrease by one year with each valuation until a period of 10 years is achieved, but this policy decision will be subject to future review by the Board.

Also, half of the FY 2009 investment losses were deemed extraordinary and will be amortized as a level percentage of payroll over a closed period of 30 years. Any extraordinary gains occurring during this period will first be used to offset the FY 2009 loss; any excess will be amortized over a similar long period of time, such as 30 years.

The impact of these changes to the funding policies was to reduce the overall cost for San Rafael by 5.95% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 7.15% of payroll, as noted above.

The same factors expected to impact the other plans costs are also expected to affect San Rafael's costs in the future:

- Future experience of the Plan will certainly differ from what we assume. As a result, actuarial gains or losses will occur annually, and the employer contribution rate will fluctuate.
- There are investment losses that are deferred by the actuarial smoothing method and not included in the actuarial value of assets used to determine the employer contribution rate. The ratio of the actuarial value of Plan assets to the market value is about 120%; that means that about 20% of Plan

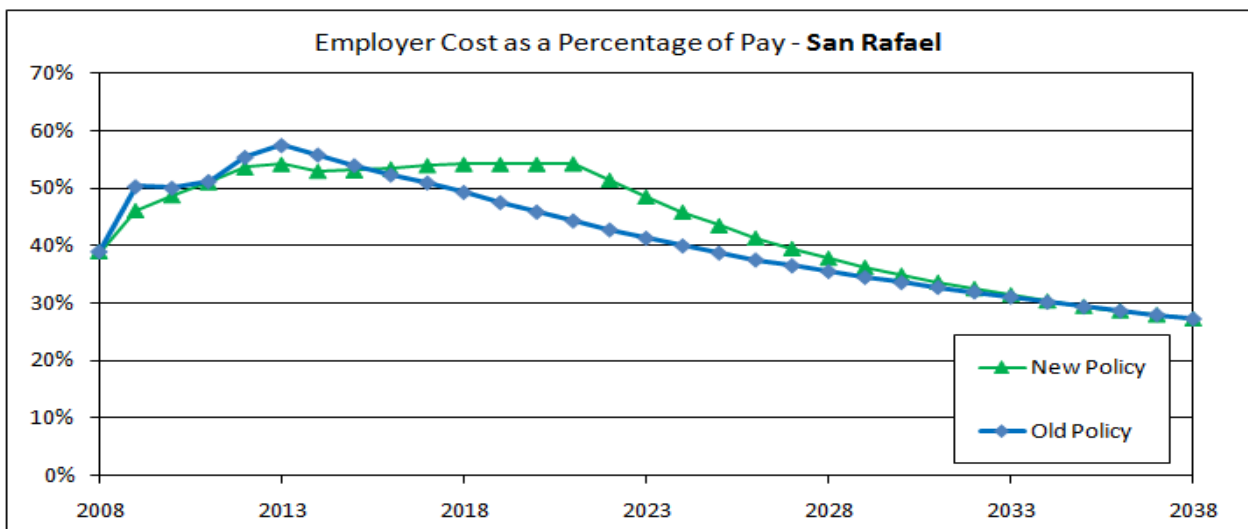
assets are losses that have yet to be recognized. If the cost of the plan were determined using the market value of valuation assets (rather than the actuarial value), the cost of the Plan would increase by about 10.2% of pay, to 56.3%.

- Based on the assumptions and cost method, Plan assets are currently below the target level of assets determined by the cost method; consequently, there is an unfunded actuarial accrued liability. As a result, the employer contribution consists of two components: The normal cost and the amortization of the unfunded actuarial accrued liability.

The employer normal cost of 13.1% of payroll represents the cost of the additional benefits earned each year by active Plan members. The balance of the employer contribution rate represents the amortization of the unfunded liability, which is a payment designed to bring the Plan's assets up to the target level set by the actuarial cost method.

As the unfunded actuarial accrued liability is amortized, the employer contribution rate will gradually decrease to a level near the normal cost of about 13.1% of payroll. However, this is a very long-term trend; there is currently a very substantial unfunded liability that will take many years to pay off before the cost will approach the normal cost. The unfunded liability is associated with prior actuarial losses (from various sources such as demographic experience, investments, etc.), as well as any improvements that have impacted benefits based on prior service.

The graph below shows a projection of the actuarial cost of the Plan over the next 30 years. A 7.75% return on the market value of Plan assets is assumed for all future years. The projection labeled "Old Policy" is based on the funding policies in effect last year; in particular, the projected cost is based on an amortization period of **16** years for 2009, declining by one year each year until a minimum period of 10 is reached. The "New Policy" projection uses the same actuarial assumptions, but incorporates the new funding policies: **17** year amortization for 2009, remaining constant for five years, then declining until the minimum period of 10 years is reached, and amortization 50% of the 2009 investment losses as an extraordinary event over a closed period of 30 years.



## Actuarial Certification

In this study, we conducted an examination of all participant data for reasonableness and consistency. Actuarial funding is based on the Entry Age Normal Cost Method. Under this method, the employer contribution rate provides for current cost (normal cost) plus a level percentage of payroll to amortize the unfunded actuarial accrued liability (UAAL). As of the valuation date, the amortization period is 17 years for all groups, with the exception that 50% of the market investment loss for FY2009 is being amortized over a 30 year closed period as a level percentage of pay.

The funding objective of the Plan is to accumulate assets during the working lifetime of each member so that, at retirement, sufficient assets will be on hand to provide the member the promised benefit. For actuarial valuation purposes, Plan assets are valued at Actuarial Value. Under this method, the assets used to determine employer contribution rates take into account market value by spreading all investment gains and losses (returns above or below expected returns) over a period of five years.

Our firm has prepared all of the schedules presented in the actuarial report. We recently completed an analysis of the Plan's experience for the years 2006 through 2008 to review the actuarial assumptions necessary to value the Plan. This Experience Study formed the basis for the assumptions used in this Report, and the assumptions have been adopted by the Board. The assumptions used in this valuation produce results that, in the aggregate, are intended to reasonably approximate the anticipated future experience of the Plan.

GASB Statement No. 25 requires preparation of trend data schedules of funding status and employer contributions. To produce the required schedules, we have relied upon information from our files and contained in the reports of other actuaries employed by the sponsor in completing the schedules.

We certify that the valuation was performed in accordance with generally accepted actuarial principles and practices. In particular, the assumptions and methods used for funding purposes meet the requirements of the Governmental Accounting Standards Board Statement No. 25.

Respectfully Submitted,



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## **Section 1:**

### **Summary of Plan Provisions and Actuarial Assumptions**

## 1.1: Brief Outline of Plan Provisions

### Definitions

#### *Compensation*

Compensation means the cash remuneration for services paid by the employer. It includes base pay and certain differential, incentive, and special pay allowances defined by the Board of Retirement. Overtime is excluded, with the exception of overtime paid under the Fair Labor Standards Act that is regular and recurring.

#### *Credited Service*

In general, Credited Service is earned for the period during which Member Contributions are paid.

Temporary service for which the Member was not credited, or service for which the Member withdrew his or her Member Contributions, may be purchased by paying or repaying the Member Contributions with interest. The categories of services that credit may be purchased for are listed below:

- Leave Without Pay (Member's illness and education): Member may purchase only up to twelve months of service per incident.
- Re-deposits: Member may only purchase the amount of service previously withdrawn.
- Service Prior to Membership: Member must pay employee portion and applicable interest.
- Military Leave without Pay Leave: Member, who has taken a leave without pay in order to serve in the military, will be given a one-time option to buy the service time.
- Service In-Between: Member may purchase up to twelve months of service per incident.
- Public Service: Member must have been employed by the date as indicated below and cannot be receiving a benefit from the other entity:

#### **April 16, 1979:**

Novato Fire Protection District

#### **May 1, 1979:**

County of Marin

Marin County Courts

Marin City Community Service District

Tamalpais Community Service District

Southern Marin Fire Protection District

Marin/Sonoma Mosquito and Vector Control District

Local Agency Foundation Commission (LAFCO)

**May 7, 1979:**

City of San Rafael  
San Rafael Redevelopment

In all cases of service buybacks, repayment terms for most payment plans may not exceed the length of the period of service being purchased, with a maximum of five years. Payment for public service purchases may also not exceed five years. In the event of an active Member's death, the beneficiary is given the opportunity to pay off any service purchase agreements at the time of death.

A percentage of credited sick leave may be credited according to the Member's applicable bargaining unit.

***Final Compensation***

For County employees hired after June 30, 1980 and Bargaining Units 10 and 13, Final Compensation means the highest Compensation earned during any thirty six consecutive months of the Member's employment. For all others, it is the highest Compensation earned during any twelve months of employment.

***Miscellaneous Member***

Any Member who is not a Safety Member is a Miscellaneous Member.

***Safety Member***

Any sworn Member engaged in law enforcement or fire suppression, and most probation officers, are Safety Members.

**Membership**

***Eligibility***

All full-time, permanent employees of City of San Rafael, Novato Fire Protection Districts, Marin County and other participating special districts become Members on their date of appointment.

**Service Retirement**

***Eligibility***

Miscellaneous County Members hired after July 1, 2008 and Courts Members hired after January 1, 2009 are eligible to retire at age 55 if they have earned ten years of Credited Service. All other Miscellaneous Members are eligible to retire at age 50 if they have earned ten years of Credited Service. Alternatively, Miscellaneous Members are eligible to retire at any age after having earned 30 years of Credited Service, or upon reaching age 70 with no service requirement.

Safety Members are eligible to retire at age 50 if they have earned ten years of Credited Service. Alternatively, Safety Members are eligible to retire at any age after having earned 20 years of Credited Service, or upon reaching age 70 with no service requirement.



### Benefit Amount

The Service Retirement Benefit payable to the Member is equal to the Member's Final Compensation multiplied by credited service, the benefit factor from Table 1 and the age factor from Table 2 corresponding to the Member's code section. The age factor multiplied by the benefit factor for each code section is also shown in Table 2. The appropriate code sections for each group are listed in Table 1.

The percentage of Final Compensation may not exceed 100%.

**Table 1: Member Group Descriptions**

Description	Class	Tier	Agency	FAP	COLA	Code Section	Formula Retirement Age	Benefit Factor
Special Districts Courts Tier 1	Miscellaneous	1	14	1	4	31676.14	55.50	2.0%
Special Districts Courts Tier 2	Miscellaneous	2	14	3	2	31676.1	61.00	2.0%
Special Districts Courts Tier 3	Miscellaneous	3	14	3	2	31676.16	55.00	2.0%
Special Districts Courts Tier 4 <sup>1</sup>	Miscellaneous	4	14	3	2	31676.16	55.00	2.0%
Special Districts LAFCO Tier 3	Miscellaneous	3	25	3	2	31676.16	55.00	2.0%
Special Districts LAFCO Tier 7	Miscellaneous	7	25	1	4	31676.11	58.50	2.0%
Special Districts Marin City CSD	Miscellaneous	7	40	1	4	31676.11	58.50	2.0%
Special Districts Mosquito Abatement	Miscellaneous	1	3	1	4	31676.14	55.50	2.0%
Special Districts Tamalpais CSD	Miscellaneous	7	6	1	4	31676.11	58.50	2.0%
Special Districts South Marin Fire Miscellaneous	Miscellaneous	6	8	1	4	31676.19	55.00	2.0%
Special Districts South Marin Fire Safety Date of Employment>7/1/05	Safety	1	8	1	4	31664.2	55.00	3.0%
Special Districts South Marin Fire Safety Date of Employment<7/1/05	Safety	6	8	1	4	31664.1	50.00	3.0%
County Miscellaneous Tier 1	Miscellaneous	1	10	1	4	31676.14	55.50	2.0%
County Miscellaneous Tier 2	Miscellaneous	2	10	3	2	31676.1	61.00	2.0%
County Miscellaneous Tier 3	Miscellaneous	3	10	3	2	31676.16	55.00	2.0%
County Miscellaneous Tier 4 <sup>2</sup>	Miscellaneous	4	10	3	2	31676.16	55.00	2.0%
County Safety Tier 1	Safety	1	10	1	4	31664.2	55.00	3.0%
County Safety Tier 1A	Safety	A	10	1	4	31664.1	50.00	3.0%
County Safety Tier 2	Safety	2	10	3	2	31664.2	55.00	3.0%
County Safety Tier 2B	Safety	B	10	3	2	31664.1	50.00	3.0%
Novato Miscellaneous	Miscellaneous	6	17	1	4	31676.16	55.00	2.0%
Novato Safety Tier 1	Safety	6	17	1	4	31664.1	50.00	3.0%
Novato Safety Tier 2	Safety	1	17	1	4	31664.2	55.00	3.0%
San Rafael Miscellaneous Tier C	Miscellaneous	C	12	1	3	31676.19	55.00	2.7%
San Rafael Redevelopment	Miscellaneous	C	13	1	3	31676.19	55.00	2.7%
San Rafael Fire	Safety	5	12	1	3	31664.2	55.00	3.0%
San Rafael Safety	Safety	D	12	1	3	31664.2	55.00	3.0%

<sup>1</sup> New Tier: Courts employees hired on or after January 1, 2009 must be age 55 with 10 years of service to receive a service retirement benefit (increased from age 50).

<sup>2</sup> New Tier: New County Miscellaneous employees hired on or after January 1, 2009 must be age 55 with 10 years of service to receive a service retirement benefit.

**Table 2: Age & Service Factors**

**Miscellaneous**

Age	Misc		Misc		Misc		Misc		Misc	
	2% at Age 61		2% at Age 58.5		2% at Age 55.5		2% at Age 55		2.7% at Age 55	
	CERL §: 31676.1		CERL §: 31676.11		CERL §: 31676.14		CERL §: 31676.16		CERL §: 31676.19	
	Age Factor	Age x Benefit	Age Factor	Age x Benefit	Age Factor	Age x Benefit	Age Factor	Age x Benefit	Age Factor	Age x Benefit
50.00	0.7091	1.18%	0.7454	1.24%	0.8850	1.48%	0.7130	1.43%	1.0000	2.00%
51.00	0.7457	1.24%	0.7882	1.31%	0.9399	1.57%	0.7610	1.52%	1.0700	2.14%
52.00	0.7816	1.30%	0.8346	1.39%	1.0000	1.67%	0.8140	1.63%	1.1400	2.28%
53.00	0.8181	1.36%	0.8850	1.48%	1.0447	1.74%	0.8710	1.74%	1.2100	2.42%
54.00	0.8556	1.43%	0.9399	1.57%	1.1048	1.84%	0.9330	1.87%	1.2800	2.56%
55.00	0.8954	1.49%	1.0000	1.67%	1.1686	1.95%	1.0000	2.00%	1.3500	2.70%
56.00	0.9382	1.56%	1.0447	1.74%	1.2365	2.06%	1.0260	2.05%	1.3500	2.70%
57.00	0.9846	1.64%	1.1048	1.84%	1.3093	2.18%	1.0520	2.10%	1.3500	2.70%
58.00	1.0350	1.73%	1.1686	1.95%	1.3608	2.27%	1.0780	2.16%	1.3500	2.70%
59.00	1.0899	1.82%	1.2365	2.06%	1.4123	2.35%	1.1050	2.21%	1.3500	2.70%
60.00	1.1500	1.92%	1.3093	2.18%	1.4638	2.44%	1.1310	2.26%	1.3500	2.70%
61.00	1.1947	1.99%	1.3608	2.27%	1.5153	2.53%	1.1570	2.31%	1.3500	2.70%
62.00	1.2548	2.09%	1.4123	2.35%	1.5668	2.61%	1.1830	2.37%	1.3500	2.70%
63.00	1.3186	2.20%	1.4638	2.44%	1.5668	2.61%	1.2090	2.42%	1.3500	2.70%
64.00	1.3865	2.31%	1.5153	2.53%	1.5668	2.61%	1.2090	2.42%	1.3500	2.70%
65.00+	1.4593	2.43%	1.5668	2.61%	1.5668	2.61%	1.2090	2.42%	1.3500	2.70%

**Safety**

Age	Safety 2% at Age 50		Safety 3% at Age 50		Safety 3% at Age 55	
	CERL §: 31664		CERL §: 31664.1		CERL §: 31664.2	
	Age Factor	Age x Benefit	Age Factor	Age x Benefit	Age Factor	Age x Benefit
41.00	0.6258	1.25%	0.6258	1.88%	0.4777	1.43%
42.00	0.6625	1.33%	0.6625	1.99%	0.5058	1.52%
43.00	0.7004	1.40%	0.7004	2.10%	0.5347	1.60%
44.00	0.7397	1.48%	0.7397	2.22%	0.5647	1.69%
45.00	0.7805	1.56%	0.7805	2.34%	0.5958	1.79%
46.00	0.8226	1.65%	0.8226	2.47%	0.6280	1.88%
47.00	0.8678	1.74%	0.8678	2.60%	0.6625	1.99%
48.00	0.9085	1.82%	0.9085	2.73%	0.6936	2.08%
49.00	0.9522	1.90%	0.9522	2.86%	0.7269	2.18%
50.00	1.0000	2.00%	1.0000	3.00%	0.7634	2.29%
51.00	1.0516	2.10%	1.0000	3.00%	0.8028	2.41%
52.00	1.1078	2.22%	1.0000	3.00%	0.8457	2.54%
53.00	1.1692	2.34%	1.0000	3.00%	0.8926	2.68%
54.00	1.2366	2.47%	1.0000	3.00%	0.9418	2.83%
55.00+	1.3099	2.62%	1.0000	3.00%	1.0000	3.00%

### ***Form of Benefit***

The Service Retirement Benefit will be paid monthly beginning at retirement and for the life of the Member. If the member selects the unmodified benefit form, in the event of the Member's death 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms are also available.

Annually on April 1, benefits are increased or decreased to reflect changes in the CPI for the San Francisco Bay Area. Annual increases may not exceed the COLA figures shown in Table 1, but CPI increases above this figure are "banked" and used for future increases when the CPI increases by less than the figures shown.

In addition, ad hoc cost of living adjustments have been granted in the past and may be granted in the future.

A lump sum benefit of \$5,000 will be payable upon the death of a retired member.

### **Service-Connected Disability**

#### ***Eligibility***

Members are eligible for Service-Connected Disability Retirement benefits at any age if they are permanently disabled as a result of injuries or illness sustained in the line of duty.

#### ***Benefit Amount***

The Service-Connected Disability Retirement Benefit payable to Members is equal to the greater of 50% of their Final Compensation or – if the Member is eligible at disability for a Service Retirement Benefit – the Service Retirement Benefit accrued on the date of disability.

### ***Form of Benefit***

The Service-Connected Disability Retirement Benefit will be paid monthly beginning at the effective date of disability retirement and for the life of the Member; in the event of the Member's death, 100% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member.

## **Nonservice-Connected Disability**

### ***Eligibility***

Members are eligible to for Nonservice-Connected Disability Retirement benefits if they are permanently disabled at any age after earning five years of Credited Service.

### ***Benefit Amount***

The Nonservice-Connected Disability Retirement Benefit payable to Miscellaneous Members is equal to the greatest of:

- 1.5% of Final Compensation at disability multiplied by years of Credited Service at disability;
- 1.5% of Final Compensation at disability multiplied by years of Credited Service projected to age 65, but not to exceed one-third of Final Compensation; or
- If the Member is eligible at disability for a Service Retirement Benefit, the Service Retirement Benefit accrued on the date of disability.

The Nonservice-Connected Disability Retirement Benefit payable to Safety Members is equal to the greatest of:

- 1.8% of Final Compensation at disability multiplied by years of Credited Service at disability;
- 1.8% of Final Compensation at disability multiplied by years of Credited Service projected to age 55, but not to exceed one-third of Final Compensation; or
- If the Member is eligible at disability for a Service Retirement Benefit, the Service Retirement Benefit accrued on the date of disability.

### ***Form of Benefit***

The Nonservice-Connected Disability Retirement Benefit will be paid monthly beginning at the effective date of disability retirement, and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member.

## **Pre-Retirement Death**

### ***Eligibility***

A Member's survivors are eligible to receive different Death benefits dependent on the Member's cause of death and retirement eligibility.

### ***Benefit Amount***

In the event the Member's death resulted from injury or illness sustained in connection with the Member's duties, the Death Benefit payable to a surviving spouse or domestic partner will be 50% of the Member's Final Compensation.

In the event the Member was eligible for Service Retirement or Non-Service Connected Disability, the Death Benefit payable to the survivor will be 60% of the survivor benefit based on benefit due on Member's date of death.

In all other cases, the eligible survivor will receive a refund of the Member's contributions with interest plus one month of Final Compensation for each year of service to a maximum of six years.

### ***Form of Benefit***

The Service-Connected Death Benefit will be paid monthly beginning at the Member's death and for the life of the surviving spouse or to the age of majority of dependent minor children if there is no spouse.

COLA adjustments (as described for the Service Retirement benefit) are also available.

## **Withdrawal Benefit**

### ***Eligibility***

A Member is eligible for a Withdrawal Benefit upon termination of employment.

### ***Benefit Amount***

The Withdrawal Benefit is a refund of the Member's accumulated Contributions with interest. Upon receipt of the Withdrawal Benefit the Member forfeits all Credited Service. Alternatively, the Member can leave contributions on deposit and retire at age 70.

### ***Form of Benefit***

The Withdrawal Benefit is paid in a lump sum upon election by the Member.

## **Deferred Vested Benefit**

### ***Eligibility***

A Member is eligible for a Deferred Vested Benefit upon termination of employment after earning five years of Credited Service, including reciprocity service from another system. The Member must leave his or her Member Contributions with interest on deposit with the Plan.

### ***Benefit Amount***

The Deferred Vested Benefit is computed in the same manner as the Service Retirement Benefit, but it is based on Credited Service and Final Compensation on the date of termination.

### ***Form of Benefit***

The Deferred Vested Benefit will be paid monthly beginning at retirement and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available. A lump sum benefit of \$5,000 will be payable upon the death of the member.

### **Reciprocal Benefit**

#### ***Eligibility***

A Member is eligible for a Reciprocal Benefit upon termination of employment and entry, within a specified period of time, into another retirement system recognized as a reciprocal system by the Plan. In addition, the Member must leave his or her Member Contributions with interest on deposit with the Plan.

#### ***Benefit Amount***

The Reciprocal Benefit is computed in the same manner as the Service Retirement Benefit, but it is based on Credited Service on the date of termination and Final Compensation on the date of retirement; Final Compensation is based on the highest of the Compensation earned under this Plan or the reciprocal plan.

### ***Form of Benefit***

The Reciprocal Benefit will be paid monthly beginning at retirement and for the life of the Member; in the event of the Member's death, 60% of the benefit will continue for the life of the Member's spouse or to the age of majority of dependent minor children if there is no spouse. In the event there is no surviving spouse or minor children, any unpaid remainder of the Member's accumulated contributions will be paid to the Member's designated beneficiary.

Actuarially equivalent optional benefit forms and COLA adjustments (as described for the Service Retirement benefit) are also available.

A lump sum benefit may be payable upon the death of a retired Member by the last system the Member worked under.

### **Optional Benefit Forms**

Prior to retirement, a member may elect to convert his retirement allowance into a benefit of equivalent actuarial value in accordance with one of the optional forms described below.

1. A reduced retirement allowance payable during his life with the provision that on his death the excess, if any, of his accumulated deductions at the time of retirement over the annuity payments made to him will be paid to his designated beneficiary or estate; or
2. A reduced retirement allowance payable during his life with the provision that after his death the reduced allowance will be continued for life to the beneficiary designated by him at the time of his retirement; or
3. A reduced retirement allowance payable during his life with the provision that after his death an allowance of one-half of his reduced allowance will be continued for life to the beneficiary designated by him at the time of his retirement.

### **Member Contributions**

Each Member contributes a percentage of Compensation to the Plan through payroll deduction. The percentage contributed depends on the Member's age upon joining the Plan, and is determined in accordance with the requirements of the '37 Act. Members do not contribute after earning 30 years of Credited Service.

Contribution rates are shown in Section 6 of this Report. The rates have been recomputed for the current valuation, based on the changes to the actuarial assumptions that affect the required calculations.

Interest is credited semiannually to each Member's accumulated contributions. The crediting rate is set by the Board; the current annual rate is 7.75% (annual) or 3.80% (semiannual).

## **1.2: Actuarial Methods and Assumptions**

### **Actuarial Method**

Annual contributions to the Marin County Employees' Retirement Association (the Plan) are computed under the Entry Age Normal Actuarial Cost Method.

Under this Cost Method, the Normal Cost is calculated as the amount necessary to fund Members' benefits as a level percentage of total payroll over their projected working lives. At each valuation date, the Actuarial Accrued Liability is equal to the difference between the liability for the Members' total projected benefit and the present value of future Normal Cost contributions.

The excess of the Actuarial Accrued Liability over Plan assets is the Unfunded Actuarial Accrued Liability, and the liability for each valuation group is amortized as a level percentage of payroll according to the amortization schedule for that entity. For the current valuation, all agencies and districts have been set to use a period of 17 years. This represented the expected period for all County and Special Districts and represents an increase of one year for the City of San Rafael and the Novato Fire Protection District.

Under the Board's current policy, this period is expected to remain at 17 years for the next 5 valuations, after which the period will descend by one year each year to an ultimate period of ten years.

Amounts may be added to or subtracted from the Unfunded Actuarial Accrued Liability due to Plan amendments, changes in actuarial assumptions, and actuarial gains and losses. In addition, separate amortization basis may be established for specific events or circumstances. For the June 30, 2009 actuarial valuation, a separate amortization base of \$196,000,000 has been established (approximating 50% of the loss on the market value of assets for FY09).

This special base is being amortized as a level percentage of payroll over a closed 30 year period. Any extraordinary gains occurring during this period will first be used to offset the FY 2009 loss; any excess will be amortized over a similar long period of time, such as 30 years.

The total Plan cost is the sum of the Normal Cost and the amortization of the Unfunded Actuarial Accrued Liability.



## Actuarial Value of Plan Assets

The actuarial value of Plan assets is modified market-related value. The market value of assets is adjusted to recognize, over a five-year period, differences between actual investment earnings and the assumed investment return. A portion of the loss that occurred during FY09 is being amortized as a separate base, and has been excluded from the smoothing process. The actuarial value of assets is limited to no less than 80% and no more than 120% of the market value.

The detailed calculation of the actuarial value of Plan assets is shown in Section 2.2.

## Actuarial Assumptions

The assumptions shown below are based on the most recent experience study conducted by EFI Actuaries for the period covering July 1, 2006 till June 30, 2008.

### Summary of Actuarial Assumptions

Valuation Date	All assets and liabilities are computed as of June 30, 2009.
Rate of Return	The annual rate of return on all Plan assets is assumed to be 7.75%, net of investment and administrative expenses.
Cost of Living	The cost of living as measured by the Consumer Price Index (CPI) will increase at the rate of 3.50% per year.
Increases in Pay	Current Rate: 3.50% Base salary increases  Assumed pay increases for active Members consist of increases due to base salary adjustments (as noted above), plus service-based increases due to longevity and promotion, as shown below. No merit increases are assumed upon attainment of age 60.

Service	Miscellaneous	Safety
0	5.00%	8.00%
1	4.00%	3.00%
2	3.00%	1.50%
3	2.00%	1.00%
4	1.00%	0.75%
5+	0.50%	0.75%

## Active Member Mortality

Rates of mortality for active Members are specified by the RP-2000 Combined Healthy Male and Female Mortality Basic tables published by the Society of Actuaries, projected forward using Projection Scale AA by ten years (from 2000 to 2010), with ages set back three years for all members. Sample rates are as follows:

Age	Male	Female
20	0.02%	0.02%
25	0.03%	0.02%
30	0.04%	0.02%
35	0.05%	0.03%
40	0.09%	0.05%
45	0.11%	0.07%
50	0.15%	0.11%
55	0.22%	0.18%
60	0.40%	0.33%
65	0.75%	0.63%

#### Retired Member Mortality

Rates of mortality for retired Members and their beneficiaries are given by the RP-2000 Combined Healthy Mortality Basic tables published by the Society of Actuaries, projected forward using Projection Scale AA by ten years (from 2000 to 2010), with ages set back one year for male members and two years for female members. Sample rates are as follows:

Age	Male	Female
45	0.12%	0.08%
50	0.17%	0.12%
55	0.26%	0.20%
60	0.51%	0.37%
65	0.98%	0.73%
70	1.72%	1.28%
75	2.91%	2.14%
80	5.19%	3.50%
85	9.30%	5.83%
90	15.83%	10.31%

#### Disabled Member Mortality

Rates of mortality among disabled Members are given by the RP-2000 Combined Healthy Mortality Table published by the Society of Actuaries, projected forward using Projection Scale AA by ten years (from 2000 to 2010), with ages set forward three years for all members. Sample rates are as follows:

Age	Male	Female
45	0.16%	0.12%
50	0.24%	0.24%
55	0.45%	0.37%
60	0.87%	0.73%
65	1.55%	1.28%
70	2.61%	2.14%
75	4.62%	3.50%
80	8.28%	5.83%

## Service Retirement

Retirement is assumed to occur among eligible members based on age and service, in accordance with the tables below.

### Miscellaneous Rates:

Age	10-29 Years of Service	30+ Years of Service
50	4.0%	4.0%
51	4.0%	4.0%
52	4.0%	4.0%
53	4.0%	4.0%
54	4.0%	4.0%
55	10.0%	25.0%
56	4.0%	25.0%
57	6.0%	25.0%
58	8.0%	25.0%
59	10.0%	25.0%
60	10.0%	35.0%
61	10.0%	35.0%
62	20.0%	35.0%
63	20.0%	35.0%
64	20.0%	35.0%
65	25.0%	35.0%
66	25.0%	35.0%
67	25.0%	35.0%
68	25.0%	35.0%
69	25.0%	35.0%
70	100.0%	100.0%

**Safety Rates:**

Age	3% @ 50 10-29 Years of Service	3% @ 50 30+ Years of Service	3% @ 55 10-29 Years of Service	3% @ 55 30+ Years of Service
50	25.0%	50.0%	5.0%	25.0%
51	10.0%	20.0%	5.0%	25.0%
52	10.0%	20.0%	5.0%	25.0%
53	10.0%	20.0%	5.0%	25.0%
54	10.0%	20.0%	5.0%	25.0%
55	25.0%	50.0%	15.0%	30.0%
56	25.0%	50.0%	15.0%	30.0%
57	25.0%	50.0%	15.0%	30.0%
58	25.0%	50.0%	15.0%	30.0%
59	25.0%	50.0%	15.0%	30.0%
60	100.0%	100.0%	100.0%	100.0%

**Service-Connected Disability**

Separate rates of duty disability are assumed among Safety and Miscellaneous Members; rates for both sexes are combined. Below are sample rates:

Age	Miscellaneous	Safety
20	0.050%	0.121%
25	0.080%	0.165%
30	0.130%	0.396%
35	0.160%	0.605%
40	0.210%	1.298%
45	0.260%	1.254%
50	0.310%	1.408%
55	0.330%	4.290%
60	0.370%	0.000%
65	0.390%	0.000%

#### Non Service-Connected Disability

Separate rates of ordinary disability are assumed among Safety and Miscellaneous Members; rates for both sexes are combined. Below are sample rates:

Age	Miscellaneous	Safety
20	0.000%	0.020%
25	0.005%	0.030%
30	0.010%	0.050%
35	0.015%	0.070%
40	0.025%	0.160%
45	0.045%	0.260%
50	0.090%	0.360%
55	0.155%	0.460%
60	0.255%	0.000%
65	0.395%	0.000%

#### Withdrawal

Rates of withdrawal apply to active Members who terminate their employment and withdraw their member contributions, forfeiting entitlement to future Plan benefits.

Separate rates of withdrawal are assumed among Safety and Miscellaneous Members.

#### Sample Rates (less than five years of service)

Service	Miscellaneous	Safety
0	15%	8%
1	9%	5%
2	7%	4%
3	7%	4%
4	7%	4%

Sample Rates (with at least five years of service)

Age	<u>Miscellaneous</u>			
	5-9 Years of Service	10-14 Years of Service	15+ Years of Service	Safety
20	3.5%	2.3%	0.0%	0.0%
25	3.5%	2.3%	0.0%	0.0%
30	3.5%	2.3%	0.0%	0.0%
35	3.0%	2.0%	0.0%	0.0%
40	1.8%	1.2%	0.0%	0.0%
45	1.2%	0.8%	0.0%	0.0%
50	0.0%	0.0%	0.0%	0.0%
55	0.0%	0.0%	0.0%	0.0%

Vested Termination

Rates of vested termination apply to active Members who terminate their employment after five years of service and leave their member contributions on deposit with the Plan. Alternatively, those who terminate their employment with less than five years of service can leave their member contributions with the Plan and transfer to a reciprocal employer, therefore retaining entitlement to future Plan benefits.

Separate rates of withdrawal are assumed among Safety and Miscellaneous Members. The rates shown in the sample table below are applied after five Years of Service.

Age	Miscellaneous		Safety
	5-9 Years of Service	10-14 Years of Service	5-19 Years of Service
20	4.50%	3.00%	2.06%
25	4.50%	3.00%	2.24%
30	4.50%	3.00%	3.53%
35	3.75%	2.50%	3.41%
40	3.00%	2.00%	1.14%
45	2.55%	1.70%	1.70%
50	2.10%	0.00%	0.27%
55	1.20%	0.00%	0.00%
60	1.20%	0.00%	0.00%
65	0.00%	0.00%	0.00%

No vested terminations or transfers are assumed to occur with 20 years of service. Vested terminated Miscellaneous Members are assumed to begin receiving benefits at age 55; terminated Safety Members are assumed to begin receiving benefits at age 50.

40% of vested terminated members are assumed to be reciprocal.

#### Accumulated Sick Time Load

Active members' service retirement and disability benefits are loaded by a percentage, in accordance with the table below, for conversion to sick leave to retirement service credit.

	Rate
Marin County	1.0%
Marin Courts	0.0%
Marin Special Districts	0.0%
Novato Fire Protection District	3.0%
City of San Rafael	2.2%



**Post Retirement COLA** COLA at the rate of 3.2% is assumed for Tier 1, Special Districts and Novato Fire Protection District. It is assumed to be 2.7% for the City of San Rafael and 1.9% for Tiers 2 and 3.

**Family Composition** 50% of female members and 80% of male members are assumed to be married. Male spouses are assumed to be three years older than their wives.

### Changes in Actuarial Assumptions

The following actuarial assumptions have changed since the prior study:

- The discount rate was reduced from 8.00% to 7.75%.
- The cost of living and rate of base salary was reduced from 4.00% to 3.50%.
- The longevity/promotion rates were adjusted for the Miscellaneous members. The prior valuation used the following increases:

Service	Miscellaneous
0	3.00%
1	2.25%
2	1.50%
3	0.75%
4+	0.50%

- 10 years of Projection Scale AA were applied to the Active Member, Retired Member and Disabled Member mortality tables, bringing the Tables from 2000 to 2010.
- The service retirement rates were adjusted for the Miscellaneous and Safety members. The prior valuation used the following rates:

Age	Miscellaneous	Safety 3% at 55	Safety 3% at 50
50	7.8%	7.0%	33.0%
51	2.6%	6.0%	25.0%
52	2.6%	12.0%	25.0%
53	2.6%	25.0%	33.0%
54	3.9%	25.0%	33.0%

55	5.2%	50.0%	50.0%
56	7.8%	50.0%	50.0%
57	10.4%	50.0%	50.0%
58	11.7%	50.0%	50.0%
59	15.6%	50.0%	50.0%
60	19.0%	100.0%	100.0%
61	16.0%	100.0%	100.0%
62	24.0%	100.0%	100.0%
63	20.0%	100.0%	100.0%
64	23.0%	100.0%	100.0%
65	44.0%	100.0%	100.0%
66	30.0%	100.0%	100.0%
67	31.0%	100.0%	100.0%
68	29.0%	100.0%	100.0%
69	34.0%	100.0%	100.0%
70	100.0%	100.0%	100.0%

- The withdrawal retirement rates were adjusted for the Miscellaneous and Safety members. The prior valuation used the following rates:

Sample Rates (less than five years of service)

Service	Miscellaneous	Safety
0	21%	14%
1	9%	5%
2	7%	4%
3	6%	4%
4	6%	4%

Sample Rates (with at least five years of service)

Age	Miscellaneous	Safety
20	2.3%	1.13%
25	2.3%	1.13%
30	2.3%	0.75%
35	2.0%	0.56%
40	1.2%	0.56%
45	0.8%	0.0%
50	0.0%	0.0%
55	0.0%	0.0%

- The termination retirement rates were adjusted for the Miscellaneous and Safety members. The prior valuation used the following rates, applied to those with at least five years of service.

Age	Miscellaneous	Safety
20	3.00%	2.06%
25	3.00%	2.24%
30	3.00%	3.53%
35	2.50%	3.41%
40	2.00%	1.14%
45	1.70%	1.70%
50	1.40%	0.27%
55	0.80%	0.00%
60	0.80%	0.00%
65	0.00%	0.00%

- The Post Retirement COLA assumed rates of increase were changed. In the prior valuation, a COLA at the rate of 3.8% was assumed for Tier 1, Special Districts and Novato Fire Protection District. It was assumed to be 3% for the City of San Rafael and 2% for Tiers 2 and 3.

**Participant Data**

Data on active and inactive Members and their beneficiaries as of the valuation date was supplied by the Plan Administrator on electronic media. As is usual in studies of this type, Member data was neither verified nor audited.

## 1.3: Glossary of Actuarial Terms

### Actuarial Accrued Liability

A plan's actuarial accrued liability is the level of assets estimated by the system actuary to be needed as of the valuation date to

- Finance all previously earned benefits for actively employed members of the plan (and their beneficiaries, if applicable) for when they eventually retire, die or terminate with deferred vested benefits, and
- Finance all currently payable benefits of current pensioners and their beneficiaries (if applicable).

It is important to note that the Actuarial Accrued Liability is not a debt; instead, it is an asset target set by the actuarial cost method to produce an orderly accumulation of assets to pay for the plan's obligations.

### Actuarial Assumptions

The actuarial assumptions are the actuary's anticipated rates of future termination, death, disability and retirement for each member of the plan as well as the actuary's anticipated rate of investment return on underlying assets. To the extent that these assumptions are not in exact accord with actual events (which they never are), actuarial gains and losses will materialize.

### Actuarial Value of Assets

The actuarial value of assets, used for funding purposes, is computed using an asset smoothing technique in which investment gains and losses are not fully recognized in the year they occur, but are spread out. Use of an actuarial value of assets (rather than market value) helps avoid large fluctuations in recognized value of the underlying assets and, in turn, avoids large fluctuations in required contribution rates.

### Actuarial Present Value of Benefits

The actuarial present value of benefits is the Actuarial Accrued Liability plus actuarial present value of future Normal Costs. The actuarial present value of benefits is also the actuarial present value of all future benefits expected to be paid to the Plan's current members, whether accrued on the valuation data or after.

### Actuarial Funding Policy

The plan's actuarial funding policy is the scheduled program of accumulating assets to fund the plan's obligations, typically, but not necessarily, as a level percentage of payroll. The funding policy includes:

- The Normal Cost, and
- Amortization of the Unfunded or Overfunded Actuarial Accrued Liability (whichever is applicable).

### Investment Gains and Losses

When the investment return on assets exceeds the assumed rate of return (the actuarial assumption as to investment return), this difference is identified as an investment gain. Correspondingly, when the returns are less than expected, this difference is identified as an investment loss. These investment gains and losses are either recognized immediately to produce the market value of assets or are spread out to produce the Actuarial Value of Assets.

### Normal Cost

The Normal Cost is calculated as the amount necessary to fund each Member's benefits from that Member's Plan entry date to the end of his or her projected working life.

### Unfunded Actuarial Accrued Liabilities

When the actuarial value of assets is below the Actuarial Accrued Liability, there is an Unfunded Actuarial Accrued Liability which must be paid off or amortized on a schedule. When the actuarial value of assets is in excess of the Actuarial Accrued Liability, this can lead to a reduction in future contributions on an amortization schedule.

## **Section 2:**

### **Asset Information**

## 2.1: Balance Sheet as of June 30, 2009 and 2008

	June 30, 2009	June 30, 2008
<b><u>Assets</u></b>		
Cash and Short Term Investments		
Cash and Cash Equivalents	\$ 118,021,449	\$ 51,958,299
Short Term Investments	0	0
Collateral held for Securities Loaned	<u>48,596,264</u>	<u>109,220,513</u>
Total Cash and Short Term Investments	<b><u>\$166,617,713</u></b>	<b><u>\$161,178,812</u></b>
Receivables		
Contributions	1,971,016	4,644,531
Interest and Dividends	1,845,957	2,151,790
Due from Brokers for Securities Sold	3,173,376	8,105,837
Other Receivables	<u>825,830</u>	<u>121,516</u>
Total Receivables	<b><u>\$7,816,179</u></b>	<b><u>\$15,023,674</u></b>
Investments at Fair Value		
Domestic Fixed Income	124,426,217	163,300,085
International Fixed Income	9,953,463	13,851,238
Domestic Equities	474,172,067	664,531,571
International Equities	237,693,275	330,617,261
Private Equity	3,958,762	0
Real Estate	<u>155,324,370</u>	<u>192,554,622</u>
Total Investments	<b><u>\$1,005,525,154</u></b>	<b><u>\$1,364,854,777</u></b>
Capital Assets	6,104,088	3,528,012
Prepaid Insurance	<u>699,085</u>	<u>631,927</u>
<b><u>Total Assets</u></b>	<b><u>\$1,186,762,219</u></b>	<b><u>\$1,545,217,202</u></b>
<b><u>Liabilities</u></b>		
Accounts Payable and Accrued Expenses	1,883,639	3,226,177
Due to Brokers for Securities Purchased	4,543,172	15,533,786
Rental Security Deposits	717,859	661,183
Collateral Held for Securities Loaned	48,596,264	109,220,513
Health Insurance Payable	<u>1,000,000</u>	<u>1,000,000</u>
<b><u>Total Liabilities</u></b>	<b><u>\$56,740,934</u></b>	<b><u>\$129,641,659</u></b>
<b><u>Net Assets Held in Trust for Pension Benefits</u></b>	<b><u>\$ 1,130,021,285</u></b>	<b><u>\$ 1,415,575,543</u></b>

## 2.2: Computation of Actuarial Value of Assets

	(a)	(b)	(c)	(d)	(e) = (d) - (c)	(f) Percentage Not Recognized	(g) = (e) x (f) Unrecognized Dollars
	Contributions	Benefits	Expected Return	Actual Return	Additional Earnings		
2006	56,669,378	71,025,384	97,072,088	140,443,027	43,370,939	20%	8,674,188
2007	63,605,781	67,950,243	104,877,553	232,824,722	127,947,169	40%	51,178,868
2008	73,970,761	72,719,332	123,698,715	(102,239,271)	(225,937,986)	60%	(135,562,792)
2009	71,953,334	78,483,183	112,984,849	(279,024,409)	(196,004,629) <sup>3</sup>	80%	(156,803,703)
(1) Total Unrecognized Dollars							(232,513,440)
(2) Market Value of Assets as of June 30, 2009							1,130,021,285
(3) Actuarial Value of Assets as of June 30, 2009 [(2) - (1)]							1,356,025,542
(4) Corridor Limits							
a. 80% of Net Market Value (2)							904,017,028
b. 120% of Net Market Value (2)							1,356,025,542
(5) Actuarial Value of Assets after Corridor							1,356,025,542

### Division of Actuarial Value amongst Plans / Reserves

	Actuarial Value <sup>4</sup>
County	1,002,218,139
Novato	101,193,821
San Rafael	239,840,501
Health Insurance	12,773,080
Excluded Contingency	0
Total	1,356,025,542

<sup>3</sup>For 2009, 50% of the loss on the market value of assets (\$196,004,629) was amortized as a separate base, and this portion of the loss was therefore excluded from the actuarial smoothing procedure.

<sup>4</sup> The Actuarial Value of assets were divided amongst the Plans / Reserves using the same ratios of the reserve balances at market value.



## 2.3: Income Statement (Total Fund)

### For the Year Ended June 30, 2009 and 2008

	June 30, 2009	June 30, 2008
<b><u>Additions</u></b>		
Contributions		
Employer's Contribution	\$ 54,555,518	\$ 58,089,688
Members' Contributions	<u>17,397,816</u>	<u>15,881,073</u>
Total Contributions	<b><u>\$71,953,334</u></b>	<b><u>\$73,970,761</u></b>
Investment Income		
Net Appreciation/(Depreciation) in Fair Value of Investments	(296,120,833)	(115,744,403)
Interest and Dividends	21,857,378	21,351,241
Real Estate Operating Income, net	5,045,796	3,603,771
Other Investment Income	<u>510,941</u>	<u>210,228</u>
Total Investment Income/(loss)	<b><u>\$(268,706,718)</u></b>	<b><u>\$(90,579,163)</u></b>
Investment Expenses	<u>(7,955,952)</u>	<u>(8,987,364)</u>
Net Investment Income/(loss)	<b><u>\$(276,662,670)</u></b>	<b><u>\$(99,566,527)</u></b>
Securities Lending Activities		
Securities Lending Income	1,806,467	4,459,265
Expenses from Securities Lending Activities	<u>(976,025)</u>	<u>(3,549,295)</u>
Net Securities Lending Income/(loss)	<b><u>\$830,442</u></b>	<b><u>\$909,970</u></b>
Total Net Investment Income/(loss)	<b><u>\$(275,832,228)</u></b>	<b><u>\$(98,656,557)</u></b>
<b>Total Additions/(declines)</b>	<b><u>\$(203,878,894)</u></b>	<b><u>\$(24,685,796)</u></b>
<b><u>Deductions</u></b>		
Benefits	77,417,556	72,188,685
Refunds	1,065,627	530,647
Legal Costs & Litigation Settlement	775,963	563,428
Administrative Costs	2,701,167	2,929,645
Actuarial Expenses	<u>103,113</u>	<u>89,641</u>
<b>Total Deductions</b>	<b><u>\$82,063,426</u></b>	<b><u>\$76,302,046</u></b>
<b>Net increase (Decrease)</b>	<b><u>\$(285,942,320)</u></b>	<b><u>\$(100,987,842)</u></b>
Net Assets Beginning of Year	\$1,415,575,543	\$1,516,563,385
Prior Period Adjustment	<u>388,062</u>	<u>0</u>
Net Assets Beginning of Year (Restated)	1,415,963,605	1,516,563,385
Net Assets End of Year	<b>\$1,130,021,285</b>	<b>\$1,415,575,543</b>

## **2.4: Summary of Reserves and Other Liabilities**

Note: This schedule is currently under review as part of a general review of the interest crediting and reserve policies.

## 2.5: Historical Returns

Year Ended June 30	Annualized Rate of Return (Market Value)	Annualized Rate of Return (Actuarial Value)	CPI*
2002	N/A	4.7%	1.2%
2003	N/A	1.6%	1.6%
2004	N/A	3.5%	1.4%
2005	N/A	4.3%	1.1%
2006	N/A	7.4%	3.9%
2007	18.1%	12.1%	3.3%
2008	(6.7%)	9.8%	4.2%
2009	(19.8%)	(9.2%)	0.2%
Compounded 15 Year Average	N/A	N/A	2.5%
Compounded 10 Year Average	N/A	N/A	2.8%
Compounded 5 Year Average	N/A	4.6%	2.8%

\* Based on Consumer Price Index for San Francisco-Oakland-San Jose Area (1982-1984 base period)

### **Section 3:**

#### **Actuarial Computations**

### 3.1: Present Value of Benefits by Agency

In the table below, the total Present Value of Future Benefits is shown as of June 30, 2008 and June 30, 2009. Information on the active members is shown by individual Agency. Information on the total membership, actives and inactive (i.e. retirees, beneficiaries, etc.) is shown combined for each Plan.

Plan	Group	2008	2009
<b>Present Value of Benefits - Active Members Only</b>			
<b>County</b>	County Misc Tier 1	77,731,258	69,250,339
	County Misc Tier 2	28,713,441	30,404,074
	County Misc Tier 3	375,719,931	399,350,224
	County Misc Tier 4	N/A	10,927,002
	County Safety Tier 1	4,390,343	2,290,026
	County Safety Tier 1A	17,762,559	10,798,150
	County Safety Tier 2	38,463,723	41,385,202
	County Safety Tier 2B	141,630,340	158,575,727
	Courts Tier 1	6,118,391	6,242,759
	Courts Tier 2	2,536,605	2,740,933
	Courts Tier 3	29,519,137	31,054,760
	Courts Tier 4	N/A	159,907
	South Marin Fire Misc	282,850	301,564
	South Marin Fire Safety	23,191,006	24,950,671
	Mosquito Abatement	13,066,383	12,336,003
	LAFCO	704,088	697,153
	Tamalpais CSD	3,517,230	3,581,966
	Marin City CSD	475,857	607,774
<b>Novato</b>	Novato Misc	2,143,005	1,803,387
	Novato Safety Tier 1	62,905,056	67,105,662
	Novato Safety Tier 2	1,373,487	1,173,550
<b>San Rafael</b>	San Rafael Misc	87,706,289	89,823,779
	San Rafael Fire	61,939,886	62,778,523
	San Rafael Safety (Police)	53,632,716	54,462,352
<b>Total Present Value of Benefits - Active and Inactive Members</b>			
<b>County</b>		1,381,501,499	1,554,368,086
<b>Novato</b>		139,896,625	152,803,389
<b>San Rafael</b>		386,596,743	431,904,937

### 3.2: Accrued Liability by Agency

In the table below, the total Entry Age Normal Accrued Liability is shown as of June 30, 2008 and June 30, 2009. Information on the active members is shown by individual group. Information on the total membership (actives and inactive) is shown combined for each Plan.

Plan	Group	2008	2009
<b>Accrued Liabilities - Active Members Only</b>			
<b>County</b>	County Misc Tier 1	75,995,572	67,973,928
	County Misc Tier 2	25,005,161	26,819,063
	County Misc Tier 3	258,203,593	287,896,232
	County Misc Tier 4	N/A	1,216,377
	County Safety Tier 1	4,345,759	2,290,026
	County Safety Tier 1A	17,594,041	10,705,556
	County Safety Tier 2	28,526,531	30,935,178
	County Safety Tier 2B	101,442,084	113,024,340
	Courts Tier 1	5,737,471	5,920,470
	Courts Tier 2	2,316,503	2,537,943
	Courts Tier 3	19,266,750	21,489,315
	Courts Tier 4	N/A	0
	South Marin Fire Misc	114,539	143,519
	South Marin Fire Safety	16,911,969	18,016,626
	Mosquito Abatement	9,672,539	9,154,257
	LAFCO	437,010	465,261
	Tamalpais CSD	2,715,261	2,844,217
	Marin City CSD	311,678	382,234
<b>Novato</b>	Novato Misc	1,020,581	946,727
	Novato Safety Tier 1	44,244,923	48,306,261
	Novato Safety Tier 2	0	131,623
<b>San Rafael</b>	San Rafael Misc	61,843,608	63,858,675
	San Rafael Fire	53,086,984	53,245,956
	San Rafael Safety (Police)	38,795,027	37,856,010
<b>Total Accrued Liabilities - Active and Inactive Members</b>			
<b>County</b>		1,280,206,273	1,350,528,394
<b>Novato</b>		129,115,579	132,105,401
<b>San Rafael</b>		360,298,013	379,800,924

### 3.3: Asset Allocation and Funding Ratio by Agency

In the table below, the allocation of the assets among the various agency groups is shown as of June 30, 2008 and June 30, 2009, and compared to the accrued liability from the previous page. Information on the inactive assets and liabilities is shown at the bottom of the table combined for each Plan.

Plan	Group	Assets 2008	Ratio 2008	Assets 2009	Ratio 2009
<b>Actuarial Assets and Funding Ratios - Active Members Only</b>					
<b>County</b>	County Misc Tier 1	67,856,734	89.3%	40,495,307	59.6%
	County Misc Tier 2	19,949,169	79.8%	12,426,015	46.3%
	County Misc Tier 3	173,515,503	67.2%	113,497,281	39.4%
	County Misc Tier 4	N/A	N/A	0	0.0%
	County Safety Tier 1	4,345,759	100.0%	2,290,026	100.0%
	County Safety Tier 1A	17,594,041	100.0%	10,352,046	96.7%
	County Safety Tier 2	11,508,268	40.3%	8,296,201	26.8%
	County Safety Tier 2B	65,225,093	64.3%	42,579,775	37.7%
	Courts Tier 1	4,065,946	70.9%	2,500,403	42.2%
	Courts Tier 2	793,162	34.2%	572,348	22.6%
	Courts Tier 3	12,989,117	67.4%	8,591,732	40.0%
	Courts Tier 4	N/A	N/A	0	0.0%
	South Marin Fire Misc	114,539	100.0%	79,705	55.5%
	South Marin Fire Safety	14,027,582	82.9%	8,924,823	49.5%
	Mosquito Abatement	5,309,263	54.9%	3,617,555	39.5%
	LAFCO	275,642	63.1%	187,427	40.3%
	Tamalpais CSD	1,701,890	62.7%	1,135,053	39.9%
	Marin City CSD	233,887	75.0%	154,385	40.4%
<b>Novato</b>	Novato Misc	669,118	65.6%	313,246	33.1%
	Novato Safety Tier 1	27,606,933	62.4%	18,058,960	37.4%
	Novato Safety Tier 2	0	N/A	100,824	N/A
<b>San Rafael</b>	San Rafael Misc	29,485,429	47.7%	7,583,850	11.9%
	San Rafael Fire	16,910,832	31.9%	4,540,704	8.5%
	San Rafael Safety (Police)	9,708,508	25.0%	2,875,664	7.6%
<b>Actuarial Assets and Funding Ratios - Total</b>					
<b>County</b>		67,856,734	89.3%	1,002,218,139	74.2%
<b>Novato</b>		19,949,169	79.8%	101,193,821	76.6%
<b>San Rafael</b>		173,515,503	67.2%	239,840,501	63.1%

### 3.4: Comparison of Employer Contribution Rate by Agency

In the table below, the employer contribution rates determined under the 2008 and 2009 valuations are presented – exclusive of employer “pickups” - along with the number of active participants for each group. This should help put the high degree of volatility of cost associated with some of the smaller groups into proper context.

Plan	Group	# of Actives	2008	2009
<b>County</b>	County Misc Tier 1	76	11.67%	32.49%
	County Misc Tier 2	110	10.29%	19.89%
	County Misc Tier 3	1,436	14.33%	19.59%
	County Misc Tier 4	62	N/A	16.53%
	<b>County Misc</b>	<b>1,684</b>	<b>13.96%</b>	<b>20.07%</b>
	County Safety Tier 1	1	0.00%	0.00%
	County Safety Tier 1A	6	1.91%	0.00%
	County Safety Tier 2	84	27.35%	32.61%
	County Safety Tier 2B	266	21.16%	29.86%
	<b>County Safety</b>	<b>357</b>	<b>21.74%</b>	<b>30.07%</b>
	<b>County Misc/Safety</b>	<b>2,041</b>	<b>15.56%</b>	<b>22.12%</b>
	Courts Tier 1	6	23.19%	40.68%
	Courts Tier 2	9	21.00%	26.99%
	Courts Tier 3	138	13.82%	18.73%
	Courts Tier 4	3	N/A	15.55%
	<b>Courts</b>	<b>156</b>	<b>14.85%</b>	<b>20.66%</b>
	South Marin Fire Misc	1	19.33%	21.81%
	South Marin Fire Safety	34	29.49%	38.02%
	Mosquito Abatement	35	24.54%	27.80%
	LAFCO	3	16.92%	20.97%
	Tamalpais CSD	11	21.68%	28.30%
	Marin City CSD	4	13.17%	20.35%
	<b>Special Districts</b>	<b>88</b>	<b>25.90%</b>	<b>32.19%</b>
	<b>County Total</b>	<b>2,285</b>	<b>15.90%</b>	<b>22.42%</b>
<b>Novato</b>	Novato Misc	8	17.90%	21.82%
	Novato Safety Tier 1	74	40.57%	45.25%
	Novato Safety Tier 2	3	44.87%	35.82%
	<b>Novato Total</b>	<b>85</b>	<b>39.06%</b>	<b>43.57%</b>
<b>San Rafael</b>	San Rafael Misc	259	26.70%	34.90%
	San Rafael Fire	61	58.69%	68.91%
	San Rafael Safety (Police)	72	50.90%	52.68%
	<b>San Rafael Total</b>	<b>392</b>	<b>39.00%</b>	<b>46.15%</b>



### 3.5: Normal Cost – Employee and Employer

In the table below, the net employer contribution rate for each group is shown as of June 30, 2009. The employee contributions rates shown are “weighted” rate for each Agency.

Plan	Group	Total Normal Cost	Employee Contribution	Employer Normal Cost
<b>County</b>	County Misc Tier 1	8.11%	3.65%	4.46%
	County Misc Tier 2	13.06%	8.10%	4.96%
	County Misc Tier 3	16.11%	8.28%	7.82%
	County Misc Tier 4	23.26%	8.43%	14.84%
	<b>County Misc</b>	<b>15.90%</b>	<b>8.06%</b>	<b>7.84%</b>
	County Safety Tier 1	0.00%	16.51%	0.00%
	County Safety Tier 1A	9.11%	3.27%	5.85%
	County Safety Tier 2	21.79%	13.93%	7.86%
	County Safety Tier 2B	25.93%	16.79%	9.14%
	<b>County Safety</b>	<b>24.65%</b>	<b>15.93%</b>	<b>8.72%</b>
	<b>County Misc/Safety</b>	<b>17.69%</b>	<b>9.68%</b>	<b>8.02%</b>
	Courts Tier 1	11.98%	6.82%	5.16%
	Courts Tier 2	10.62%	8.69%	1.93%
	Courts Tier 3	16.46%	8.26%	8.20%
	Courts Tier 4	23.35%	7.80%	15.55%
	<b>Courts</b>	<b>15.88%</b>	<b>8.18%</b>	<b>7.69%</b>
	South Marin Fire Misc	28.87%	12.60%	16.27%
	South Marin Fire Safety	32.23%	13.81%	18.42%
	Mosquito Abatement	19.30%	8.32%	10.98%
	LAFCO	21.19%	9.77%	11.43%
	Tamalpais CSD	19.17%	8.82%	10.35%
	Marin City CSD	20.93%	9.97%	10.95%
	<b>Special Districts</b>	<b>25.59%</b>	<b>11.10%</b>	<b>14.49%</b>
	<b>County Total</b>	<b>17.89%</b>	<b>9.64%</b>	<b>8.25%</b>
<b>Novato</b>	Novato Misc	22.17%	8.76%	13.41%
	Novato Safety Tier 1	32.75%	13.38%	19.37%
	Novato Safety Tier 2	49.73%	14.14%	35.59%
	<b>Novato Total</b>	<b>32.60%</b>	<b>13.12%</b>	<b>19.47%</b>
<b>San Rafael</b>	San Rafael Misc	22.21%	10.76%	11.45%
	San Rafael Fire	22.96%	10.57%	12.39%
	San Rafael Safety (Police)	28.45%	10.98%	17.47%
	<b>San Rafael Total</b>	<b>23.86%</b>	<b>10.77%</b>	<b>13.08%</b>

### 3.6: Employer Cost – Normal Cost and Unfunded Amortization

In the table below, the net employer contribution rate for each group produced is shown as of June 30, 2009. The rates are also split into the normal cost and amortization components.

Plan	Group	Employer Normal Cost	Unfunded Amortization	Total Employer Rate
<b>County</b>	County Misc Tier 1	4.46%	28.04%	32.49%
	County Misc Tier 2	4.96%	14.93%	19.89%
	County Misc Tier 3	7.82%	11.76%	19.59%
	County Misc Tier 4	14.84%	1.69%	16.53%
	<b>County Misc</b>	<b>7.84%</b>	<b>12.24%</b>	<b>20.07%</b>
	County Safety Tier 1	0.00%	0.00%	0.00%
	County Safety Tier 1A	5.85%	-5.85%	0.00%
	County Safety Tier 2	7.86%	24.75%	32.61%
	County Safety Tier 2B	9.14%	20.72%	29.86%
	<b>County Safety</b>	<b>8.72%</b>	<b>21.35%</b>	<b>30.07%</b>
	<b>County Misc/Safety</b>	<b>8.02%</b>	<b>14.11%</b>	<b>22.12%</b>
	Courts Tier 1	5.16%	35.51%	40.68%
	Courts Tier 2	1.93%	25.05%	26.99%
	Courts Tier 3	8.20%	10.54%	18.73%
	Courts Tier 4	15.55%	0.00%	15.55%
	<b>Courts</b>	<b>7.69%</b>	<b>12.97%</b>	<b>20.66%</b>
	South Marin Fire Misc	16.27%	5.54%	21.81%
	South Marin Fire Safety	18.42%	19.60%	38.02%
	Mosquito Abatement	10.98%	16.82%	27.80%
	LAFCO	11.43%	9.54%	20.97%
	Tamalpais CSD	10.35%	17.94%	28.30%
	Marin City CSD	10.95%	9.40%	20.35%
	<b>Special Districts</b>	<b>14.49%</b>	<b>17.70%</b>	<b>32.19%</b>
	<b>County Total</b>	<b>8.25%</b>	<b>14.18%</b>	<b>22.42%</b>
<b>Novato</b>	Novato Misc	13.41%	8.42%	21.82%
	Novato Safety Tier 1	19.37%	25.88%	45.25%
	Novato Safety Tier 2	35.59%	0.23%	35.82%
	<b>Novato Total</b>	<b>19.47%</b>	<b>24.10%</b>	<b>43.57%</b>
<b>San Rafael</b>	San Rafael Misc	11.45%	23.46%	34.90%
	San Rafael Fire	12.39%	56.52%	68.91%
	San Rafael Safety (Police)	17.47%	35.21%	52.68%
	<b>San Rafael Total</b>	<b>13.08%</b>	<b>33.07%</b>	<b>46.15%</b>

### 3.7: Computation of Annual Contribution Rate (County of Marin)

		6/30/2008	6/30/2009
Fully Projected Liability			
	Actives	763,823,142	805,654,234
	Vested Deferred & Transfers	39,440,540	41,437,762
	Retirees and Beneficiaries	<u>672,169,272</u>	<u>707,276,090</u>
Total Fully Projected Liability		1,475,432,954	1,554,368,086
Actuarial Accrued Liability			
	Actives	568,596,461	601,814,542
	Vested Deferred & Transfers	39,440,540	41,437,762
	Retirees and Beneficiaries	<u>672,169,272</u>	<u>707,276,090</u>
Total Actuarial Accrued Liability		1,280,206,273	1,350,528,394
Projected Pay		173,734,691	178,026,776
Valuation Assets		1,111,115,408	1,002,218,139
Unfunded Actuarial Accrued Liability (UAL)		169,090,865	348,310,254
Special Base (30 Year Amortization)		N/A	146,241,604
Remaining UAL (17 Year Amortization)		N/A	202,068,650
Total Amortization of Unfunded Liability (MOY)		13,200,333	25,239,762
Amortization as a % of Payroll		7.60%	14.18%
Total Normal Cost (MOY)		31,151,312	31,845,390
Total Normal Cost as a % of Payroll		17.93%	17.89%
Weighted Employee Contribution Rate		9.63%	9.64%
Net Employer Normal Cost as a % of Pay		8.30%	8.25%
Total Employer Contribution Rate		15.90%	22.42%

### 3.8: Computation of Annual Contribution Rate (Novato FPD)

		6/30/2008	6/30/2009
Fully Projected Liability			
	Actives	66,421,548	70,082,599
	Vested Deferred & Transfers	2,340,893	2,179,313
	Retirees and Beneficiaries	<u>81,509,182</u>	<u>80,541,477</u>
Total Fully Projected Liability		150,271,623	152,803,389
Actuarial Accrued Liability			
	Actives	45,265,504	49,384,611
	Vested Deferred & Transfers	2,340,893	2,179,313
	Retirees and Beneficiaries	<u>81,509,182</u>	<u>80,541,477</u>
Total Actuarial Accrued Liability		129,115,579	132,105,401
Projected Pay		8,860,159	9,115,700
Valuation Assets		112,126,125	101,193,821
Unfunded Actuarial Accrued Liability		16,989,453	30,911,580
Special Base (30 Year Amortization)		N/A	14,765,994
Remaining UAL (17 Year Amortization)		N/A	16,145,586
Total Amortization of Unfunded Liability (MOY)		1,442,603	2,196,653
Amortization as a % of Payroll		16.28%	24.10%
Total Normal Cost (MOY)		3,147,817	2,971,310
Total Normal Cost as a % of Payroll		35.53%	32.60%
Weighted Employee Contribution Rate		12.75%	13.12%
Net Employer Normal Cost as a % of Pay		22.78%	19.47%
Total Employer Contribution Rate		39.06%	43.57%

### 3.9: Computation of Annual Contribution Rate (City of San Rafael)

	6/30/2008	6/30/2009
Fully Projected Liability		
Actives	203,278,891	207,064,654
Vested Deferred & Transfers	19,245,176	17,435,216
Retirees and Beneficiaries	<u>187,327,218</u>	<u>207,405,067</u>
Total Fully Projected Liability	409,851,285	431,904,937
Actuarial Accrued Liability		
Actives	153,725,619	154,960,641
Vested Deferred & Transfers	19,245,176	17,435,216
Retirees and Beneficiaries	<u>187,327,218</u>	<u>207,405,067</u>
Total Actuarial Accrued Liability	360,298,013	379,800,924
Projected Pay	31,854,393	32,413,222
Valuation Assets	262,677,163	239,840,501
Unfunded Actuarial Accrued Liability	97,620,850	104,963,392
Special Base (30 Year Amortization)	N/A	34,997,031
Remaining UAL (17 Year Amortization)	N/A	104,963,392
Total Amortization of Unfunded Liability (MOY)	8,289,152	10,717,835
Amortization as a % of Payroll	26.02%	33.07%
Total Normal Cost (MOY)	7,685,271	7,732,868
Total Normal Cost as a % of Payroll	24.13%	23.86%
Weighted Employee Contribution Rate	11.15%	10.77%
Net Employer Normal Cost as a % of Pay	12.98%	13.08%
<b>Total Employer Contribution Rate</b>	<b>39.00%</b>	<b>46.15%</b>

### 3.10: Actuarial Balance Sheet

	County	Novato	San Rafael	Total MCERA
<b>Assets</b>				
Actuarial value of assets	\$1,002,218,139	\$101,193,821	\$239,840,501	\$1,343,252,462
Present value of future contributions by members	127,224,680	9,967,456	27,238,892	164,431,028
Present value of future employer contributions for normal cost	76,615,012	10,730,532	24,865,121	112,210,665
Present value of other future employer contributions (UAAL)	348,310,254	30,911,580	139,960,423	519,182,258
<b>Total actuarial assets</b>	<b>\$1,554,368,086</b>	<b>\$152,803,389</b>	<b>\$431,904,937</b>	<b>\$2,139,076,412</b>
<b>Liabilities</b>				
Present value of retirement allowances payable to retired/disabled members and their survivors	\$707,276,090	\$80,541,477	\$207,405,067	\$995,222,634
Present value of allowances payable to current and future vested and non-vested terminated members and their survivors	41,437,762	2,179,313	17,435,216	61,052,291
Present value of allowances payable to current active members – allocated to service rendered prior to valuation date	601,814,542	49,384,611	154,960,641	806,159,794
Present value of allowances payable to current active members – allocated to service likely to be rendered after valuation date	203,839,692	20,697,988	52,104,013	276,641,693
<b>Total actuarial liabilities</b>	<b>\$1,554,368,086</b>	<b>\$152,803,389</b>	<b>\$431,904,937</b>	<b>\$2,139,076,412</b>

## **Section 4:**

### **Disclosure Information**

#### **4.1: Schedules of Funding Status and Employer Contributions Required Under GASB Statement No. 25**

The Governmental Accounting Standards Board (GASB) Statements No. 25 and 27 relate to the disclosure of pension liabilities on a public employer's financial statements. For accounting periods beginning after June 15, 1996, information required under these statements must be prepared for a public employer who seeks compliance with generally accepted accounting principles (GAAP) on behalf of its public employee retirement system.

GASB Statement No. 25 requires preparation of schedules of funding status and employer contributions, as well as the disclosure of plan provisions, actuarial assumptions, and other information. The required schedules are shown below. In each case, we have relied upon information from our files and contained in the reports of other actuaries employed by the employer in completing the schedules. While we have no reason to believe the information in our files or in other actuaries' reports is inaccurate, we strongly recommend that employer personnel verify the schedules below before they are included in Plan or employer financial statements.



## 4.2: GASB Schedules - County of Marin

Schedule of Funding Status (Dollar Amounts in Thousands)						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Liability as a Percent of Payroll
6/30/1999	557,216	583,890	28,674	95.4%	107,689	26.6%
6/30/2000	634,412	644,262	9850	98.5%	114,700	8.6%
6/30/2001	690,320	701,223	10,903	98.4%	122,253	8.9%
6/30/2002	711,789	798,404	86,615	89.2%	136,974	63.2%
6/30/2003	828,438	848,984	20,545	97.6%	138,004	14.9%
6/30/2004	843,169	938,211	95,042	89.9%	143,107	66.4%
6/30/2005	858,183	992,226	134,043	86.5%	141,272	94.9%
6/30/2006	908,767	1,090,344	181,578	83.3%	149,527	121.4%
6/30/2007 <sup>5</sup>	1,013,170	1,102,807	89,637	91.9%	151,793	59.1%
6/30/2007 <sup>6</sup>	1,013,543	1,141,736	128,193	91.9%	159,177	80.5%
6/30/2008	1,111,115	1,280,206	169,091	86.8%	173,735	97.3%
6/30/2009	1,002,218	1,350,528	348,310	74.2%	178,027	195.7%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution	Actual Contribution	Percentage Contributed
6/30/1999	13,714	13,714	100%
6/30/2000	15,768	15,768	100%
6/30/2001	15,576	15,576	100%
6/30/2002	18,723	18,723	100%
6/30/2003	21,632	21,632	100%
6/30/2004	21,254	21,254	100%
6/30/2005	22,085	22,085	100%
6/30/2006	36,870	36,870	100%
6/30/2007	42,416	42,416	100%
6/30/2008	39,656	39,656	100%
6/30/2009	36,638	36,638	100%

<sup>5</sup> The funded status as of 6/30/2007 was initially computed using projected demographic data from 6/30/2006 and asset information as of 6/30/2007. The funded status was later recomputed using updated demographic information as of 6/30/2007. The Annual Required Contribution for the FYE 6/30/2009 (to be shown in future valuation reports) is based on the originally calculated rates.

<sup>6</sup> As recomputed using demographic information as of 6/30/2007.

### 4.3: GASB Schedules – Novato Fire Protection District

Schedule of Funding Status (Dollar Amounts in Thousands)						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Liability as a Percent of Payroll
6/30/1999	68,394	48,570	(19,824)	140.8%	5,199	(381.3%)
6/30/2000	77,643	56,197	(21,446)	138.2%	5,726	(374.5%)
6/30/2001	84,806	71,471	(13,335)	118.7%	6,331	(210.6%)
6/30/2002	87,497	78,164	(9,333)	111.9%	6,119	(152.5%)
6/30/2003	84,866	84,842	(24)	100.0%	6,811	(0.4%)
6/30/2004	84,814	90,861	6,047	93.3%	7,616	79.4%
6/30/2005	86,839	98,787	11,948	87.9%	7,889	151.5%
6/30/2006	92,390	109,131	16,741	84.7%	7,990	209.5%
6/30/2007 <sup>7</sup>	102,494	111,942	9,448	91.6%	8,087	116.8%
6/30/2007 <sup>8</sup>	102,658	115,974	13,316	88.5%	7,881	169.0%
6/30/2008	112,126	129,116	16,989	86.8%	8,860	191.8%
6/30/2009	101,194	132,105	30,912	76.6%	9,116	339.1%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution	Actual Contribution	Percentage Contributed
6/30/1999	252	252	100%
6/30/2000	273	273	100%
6/30/2001	301	301	100%
6/30/2002	383	383	100%
6/30/2003	1,125	1,125	100%
6/30/2004	2,259	2,259	100%
6/30/2005	2,343	2,343	100%
6/30/2006	2,526	2,526	100%
6/30/2007	3,612	3,612	100%
6/30/2008	4,366	4,366	100%
6/30/2009	4,215	4,215	100%

<sup>7</sup> The funded status as of 6/30/2007 was initially computed using projected demographic data from 6/30/2006 and asset information as of 6/30/2007. The funded status was later recomputed using updated demographic information as of 6/30/2007. The Annual Required Contribution for the FYE 6/30/2009 (to be shown in future valuation reports) is based on the initial projected results.

<sup>8</sup> As recomputed using demographic information as of 6/30/2007.

#### 4.4: GASB Schedules – City of San Rafael

Schedule of Funding Status (Dollar Amounts in Thousands)						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Liability as a Percent of Payroll
6/30/1999	151,466	134,247	(17,219)	112.8%	23,293	(73.9%)
6/30/2000	171,663	156,806	(14,857)	109.5%	23,372	(63.6%)
6/30/2001	186,085	172,939	(13,146)	107.6%	25,650	(51.3%)
6/30/2002	190,563	187,118	(3,445)	101.8%	27,223	(12.7%)
6/30/2003	185,632	219,845	34,213	84.4%	27,453	124.6%
6/30/2004	188,956	248,665	59,709	76.0%	29,299	203.8%
6/30/2005	195,698	265,205	69,507	73.8%	28,357	245.1%
6/30/2006	209,785	306,079	96,294	68.5%	28,606	336.6%
6/30/2007 <sup>9</sup>	234,931	314,604	79,673	74.7%	28,730	277.3%
6/30/2007 <sup>10</sup>	235,756	325,219	89,463	72.5%	30,180	296.4%
6/30/2008	262,677	360,298	97,621	72.9%	31,854	306.5%
6/30/2009	239,841	379,801	139,960	63.2%	32,413	431.8%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution	Actual Contribution	Percentage Contributed
6/30/1999	2,480	2,480	100%
6/30/2000	2,358	2,358	100%
6/30/2001	2,187	2,187	100%
6/30/2002	2,880	2,880	100%
6/30/2003	4,134	4,134	100%
6/30/2004	7,364	7,364	100%
6/30/2005	7,653	7,653	100%
6/30/2006	4,231	4,231	100%
6/30/2007	11,187	11,187	100%
6/30/2008	14,068	14,068	100%
6/30/2009	13,702	13,702	100%

<sup>9</sup> The funded status as of 6/30/2007 was initially computed using projected demographic data from 6/30/2006 and asset information as of 6/30/2007. The funded status was later recomputed using updated demographic information as of 6/30/2007. The Annual Required Contribution for the FYE 6/30/2009 (to be shown in future valuation reports) is based on the initial projected results.

<sup>10</sup> As recomputed using demographic information as of 6/30/2007.

The table below summarizes certain information about this actuarial report.

Valuation date	June 30, 2009
Actuarial cost method	Entry Age Normal
Amortization method	Level percentage of payroll
Remaining amortization period	30 years for Special Amortization Base (closed) <sup>11</sup> 17 years for remainder of Unfunded Liability (remaining at 17 for five years, then closed)
Asset valuation method	Actuarial value: Excess earnings smoothed over five years, 80%/120% corridor around market value
Actuarial assumptions:	
Investment rate of return*	7.75%
Projected salary increases*	3.50%, plus service-based rates
*Includes inflation at	3.50%
Cost of living adjustments	100% of CPI up to 2/3/4% annually with banking Assumed rates of increase are 1.9%, 2.7% and 3.2%, respectively

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<sup>11</sup> The Board has established a special amortization base for the portion of the FY2009 investment loss deemed to be extraordinary, equal to 50% of the loss, or approximately \$196 million. This base is being amortized over a separate, closed period. Future extraordinary gains (as designated by the Board) will also be amortized over an extended period.

## **Section 5:**

### **Summary of Member Statistics**

## 5.1: Participant Data as of June 30, 2009: County of Marin

	Marin County						Marin Special Districts						Total County and Special Districts	
	Miscellaneous		Safety		Total		Miscellaneous		Safety		Total			
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>														
Number	1,703	1,684	369	358	2,072	2,042	223	210	34	34	257	244	2,329	2,286
Average Age	48.83	49.24	41.19	41.49	47.47	47.88	46.34	47.95	40.79	41.33	45.61	47.02	47.26	47.79
Average Service	9.83	10.28	11.30	11.78	10.09	10.54	8.87	9.80	10.07	10.55	9.03	9.90	9.97	10.48
Average Pay*	\$ 74,832	\$ 77,708	\$ 90,008	\$ 94,112	\$ 77,534	\$ 80,584	\$ 65,060	\$ 68,012	\$ 87,473	\$ 95,466	\$ 68,025	\$ 71,838	\$ 76,484	\$ 79,651
<b>Service Retired</b>														
Number	1,136	1,137	147	159	1,283	1,296	53	58	17	18	70	76	1,353	1,372
Average Age	71.77	71.80	62.30	61.91	70.68	70.59	65.69	65.20	58.12	58.57	63.85	63.63	70.33	70.20
Average Total Benefit*	\$ 27,343	\$ 28,782	\$ 59,029	\$ 59,684	\$ 30,973	\$ 32,573	\$ 31,220	\$ 32,235	\$ 66,816	\$ 67,333	\$ 39,865	\$ 40,548	\$ 31,433	\$ 33,015
<b>Beneficiaries</b>														
Number	192	202	45	43	237	245	2	2	6	5	8	7	245	252
Average Age	74.04	74.69	71.02	70.62	73.47	73.98	57.78	58.77	65.02	64.14	63.21	62.61	73.13	73.66
Average Total Benefit*	\$ 18,002	\$ 19,117	\$ 31,658	\$ 32,316	\$ 20,595	\$ 21,434	\$ 10,530	\$ 10,797	\$ 41,645	\$ 37,269	\$ 33,866	\$ 29,706	\$ 21,028	\$ 21,664
<b>Duty Disabled</b>														
Number	80	80	86	87	166	167	3	3	15	15	18	18	184	185
Average Age	60.38	61.38	57.65	58.47	58.97	59.86	62.13	63.13	58.21	59.21	58.86	59.86	58.96	59.86
Average Total Benefit*	\$ 30,189	\$ 31,089	\$ 36,927	\$ 38,052	\$ 33,680	\$ 34,717	\$ 24,239	\$ 24,966	\$ 34,220	\$ 35,246	\$ 32,556	\$ 33,533	\$ 33,570	\$ 34,601
<b>Ordinary Disabled</b>														
Number	29	28	3	3	32	31	2	2	0	0	2	2	34	33
Average Age	66.99	67.36	51.49	52.48	65.54	65.92	77.32	78.32	0.00	0.00	77.32	78.32	66.23	66.67
Average Total Benefit*	\$ 15,793	\$ 16,757	\$ 23,530	\$ 24,129	\$ 16,518	\$ 17,470	\$ 21,399	\$ 22,139	\$ 0	\$ 0	\$ 21,399	\$ 22,139	\$ 16,805	\$ 17,753
<b>Total In Pay</b>														
Number	1,437	1,447	281	292	1,718	1,739	60	65	38	38	98	103	1,816	1,842
Average Age	71.34	71.55	62.16	62.07	69.84	69.95	65.64	65.31	59.25	59.55	63.16	63.19	69.48	69.57
Average Total Benefit*	\$ 26,020	\$ 27,328	\$ 47,502	\$ 48,843	\$ 29,534	\$ 30,940	\$ 29,854	\$ 30,929	\$ 49,975	\$ 50,711	\$ 37,656	\$ 38,228	\$ 29,972	\$ 31,348
<b>Terminated Vested</b>														
Number	215	213	20	17	235	230	27	26	2	2	29	28	264	258
Average Age	47.25	48.25	40.54	39.79	46.68	47.63	44.57	44.15	50.51	51.51	44.98	44.68	46.49	47.31
Average Service	5.91	5.98	4.87	5.39	5.82	5.93	5.09	4.80	6.09	6.09	5.16	4.89	5.75	5.82
<b>Transfers</b>														
Number	196	197	52	51	248	248	18	18	10	10	28	28	276	276
Average Age	48.11	48.64	43.34	44.13	47.11	47.71	49.59	50.62	44.53	45.53	47.78	48.80	47.18	47.82
Average Service	4.77	4.81	5.03	5.00	4.82	4.85	5.55	5.53	5.12	5.12	5.40	5.38	4.88	4.90
<b>Total Inactive</b>														
Number	411	410	72	68	483	478	45	44	12	12	57	56	540	534
Average Age	47.66	48.43	42.56	43.05	46.90	47.67	46.58	46.80	45.53	46.52	46.36	46.74	46.84	47.57
Average Service	5.37	5.42	4.99	5.10	5.31	5.37	5.27	5.10	5.28	5.28	5.28	5.14	5.32	5.35

\*All payroll and benefit figures shown are annual

## Marin County

	Tier 1 (Misc)		Tier 2 (Misc)		Tier 3 (Misc)		Tier 4 (Misc)	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>								
Number	88	76	116	110	1,499	1,410	N/A	88
Average Age	59.42	60.09	60.76	61.34	47.29	48.26	N/A	40.47
Average Service	27.25	27.40	13.06	13.91	8.56	9.67	N/A	0.77
Average Pay*	\$ 87,509	\$ 90,466	\$ 65,897	\$68,674	\$ 74,779	\$78,290	N/A	\$68,656
<b>Service Retired</b>								
Number	706	677	236	237	194	223	N/A	0
Average Age	74.80	74.83	71.53	72.50	61.05	61.83	N/A	0.00
Average Total Benefit*	\$ 32,422	\$34,612	\$ 15,499	\$16,109	\$ 23,265	\$24,549	N/A	\$0
<b>Beneficiaries</b>								
Number	158	165	27	29	7	8	N/A	0
Average Age	76.77	77.32	62.70	64.64	56.07	56.83	N/A	0.00
Average Total Benefit*	\$ 18,789	\$20,156	\$ 12,251	\$12,063	\$ 22,415	\$23,268	N/A	\$0
<b>Duty Disabled</b>								
Number	27	27	30	30	23	23	N/A	0
Average Age	68.15	69.15	57.34	58.34	55.24	56.24	N/A	0.00
Average Total Benefit*	\$ 33,770	\$34,852	\$ 24,195	\$24,679	\$ 33,803	\$35,032	N/A	\$0
<b>Ordinary Disabled</b>								
Number	18	17	10	10	1	1	N/A	0
Average Age	70.98	71.18	61.50	62.50	50.15	51.15	N/A	0.00
Average Total Benefit*	\$ 16,004	\$17,404	\$ 15,600	\$15,912	\$ 13,920	\$14,198	N/A	\$0
<b>Total In Pay</b>								
Number	909	886	303	306	225	255	N/A	0
Average Age	74.87	75.05	69.01	70.04	60.25	61.13	N/A	0.00
Average Total Benefit*	\$ 29,767	\$ 31,598	\$ 16,074	\$ 16,560	\$ 24,274	\$ 25,413	N/A	\$ 0
<b>Terminated Vested</b>								
Number	7	4	9	9	199	200	N/A	0
Average Age	61.78	63.82	56.21	57.21	46.33	47.53	N/A	0.00
Average Service	7.97	8.05	5.13	5.13	5.87	5.97	N/A	\$0
<b>Transfers</b>								
Number	15	12	10	11	171	174	N/A	0
Average Age	59.80	60.15	53.13	53.64	46.79	47.52	N/A	0.00
Average Service	5.78	5.65	2.95	3.09	4.79	4.86	N/A	\$0
<b>Total Inactive</b>								
Number	22	16	19	20	370	374	N/A	0
Average Age	60.43	61.07	54.59	55.25	46.54	47.53	N/A	0.00
Average Service	6.48	6.25	3.98	4.01	5.37	5.46	N/A	0.00

\*All payroll and benefit figures shown are annual

## Marin County

	Tier 1 (Safety)		Tier 2 (Safety)		Tier 1A (Safety)		Tier 2B (Safety)	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>								
Number	2	1	89	83	10	6	268	268
Average Age	56.29	61.91	42.51	43.61	52.77	54.79	40.20	40.46
Average Service	26.26	24.28	11.22	12.44	30.20	31.93	10.51	11.08
Average Pay*	\$ 176,587	\$211,995	\$ 82,993	\$87,521	\$ 113,281	\$119,157	\$ 90,823	\$95,153
<b>Service Retired</b>								
Number	86	82	20	22	19	26	22	29
Average Age	66.46	66.65	61.21	61.72	54.85	55.23	53.46	54.62
Average Total Benefit*	\$ 64,509	\$66,976	\$ 35,004	\$35,796	\$ 81,840	\$75,735	\$ 39,746	\$42,797
<b>Beneficiaries</b>								
Number	41	39	4	4	0	0	0	0
Average Age	72.84	72.38	52.40	53.40	0.00	0.00	0.00	0.00
Average Total Benefit*	\$ 30,944	\$31,553	\$ 38,978	\$39,757	\$0	\$0	\$ 0	\$ 0
<b>Duty Disabled</b>								
Number	45	45	34	34	2	2	5	6
Average Age	65.78	66.78	49.00	50.00	53.90	54.90	44.86	45.33
Average Total Benefit*	\$ 40,111	\$41,422	\$ 29,059	\$29,640	\$ 105,427	\$108,589	\$ 34,371	\$36,936
<b>Ordinary Disabled</b>								
Number	1	1	2	2	0	0	0	0
Average Age	61.72	62.72	46.37	47.36	0.00	0.00	0.00	0.00
Average Total Benefit*	\$ 19,225	\$19,994	\$ 25,682	\$26,196	\$ 0	\$0	\$ 0	\$ 0
<b>Total In Pay</b>								
Number	173	167	60	62	21	28	27	35
Average Age	67.77	68.00	53.21	54.29	54.76	55.21	51.87	53.03
Average Total Benefit*	\$ 49,946	\$ 51,536	\$ 31,589	\$ 32,366	\$ 84,086	\$ 78,082	\$ 38,751	\$ 41,792
<b>Terminated Vested</b>								
Number	0	0	4	5	2	0	14	12
Average Age	0.00	0.00	42.25	38.78	55.55	0.00	37.91	40.21
Average Service	0.00	0.00	3.11	5.00	7.60	0.00	4.98	5.55
<b>Transfers</b>								
Number	2	2	3	4	3	2	44	43
Average Age	52.52	53.52	40.37	43.39	51.49	52.26	42.57	43.38
Average Service	2.96	2.96	4.31	3.62	1.46	1.81	5.42	5.37
<b>Total Inactive</b>								
Number	2	2	7	9	5	2	58	55
Average Age	52.52	53.52	41.44	40.83	53.11	52.26	41.45	42.69
Average Service	2.96	2.96	3.62	4.39	3.92	1.81	5.31	5.41

\*All payroll and benefit figures shown are annual



## Marin Special Districts

	Court Tier 1 (Misc)		Court Tier 2 (Misc)		Court Tier 3 (Misc)		Court Tier 4 (Misc)		Marin City CSD (Misc)	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>										
Number	6	6	9	9	153	138	N/A	3	3	4
Average Age	53.85	54.84	63.47	64.47	44.91	46.80	N/A	35.34	46.72	50.08
Average Service	23.98	24.97	11.81	12.81	7.76	9.06	N/A	.36	7.82	6.32
Average Pay*	\$ 117,274	\$117,819	\$ 75,994	\$76,684	\$ 62,110	\$66,328	N/A	\$35,276	\$ 44,921	\$45,156
<b>Service Retired</b>										
Number	17	17	2	2	20	23	N/A	0	2	1
Average Age	66.06	67.06	77.00	78.00	63.47	63.82	N/A	0.00	81.83	74.31
Average Total Benefit*	\$ 43,398	\$44,589	\$ 28,529	\$29,099	\$ 25,694	\$25,368	N/A	\$0	\$ 20,196	\$34,427
<b>Beneficiaries</b>										
Number	0	0	0	0	1	1	N/A	0	0	0
Average Age	0.00	0.00	0.00	0.00	63.44	64.44	N/A	0.00	0.00	0.00
Average Total Benefit*	\$ 0	\$ 0	\$ 0	\$ 0	\$ 9,861	\$10,059	N/A	\$0	\$ 0	\$ 0
<b>Duty Disabled</b>										
Number	1	1	0	0	0	0	N/A	0	0	0
Average Age	58.22	59.22	0.00	0.00	0.00	0.00	N/A	0.00	0.00	0.00
Average Total Benefit*	\$ 40,172	\$41,378	\$ 0	\$ 0	\$ 0	\$ 0	N/A	\$0	\$ 0	\$ 0
<b>Ordinary Disabled</b>										
Number	0	0	1	1	0	0	N/A	0	0	0
Average Age	0.00	0.00	61.71	62.71	0.00	0.00	N/A	0.00	0.00	0.00
Average Total Benefit*	\$ 0	\$ 0	\$ 11,583	\$11,815	\$ 0	\$ 0	N/A	\$0	\$ 0	\$ 0
<b>Total In Pay</b>										
Number	18	18	3	3	21	24	N/A	0	0	0
Average Age	65.62	66.62	71.91	72.91	63.47	63.85	N/A	0.00	0.00	0.00
Average Total Benefit*	\$ 43,219	\$ 44,411	\$ 22,880	\$ 23,338	\$ 24,940	\$ 24,730	N/A	\$ 0	\$ 0	\$ 0
<b>Terminated Vested</b>										
Number	0	0	0	0	21	21	N/A	0	1	1
Average Age	0.00	0.00	0.00	0.00	42.55	42.03	N/A	0.00	39.86	40.86
Average Service	0.00	0.00	0.00	0.00	5.19	4.84	N/A	\$0	0.57	0.57
<b>Transfers</b>										
Number	0	0	3	2	11	12	N/A	0	0	0
Average Age	0.00	0.00	53.82	60.16	47.44	48.12	N/A	0.00	0.00	0.00
Average Service	0.00	0.00	3.15	3.68	4.40	4.18	N/A	\$0	0.00	0.00
<b>Total Inactive</b>										
Number	0	0	3	2	32	33	N/A	0	0	0
Average Age	0.00	0.00	53.82	60.16	44.23	44.24	N/A	0.00	0.00	0.00
Average Service	0.00	0.00	3.15	3.68	4.92	4.60	N/A	0.00	0.00	0.00

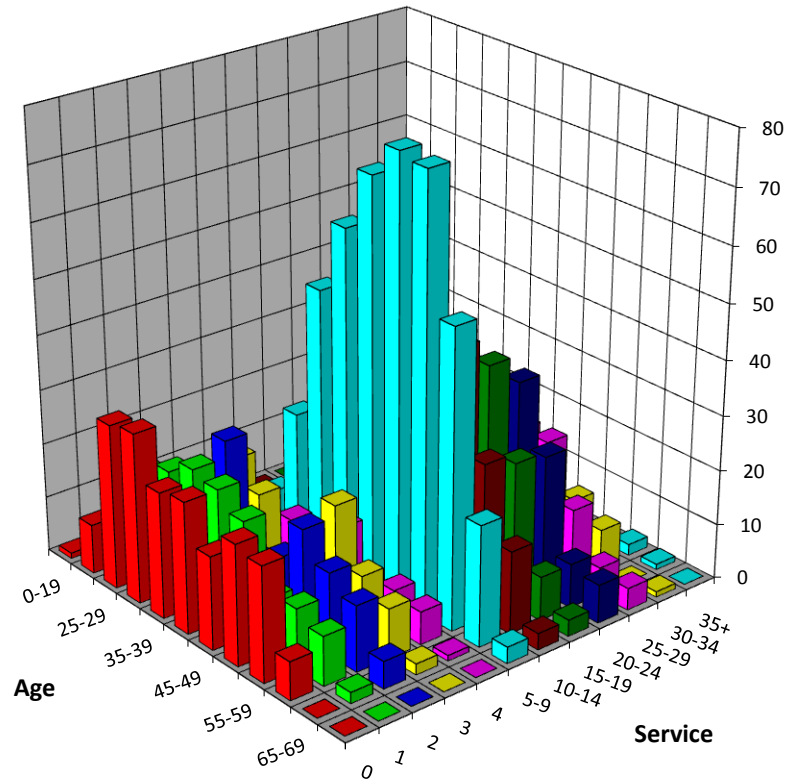
\*All payroll and benefit figures shown are annual

## Marin Special Districts

	Southern Marin Fire (Misc)		Mosquito Abatement (Misc)		LAFCO (Misc)		Tamalpais CSD (Misc)		Southern Marin Fire (Safety)	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>										
Number	1	1	37	35	3	3	11	11	34	34
Average Age	46.41	47.91	45.08	45.58	47.25	48.25	52.04	55.23	40.79	41.33
Average Service	3.84	4.83	9.96	10.20	6.30	7.10	11.45	12.02	10.07	10.55
Average Pay*	\$ 69,004	\$75,097	\$ 67,618	\$69,851	\$ 72,811	\$71,085	\$ 63,077	\$64,787	\$ 87,473	\$95,466
<b>Service Retired</b>										
Number	2	2	6	8	1	1	3	4	17	18
Average Age	61.66	62.66	64.97	63.20	62.07	63.07	65.36	62.40	58.12	58.57
Average Total Benefit*	\$ 14,873	\$15,170	\$ 30,538	\$37,214	\$ 8,381	\$8,632	\$ 28,068	\$24,717	\$ 66,816	\$67,333
<b>Beneficiaries</b>										
Number	0	0	0	0	0	0	1	1	6	5
Average Age	0.00	0.00	0.00	0.00	0.00	0.00	52.11	53.11	65.02	64.14
Average Total Benefit*	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 11,200	\$11,536	\$ 41,645	\$37,269
<b>Duty Disabled</b>										
Number	1	1	1	1	0	0	0	0	15	15
Average Age	64.27	65.27	63.91	64.91	0.00	0.00	0.00	0.00	58.21	59.21
Average Total Benefit*	\$ 3,467	\$3,571	\$ 29,078	\$29,950	\$ 0	\$ 0	\$ 0	\$ 0	\$ 34,220	\$35,246
<b>Ordinary Disabled</b>										
Number	0	0	1	1	0	0	0	0	0	0
Average Age	0.00	0.00	92.92	93.92	0.00	0.00	0.00	0.00	0.00	0.00
Average Total Benefit*	\$ 0	\$ 0	\$ 31,215	\$32,463	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<b>Total In Pay</b>										
Number	3	3	8	10	1	1	4	5	38	38
Average Age	62.53	63.53	68.33	66.44	62.07	63.07	62.05	60.54	59.25	59.56
Average Total Benefit*	\$ 11,071	\$ 11,304	\$ 30,440	\$ 36,013	\$ 8,381	\$ 8,632	\$ 23,851	\$ 22,081	\$ 49,975	\$ 50,711
<b>Terminated Vested</b>										
Number	2	2	0	0	1	1	2	1	2	2
Average Age	61.13	62.13	0.00	0.00	54.50	55.50	46.61	44.70	50.51	51.51
Average Service	6.84	6.84	0.00	0.00	6.56	6.56	3.88	2.34	6.09	6.09
<b>Transfers</b>										
Number	1	1	1	1	0	0	2	2	10	10
Average Age	63.19	64.19	42.03	43.03	0.00	0.00	52.08	53.08	44.53	45.53
Average Service	15.50	15.50	10.99	10.99	0.00	0.00	7.77	7.77	5.12	5.12
<b>Total Inactive</b>										
Number	3	3	1	1	1	1	4	3	12	12
Average Age	61.82	62.82	42.03	43.03	54.50	55.50	49.35	50.28	45.53	46.52
Average Service	9.73	9.73	10.99	10.99	6.56	6.56	5.83	5.96	5.28	5.28

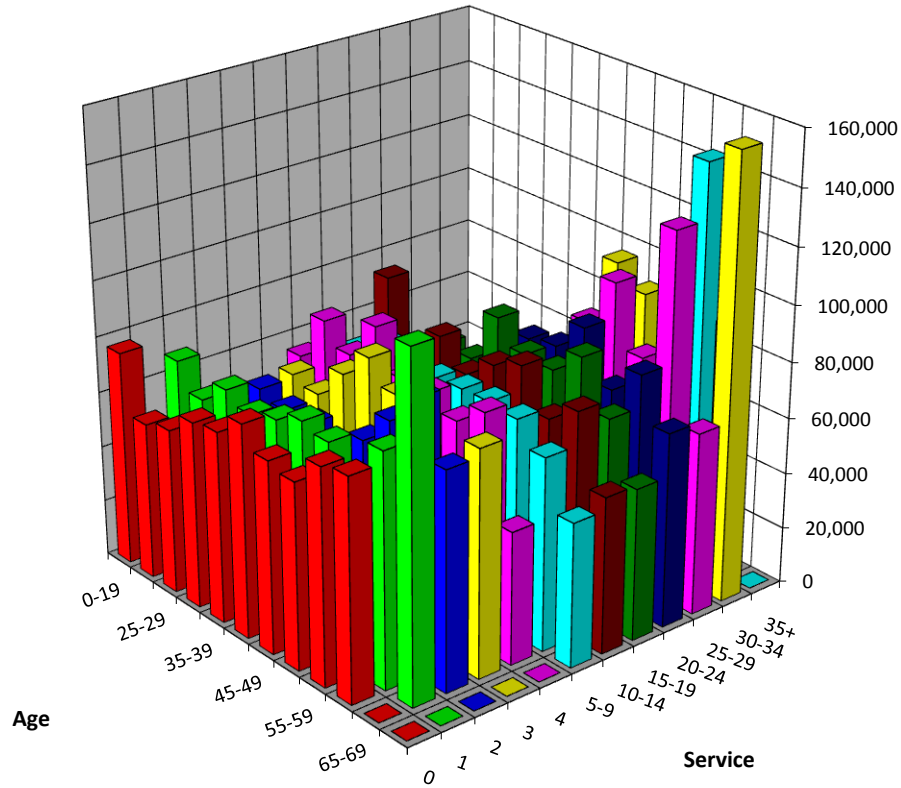
\*All payroll and benefit figures shown are annual

**Marin County  
Miscellaneous Active Members  
by Age and Service  
as of July 1, 2009**



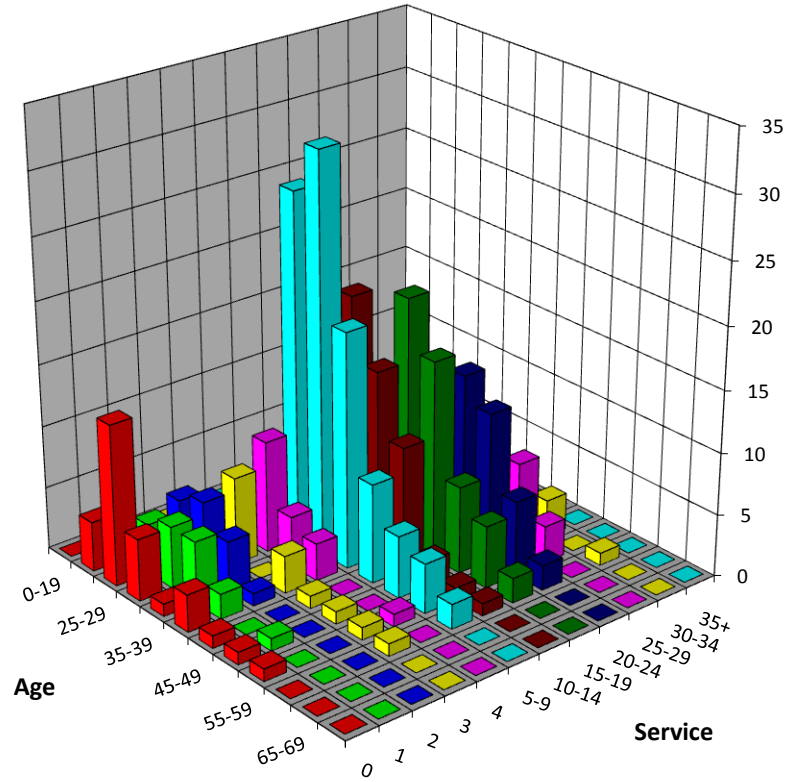
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	1	0	0	0	0	0	0	0	0	0	0	0	1
20-24	9	2	1	1	0	0	0	0	0	0	0	0	13
25-29	30	19	10	8	1	7	0	0	0	0	0	0	75
30-34	31	22	18	20	4	24	1	0	0	0	0	0	120
35-39	23	25	28	16	9	49	19	3	0	0	0	0	172
40-44	24	24	9	7	8	62	49	15	1	0	0	0	199
45-49	17	21	12	8	13	73	42	29	16	5	0	0	236
50-54	22	10	20	22	4	79	44	29	23	23	3	0	279
55-59	21	11	15	12	7	78	46	41	36	23	10	1	301
60-64	7	9	12	9	6	54	28	26	25	13	7	2	198
65-69	0	2	5	2	1	22	15	8	8	5	0	1	69
70+	0	0	0	0	0	3	3	3	7	4	1	0	21
<b>Total</b>	<b>185</b>	<b>145</b>	<b>130</b>	<b>105</b>	<b>53</b>	<b>451</b>	<b>247</b>	<b>154</b>	<b>116</b>	<b>73</b>	<b>21</b>	<b>4</b>	<b>1,684</b>

**Marin County  
Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2009**



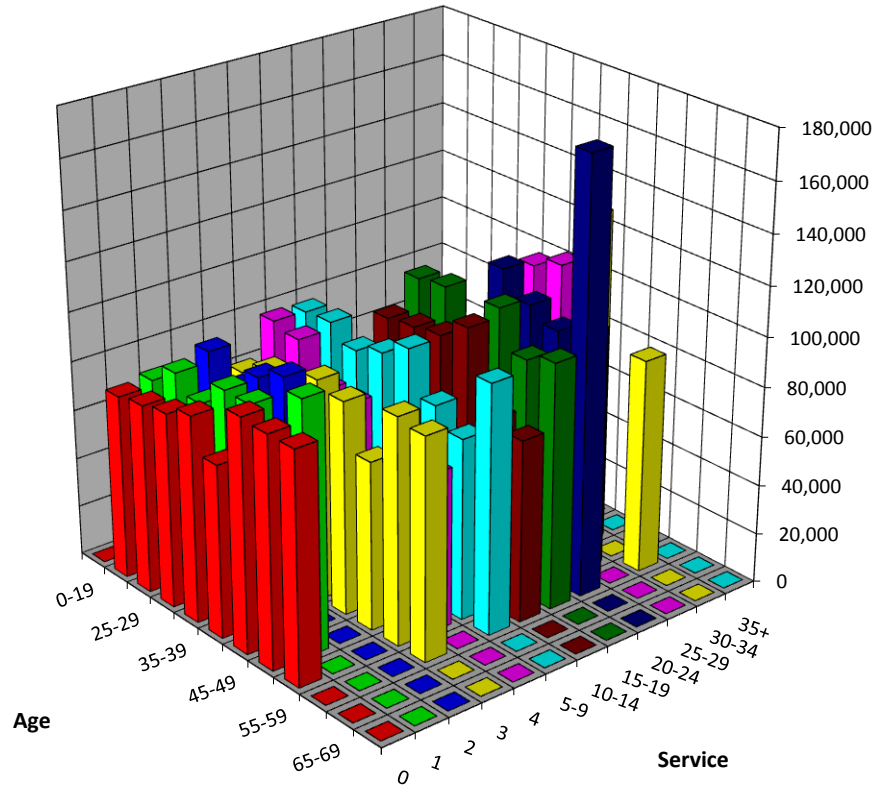
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	76,965	0	0	0	0	0	0	0	0	0	0	0	76,965
20-24	56,134	74,994	44,152	51,938	0	0	0	0	0	0	0	0	57,791
25-29	59,026	65,916	59,551	59,594	69,721	58,728	0	0	0	0	0	0	61,017
30-34	66,790	74,314	70,604	71,767	86,934	73,108	94,790	0	0	0	0	0	71,739
35-39	68,449	70,406	67,858	69,507	79,491	79,668	72,226	71,982	0	0	0	0	72,988
40-44	76,366	73,581	68,146	81,341	94,017	83,276	82,947	71,141	74,900	0	0	0	79,915
45-49	68,748	78,187	58,757	91,781	80,395	76,766	74,117	90,263	78,942	68,213	0	0	77,261
50-54	66,660	75,959	72,287	83,919	80,466	77,756	82,007	81,894	80,942	85,898	102,989	0	79,255
55-59	77,047	67,108	84,001	62,050	75,568	78,206	86,613	81,118	91,956	103,920	96,200	74,565	83,179
60-64	79,068	83,167	96,556	66,080	83,437	77,064	72,929	90,318	74,877	82,107	102,197	142,664	81,049
65-69	0	122,052	77,668	80,531	47,346	68,792	80,477	73,702	84,907	130,375	0	89,669	80,751
70+	0	0	0	0	0	51,381	55,803	54,275	69,396	65,055	157,643	0	66,096
Average	68,309	73,763	72,167	73,585	81,678	77,402	79,569	82,482	82,302	91,594	102,095	112,391	77,708

**Marin County  
Safety Active Members  
by Age and Service  
as of July 1, 2009**



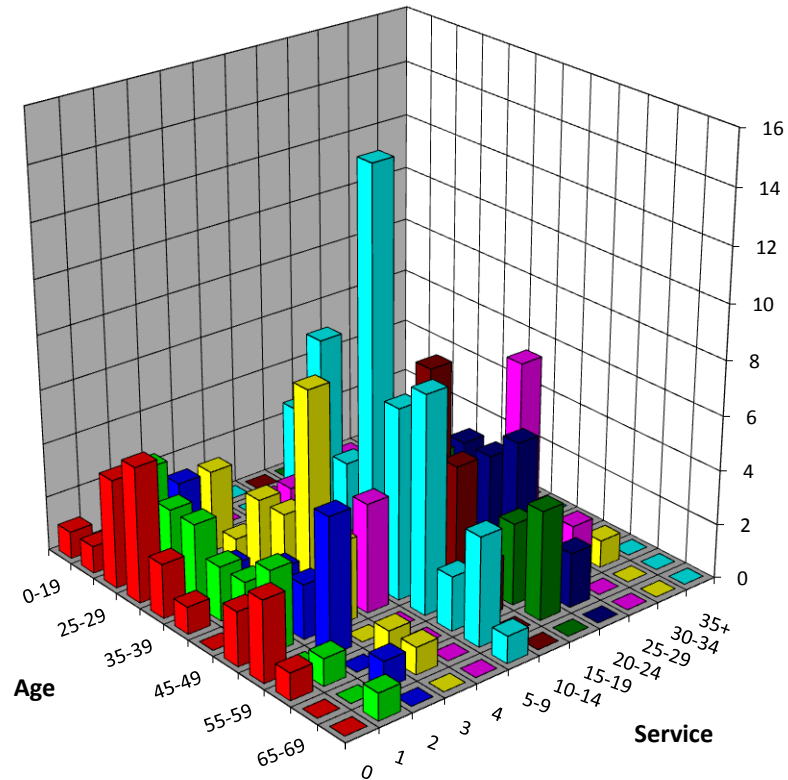
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	4	2	0	0	0	0	0	0	0	0	0	0	6
25-29	13	4	5	3	2	3	0	0	0	0	0	0	30
30-34	5	5	6	7	9	28	0	0	0	0	0	0	60
35-39	1	5	4	0	4	32	20	4	0	0	0	0	70
40-44	3	2	1	3	3	19	15	20	2	0	0	0	68
45-49	1	0	0	1	0	8	10	16	14	4	0	0	54
50-54	1	1	0	1	0	5	2	7	12	7	3	0	39
55-59	1	0	0	1	1	4	1	5	6	3	0	0	22
60-64	0	0	0	1	0	2	1	2	2	0	1	0	9
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>29</b>	<b>19</b>	<b>16</b>	<b>17</b>	<b>19</b>	<b>101</b>	<b>49</b>	<b>54</b>	<b>36</b>	<b>14</b>	<b>4</b>	<b>0</b>	<b>358</b>

**Marin County  
Safety Active Members  
Payroll by Age and Service  
as of July 1, 2009**



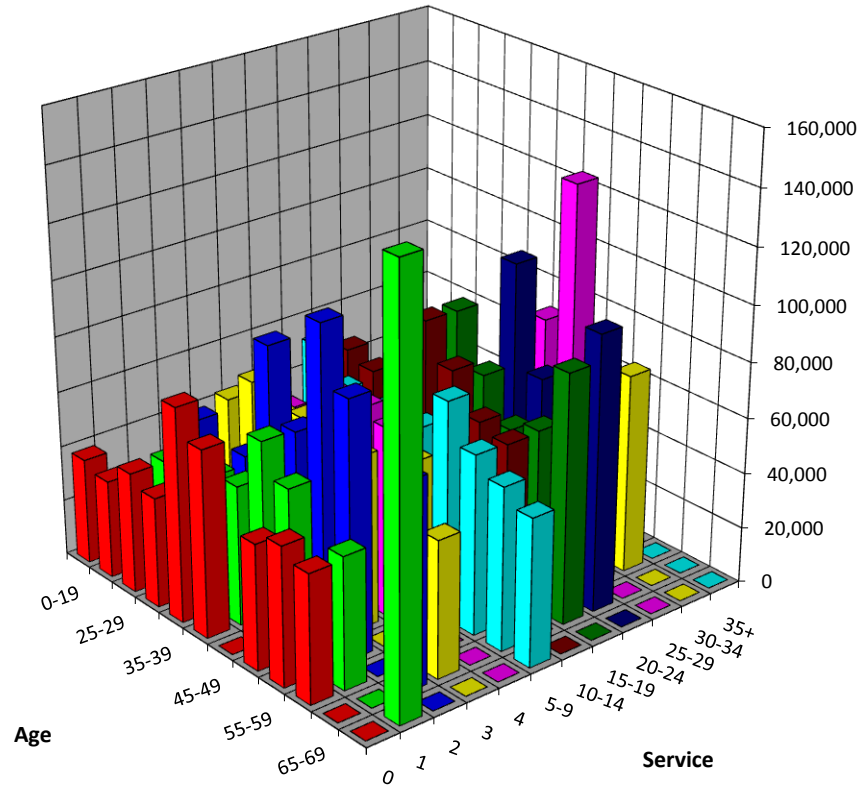
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	74,487	76,629	0	0	0	0	0	0	0	0	0	0	75,201
25-29	76,385	84,945	89,110	76,215	92,707	92,203	0	0	0	0	0	0	82,300
30-34	78,675	78,135	79,560	82,231	90,379	93,042	0	0	0	0	0	0	87,594
35-39	83,400	88,924	89,315	0	75,326	86,796	95,519	107,265	0	0	0	0	90,050
40-44	69,807	88,815	95,074	89,320	75,268	91,058	97,016	108,868	81,675	0	0	0	95,617
45-49	94,233	0	0	86,261	0	98,032	98,842	93,112	116,788	113,968	0	0	102,479
50-54	93,350	102,021	0	67,995	0	80,890	107,008	110,490	107,407	118,987	134,368	0	107,184
55-59	93,350	0	0	91,423	63,794	73,152	76,523	95,222	102,231	96,937	0	0	90,818
60-64	0	0	0	89,623	0	100,477	73,451	99,286	174,807	0	86,674	0	110,988
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	77,865	84,631	85,953	82,796	83,670	89,818	96,286	102,673	112,507	112,828	122,445	0	94,112

**Marin Special Districts  
Miscellaneous Active Members  
by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	1	0	0	0	0	0	0	0	0	0	0	0	1
20-24	1	0	0	0	0	0	0	0	0	0	0	0	1
25-29	4	4	3	3	0	0	0	0	0	0	0	0	14
30-34	5	3	0	1	2	5	1	0	0	0	0	0	17
35-39	2	3	1	3	3	8	2	0	0	0	0	0	22
40-44	1	2	1	3	2	4	3	2	1	0	0	0	19
45-49	0	2	2	8	2	15	2	4	4	0	0	0	39
50-54	2	3	2	3	4	7	8	1	4	7	0	0	41
55-59	3	0	5	0	0	8	5	1	5	1	0	0	28
60-64	1	1	0	1	0	2	2	3	1	2	1	0	14
65-69	0	0	1	1	0	4	0	4	2	0	0	0	12
70+	0	1	0	0	0	1	0	0	0	0	0	0	2
<b>Total</b>	<b>20</b>	<b>19</b>	<b>15</b>	<b>23</b>	<b>13</b>	<b>54</b>	<b>23</b>	<b>15</b>	<b>17</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>210</b>

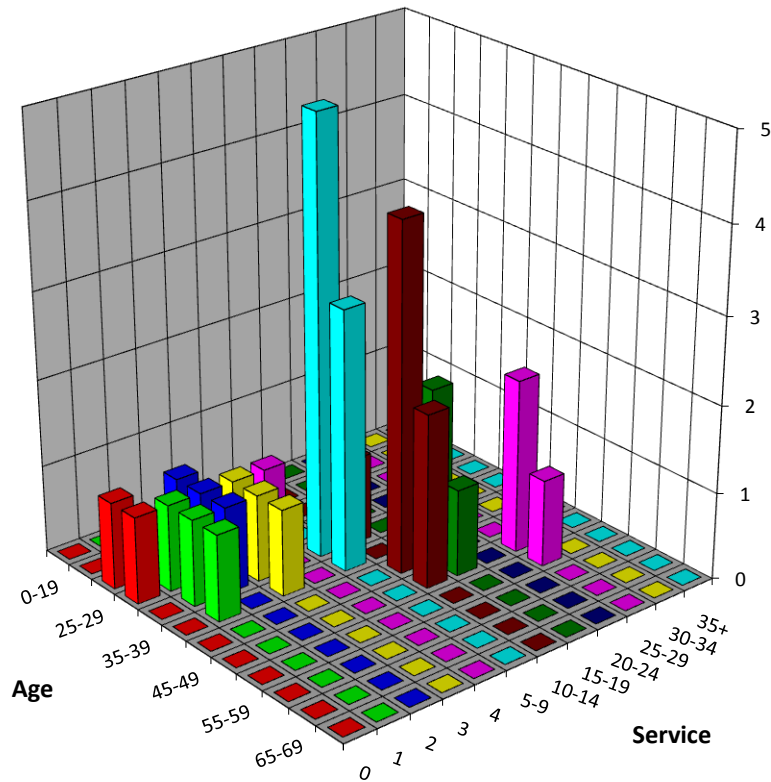
**Marin Special Districts  
Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	38,094	0	0	0	0	0	0	0	0	0	0	0	38,094
20-24	35,276	0	0	0	0	0	0	0	0	0	0	0	35,276
25-29	43,444	43,609	54,275	57,814	0	0	0	0	0	0	0	0	48,891
30-34	39,711	44,664	0	69,001	54,746	74,299	68,822	0	0	0	0	0	55,962
35-39	77,120	48,431	51,350	61,273	54,126	62,896	65,647	0	0	0	0	0	60,525
40-44	67,408	50,091	95,186	65,779	68,942	53,456	76,876	62,675	60,587	0	0	0	64,652
45-49	0	71,130	70,129	61,776	70,288	66,913	92,976	92,597	58,652	0	0	0	69,537
50-54	45,155	59,835	112,098	61,790	67,847	64,076	80,182	74,459	109,819	86,448	0	0	77,064
55-59	50,045	0	91,436	0	0	78,326	66,874	59,885	73,778	137,749	0	0	76,243
60-64	46,157	47,307	0	70,281	0	64,631	63,968	64,529	45,942	77,180	71,624	0	63,318
65-69	0	0	73,445	49,140	0	58,641	0	89,540	98,974	0	0	0	76,105
70+	0	154,216	0	0	0	53,177	0	0	0	0	0	0	103,697
Average	47,698	56,694	80,296	61,852	63,209	66,376	74,803	78,789	79,250	89,725	71,624	0	68,012

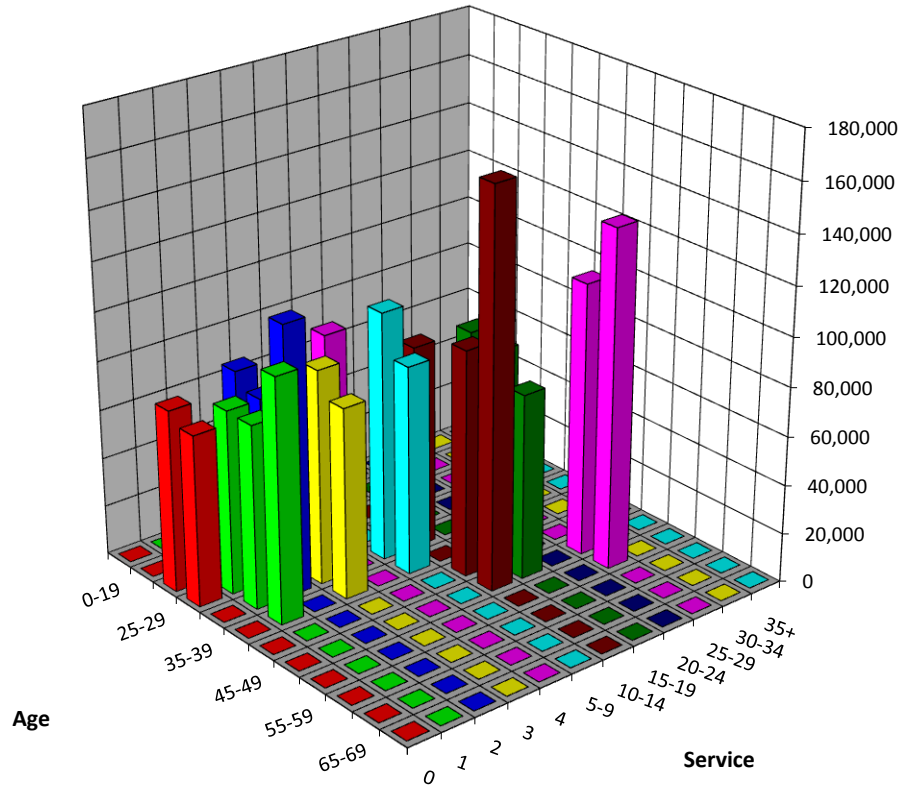


**Marin Special Districts  
Safety Active Members  
by Age and Service  
as of July 1, 2009**

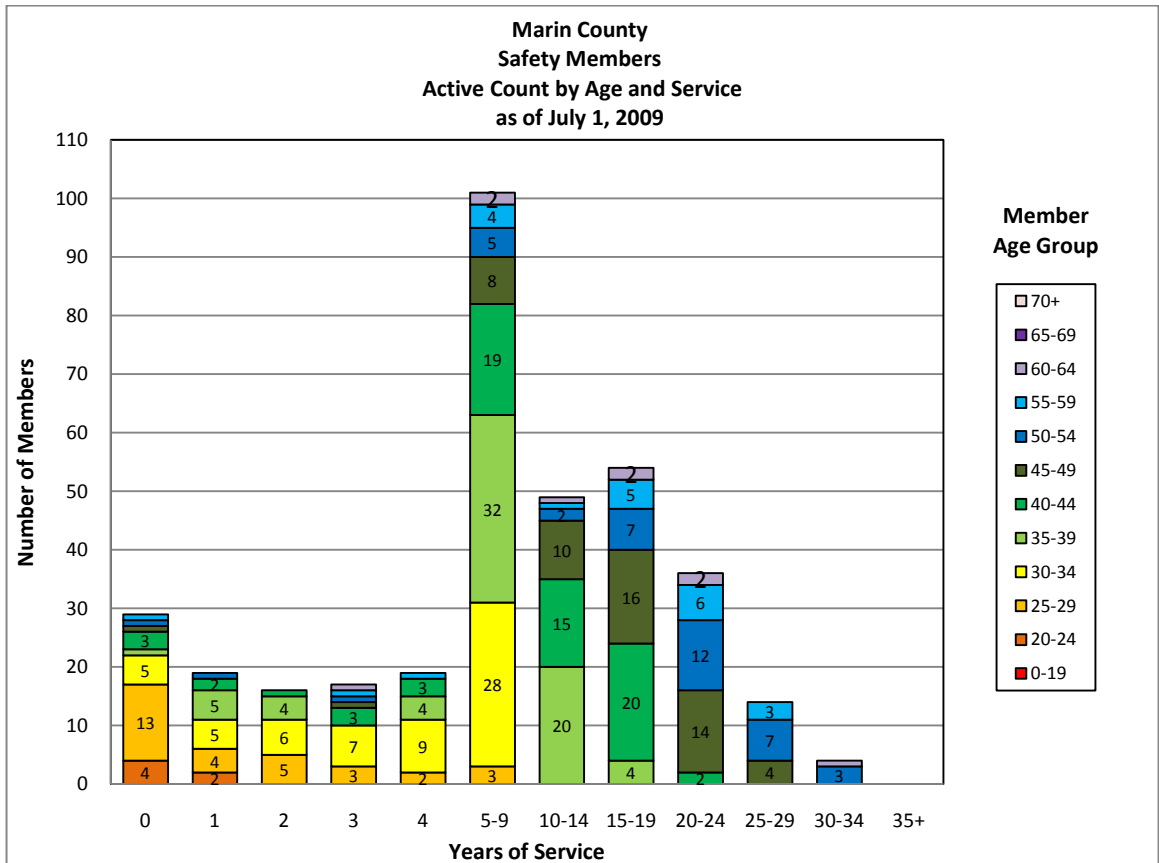
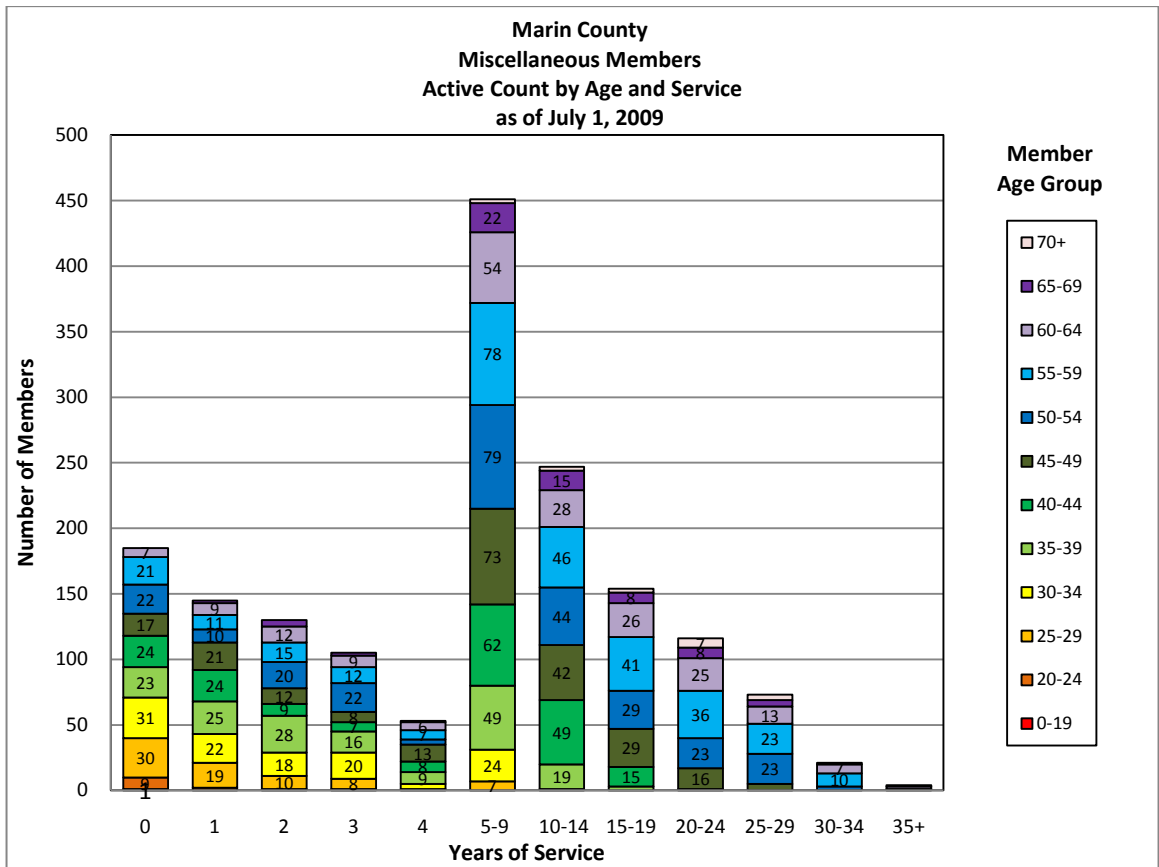


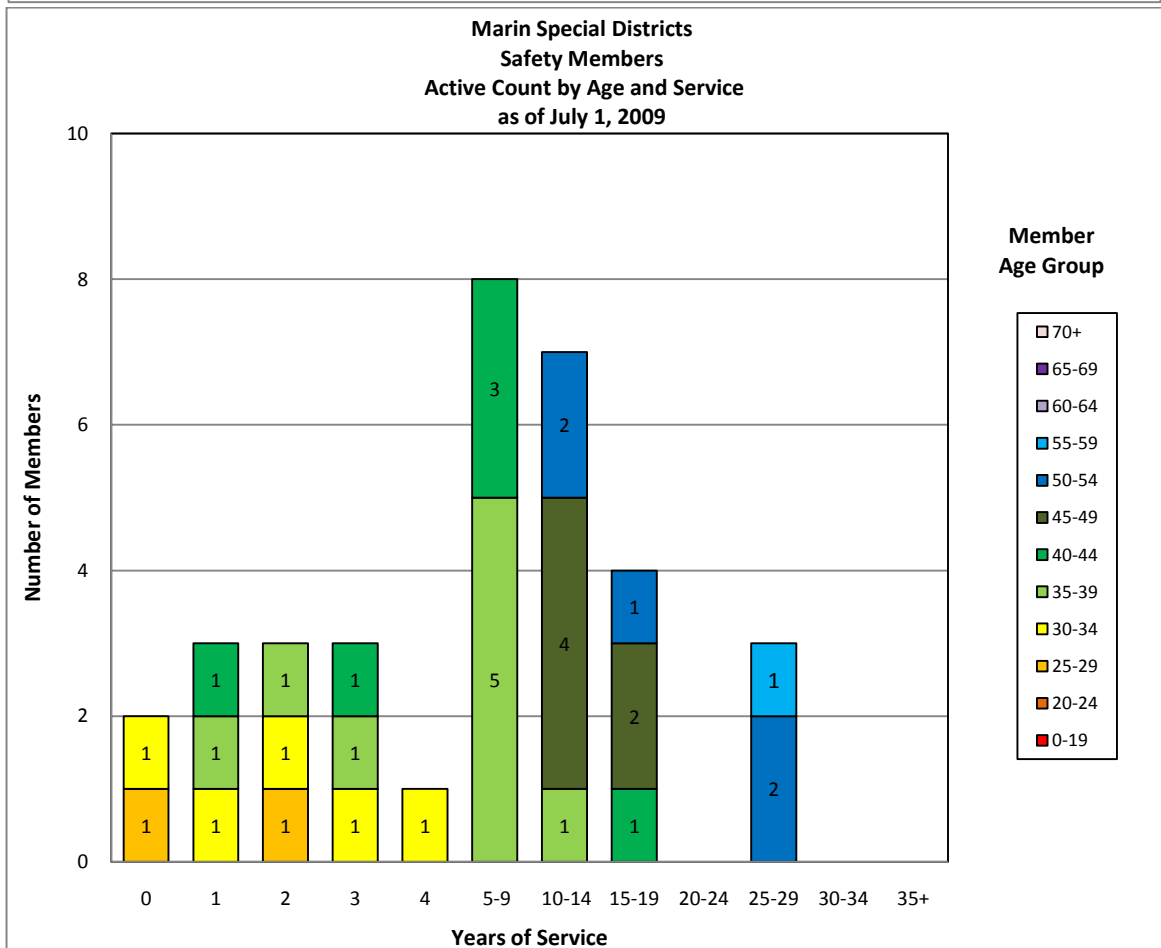
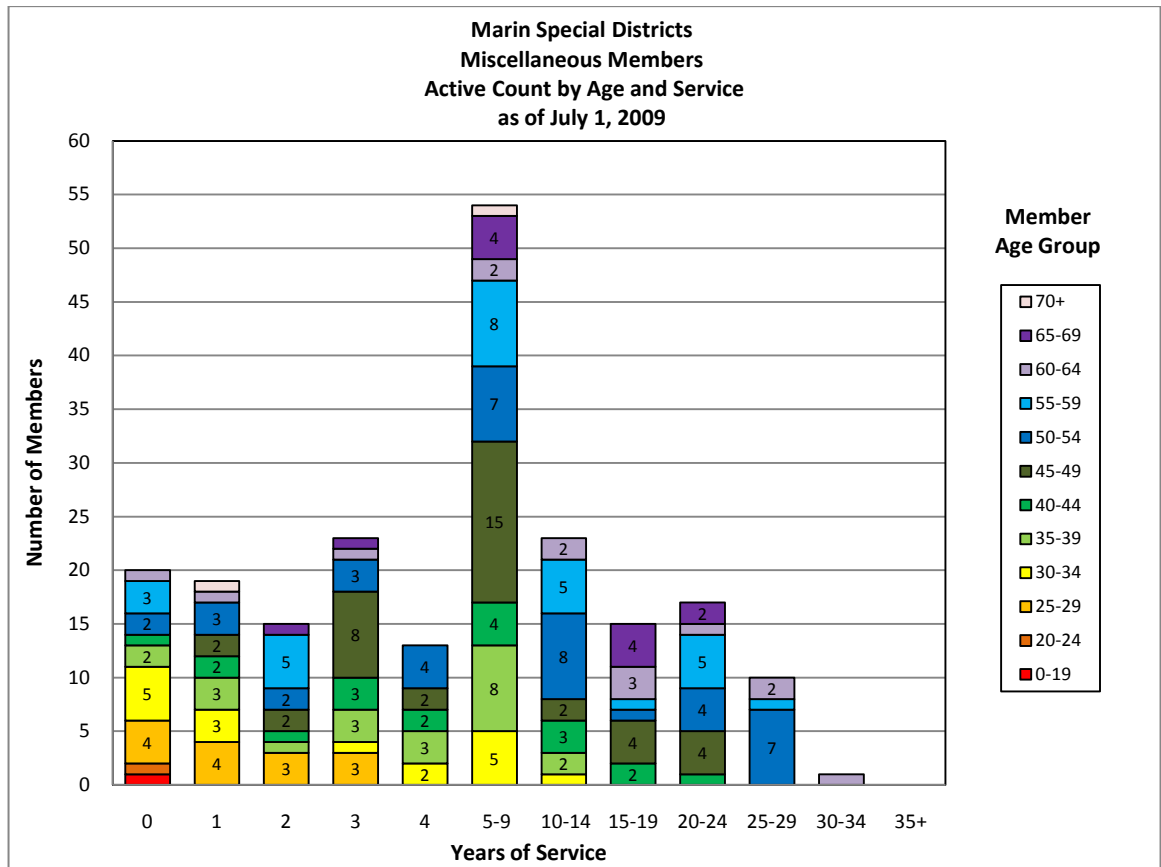
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	1	0	1	0	0	0	0	0	0	0	0	0	2
30-34	1	1	1	1	1	0	0	0	0	0	0	0	5
35-39	0	1	1	1	0	5	1	0	0	0	0	0	9
40-44	0	1	0	1	0	3	0	1	0	0	0	0	6
45-49	0	0	0	0	0	0	4	2	0	0	0	0	6
50-54	0	0	0	0	0	0	2	1	0	2	0	0	5
55-59	0	0	0	0	0	0	0	0	0	1	0	0	1
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	3	3	3	1	8	7	4	0	3	0	0	34

**Marin Special Districts  
Safety Active Members  
Payroll by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	74,314	0	81,103	0	0	0	0	0	0	0	0	0	77,709
30-34	69,982	75,222	75,275	80,326	92,001	0	0	0	0	0	0	0	78,561
35-39	0	75,010	110,170	87,686	0	101,798	83,461	0	0	0	0	0	96,146
40-44	0	99,597	0	77,969	0	85,374	0	90,537	0	0	0	0	87,371
45-49	0	0	0	0	0	0	92,755	87,994	0	0	0	0	91,168
50-54	0	0	0	0	0	0	161,951	75,745	0	111,543	0	0	124,547
55-59	0	0	0	0	0	0	0	0	0	138,343	0	0	138,343
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	72,148	83,276	88,849	81,994	92,001	95,639	111,198	85,568	0	120,476	0	0	95,466





### Changes in Plan Membership: Marin County Miscellaneous

	Actives	Active Inactives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	1,703	0	196	54	215	29	80	1,136	192	3,605
New Entrants	73	-	-	-	-	-	-	-	-	73
Rehires	2	-	(1)	-	-	-	-	-	-	1
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(38)	-	(6)	-	(8)	-	-	52	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(13)	-	(2)	-	15	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	(1)	-	(19)	20	0
Died, Without Beneficiary, and Other Terminations	(23)	-	(1)	24	-	-	-	(32)	-	( 32)
Transfers	(6)	-	10	-	(4)	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	(13)	( 13)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(14)	-	-	(13)	(5)	-	-	-	-	( 32)
Data Corrections	-	-	1	1	-	-	-	-	3	5
June 30, 2009	1,684	0	197	66	213	28	80	1,137	202	3,607

### Changes in Plan Membership: Marin County Safety

	Actives	Active Inactives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	369	0	52	4	20	3	86	147	45	726
New Entrants	12	-	-	-	-	-	-	-	-	12
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	(1)	-	-	-	-	-	1	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(12)	-	(2)	-	(2)	-	-	16	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(3)	-	-	-	3	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	(2)	2	0
Died, Without Beneficiary, and Other Terminations	(4)	-	-	4	-	-	-	(3)	-	( 3)
Transfers	1	-	1	-	(1)	-	-	-	-	1
Beneficiary Deaths	-	-	-	-	-	-	-	-	(4)	( 4)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(4)	-	-	(1)	(3)	-	-	-	-	( 8)
Data Corrections	-	-	-	-	-	-	-	1	-	1
June 30, 2009	358	0	51	7	17	3	87	159	43	725

### Changes in Plan Membership: Marin Special Districts Miscellaneous

	Actives	Active Inactives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	223	0	18	6	27	2	3	53	2	334
New Entrants	8	-	-	-	-	-	-	-	-	8
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(4)	-	-	-	(2)	-	-	6	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(2)	-	-	-	2	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	(10)	-	-	10	-	-	-	(1)	-	( 1)
Transfers	-	-	1	-	(1)	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(3)	-	(1)	-	-	-	-	-	-	( 4)
Data Corrections	(2)	-	-	-	-	-	-	-	-	( 2)
June 30, 2009	210	0	18	16	26	2	3	58	2	335

### Changes in Plan Membership: Marin Special Districts Safety

	Actives	Active Inactives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	34	0	10	1	2	0	15	17	6	85
New Entrants	1	-	-	-	-	-	-	-	-	1
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(1)	-	-	-	-	-	-	1	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	-	-	-	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	-	-	0
Transfers	-	-	-	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	(1)	( 1)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	-	-	-	-	-	-	0
Data Corrections	-	-	-	-	-	-	-	-	-	0
June 30, 2009	34	0	10	1	2	0	15	18	5	85



### Changes in Plan Membership: Marin County and Special Districts All Groups

	Actives	Active Inactives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	2,329	0	276	65	264	34	184	1,353	245	4,750
New Entrants	94	0	0	0	0	0	0	0	0	94
Rehires	2	0	(1)	0	0	0	0	0	0	1
Duty Disabilities	(1)	0	0	0	0	0	1	0	0	0
Ordinary Disabilities	0	0	0	0	0	0	0	0	0	0
Retirements	(55)	0	(8)	0	(12)	0	0	75	0	0
Retirements from Miscellaneous with Safety Service	0	0	0	0	0	0	0	0	0	0
Vested Terminations	(18)	0	(2)	0	20	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	0	0	0	0	0	(1)	0	(21)	22	0
Died, Without Beneficiary, and Other Terminations	(37)	0	(1)	38	0	0	0	(36)	0	( 36)
Transfers	(5)	0	12	0	(6)	0	0	0	0	1
Beneficiary Deaths	0	0	0	0	0	0	0	0	(18)	( 18)
Domestic Relations Orders	0	0	0	0	0	0	0	0	0	0
Withdrawals Paid	(21)	0	(1)	(14)	(8)	0	0	0	0	( 44)
Data Corrections	(2)	0	1	1	0	0	0	1	3	4
June 30, 2009	<b>2,286</b>	<b>0</b>	<b>276</b>	<b>90</b>	<b>258</b>	<b>33</b>	<b>185</b>	<b>1,372</b>	<b>252</b>	<b>4,752</b>

### Service Retired

Age	Marin County				Marin Special Districts				Total	
	Miscellaneous		Safety		Miscellaneous		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
35-39	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	3	\$40,162	0	\$0	2	\$30,206	5	\$36,180
50-54	32	\$12,345	33	\$52,459	3	\$22,572	5	\$83,680	73	\$35,785
55-59	70	\$22,117	30	\$69,868	10	\$41,676	6	\$65,974	116	\$38,421
60-64	200	\$34,014	40	\$58,912	17	\$30,660	2	\$62,960	259	\$37,863
65-69	240	\$35,345	28	\$72,825	16	\$29,193	2	\$102,501	286	\$39,140
70-74	195	\$29,487	16	\$48,376	9	\$34,767	0	\$0	220	\$31,077
75-79	155	\$28,698	8	\$40,146	1	\$33,476	0	\$0	164	\$29,286
80-84	124	\$21,604	1	\$51,286	1	\$16,822	1	\$6,418	127	\$21,680
85-89	84	\$21,749	0	\$0	0	\$0	0	\$0	84	\$21,749
90-94	30	\$21,222	0	\$0	1	\$33,657	0	\$0	31	\$21,623
95+	7	\$22,248	0	\$0	0	\$0	0	\$0	7	\$22,248
<b>All Ages</b>	<b>1,137</b>	<b>\$28,782</b>	<b>159</b>	<b>\$59,684</b>	<b>58</b>	<b>\$32,235</b>	<b>18</b>	<b>\$67,333</b>	<b>1,372</b>	<b>\$33,015</b>

### Duty Disabled

Age	Marin County				Marin Special Districts				Total	
	Miscellaneous		Safety		Miscellaneous		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
25-29	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
30-34	0	\$0	2	\$ 35,781	0	\$0	0	\$0	2	\$35,781
35-39	2	\$ 27,292	0	\$0	0	\$0	1	\$ 37,044	3	\$30,543
40-44	2	\$ 29,018	9	\$ 32,097	0	\$0	1	\$ 46,995	12	\$32,825
45-49	8	\$ 27,224	17	\$ 32,114	0	\$0	0	\$0	25	\$30,549
50-54	4	\$ 27,405	8	\$ 38,960	0	\$0	2	\$ 21,436	14	\$33,155
55-59	24	\$ 29,764	13	\$ 41,603	1	\$ 41,378	3	\$ 21,827	41	\$33,220
60-64	13	\$ 33,711	11	\$ 44,453	1	\$ 29,950	4	\$ 51,051	29	\$40,048
65-69	9	\$ 24,801	12	\$ 47,117	1	\$ 3,571	4	\$ 33,024	26	\$35,549
70-74	12	\$ 46,291	5	\$ 31,003	0	\$0	0	\$0	17	\$41,795
75-79	5	\$ 18,039	6	\$ 33,587	0	\$0	0	\$0	11	\$26,520
80-84	1	\$ 25,602	4	\$ 35,187	0	\$0	0	\$0	5	\$33,270
85-89	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
90-94	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>80</b>	<b>\$ 31,089</b>	<b>87</b>	<b>\$ 38,052</b>	<b>3</b>	<b>\$24,966</b>	<b>15</b>	<b>\$35,246</b>	<b>185</b>	<b>\$34,601</b>

### Ordinary Disabled

Age	Marin County				Marin Special Districts				Total	
	Miscellaneous		Safety		Miscellaneous		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
35-39	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	2	\$26,196	0	\$0	0	\$0	2	\$26,196
50-54	3	\$17,819	0	\$0	0	\$0	0	\$0	3	\$17,819
55-59	3	\$19,053	0	\$0	0	\$0	0	\$0	3	\$19,053
60-64	6	\$16,692	1	\$19,994	1	\$11,815	0	\$0	8	\$16,495
65-69	8	\$18,161	0	\$0	0	\$0	0	\$0	8	\$18,161
70-74	1	\$16,296	0	\$0	0	\$0	0	\$0	1	\$16,296
75-79	2	\$7,374	0	\$0	0	\$0	0	\$0	2	\$7,374
80-84	2	\$25,081	0	\$0	0	\$0	0	\$0	2	\$25,081
85-89	3	\$10,642	0	\$0	0	\$0	0	\$0	3	\$10,642
90-94	0	\$0	0	\$0	1	\$32,463	0	\$0	1	\$32,463
95+	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
All Ages	28	\$16,757	3	\$24,129	2	\$22,139	0	\$0	33	\$17,753

### Surviving Beneficiaries (all benefit types)

Age	Marin County				Marin Special Districts				Total	
	Miscellaneous		Safety		Miscellaneous		Safety		Number	Annual Average Benefit
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit		
0-24	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
25-29	0	\$0	1	\$ 24,184	0	\$0	0	\$0	1	\$24,184
30-34	2	\$ 6,184	0	\$0	0	\$0	0	\$0	2	\$6,184
35-39	1	\$ 4,578	0	\$0	0	\$0	0	\$0	1	\$4,578
40-44	0	\$0	1	\$ 39,276	0	\$0	1	\$ 25,582	2	\$32,429
45-49	3	\$ 16,601	3	\$ 42,705	0	\$0	0	\$0	6	\$29,653
50-54	10	\$ 21,098	0	\$0	1	\$ 11,536	1	\$ 49,657	12	\$22,681
55-59	11	\$ 20,643	4	\$ 44,397	0	\$0	0	\$0	15	\$26,977
60-64	25	\$ 26,258	3	\$ 45,200	1	\$ 10,059	0	\$0	29	\$27,659
65-69	15	\$ 18,380	8	\$ 25,593	0	\$0	1	\$ 41,718	24	\$21,757
70-74	21	\$ 24,151	4	\$ 30,484	0	\$0	1	\$ 26,754	26	\$25,225
75-79	32	\$ 17,890	6	\$ 37,451	0	\$0	0	\$0	38	\$20,979
80-84	35	\$ 15,439	6	\$ 27,559	0	\$0	0	\$0	41	\$17,213
85-89	29	\$ 17,920	4	\$ 28,468	0	\$0	1	\$ 42,636	41	\$16,492
90-94	16	\$ 16,760	3	\$ 18,068	0	\$0	0	\$0	34	\$9,481
95+	2	\$0	0	\$0	0	\$0	0	\$0	2	\$ 0
All Ages	202	\$19,117	43	\$32,316	2	\$10,797	5	\$37,269	252	\$21,663

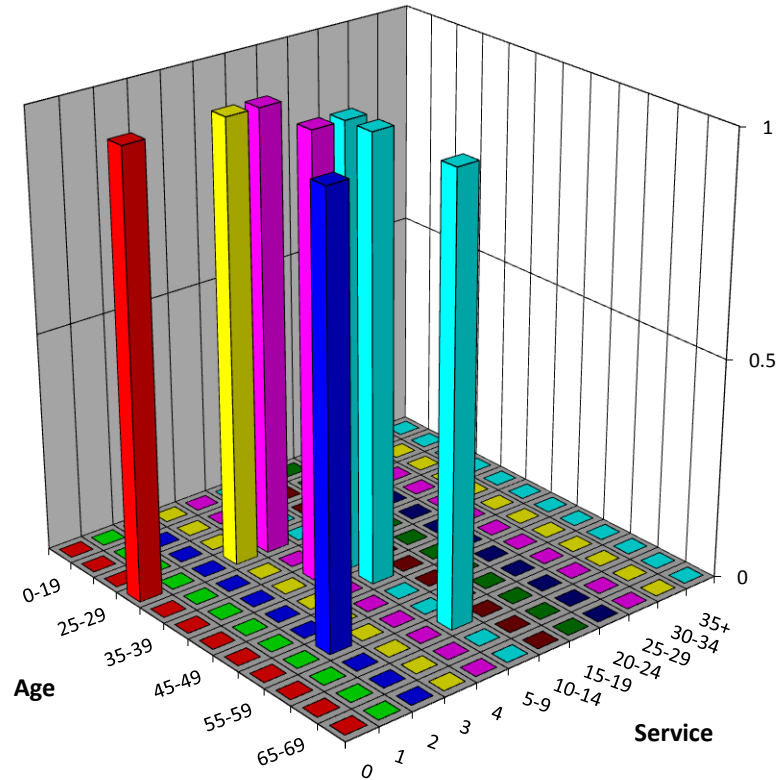
## Benefit Form Elections: Marin County and Special Districts

	Marin County		Marin Special Districts		Total
	<u>Misc</u>	<u>Safety</u>	<u>Misc</u>	<u>Safety</u>	
<b>Service Retired</b>					
Unmodified (No Continuance)	431	41	29	6	507
Unmodified (60% to Spouse)	631	104	25	10	770
Option #1 (Cash Refund)	46	4	4	0	54
Option #2 (100% Continuance)	25	8	0	1	34
Option #3 (50% Continuance)	3	2	0	1	6
Continuance to 18	1	0	0	0	1
<b>Total Service Retired</b>	<b>1,137</b>	<b>159</b>	<b>58</b>	<b>18</b>	<b>1,372</b>
<b>Ordinary Disability</b>					
Unmodified (No Continuance)	12	0	2	0	14
Unmodified (60% to Spouse)	13	3	0	0	16
Option #1 (Cash Refund)	2	0	0	0	2
Option #2 (100% Continuance)	1	0	0	0	1
Option #3 (50% Continuance)	0	0	0	0	0
<b>Total Ordinary Disability</b>	<b>28</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>33</b>
<b>Duty Disability</b>					
Unmodified (No Continuance)	39	27	0	5	71
Unmodified (60% to Spouse)	39	57	2	10	108
Option #1 (Cash Refund)	1	2	1	0	4
Option #2 (100% Continuance)	1	0	0	0	1
Option #3 (50% Continuance)	0	1	0	0	1
<b>Total Duty Disability</b>	<b>80</b>	<b>87</b>	<b>3</b>	<b>15</b>	<b>185</b>
<b>Total</b>	<b>1,245</b>	<b>249</b>	<b>63</b>	<b>33</b>	<b>1,590</b>

## 5.2: Participant Data as of June 30, 2009: Novato Fire Protection District

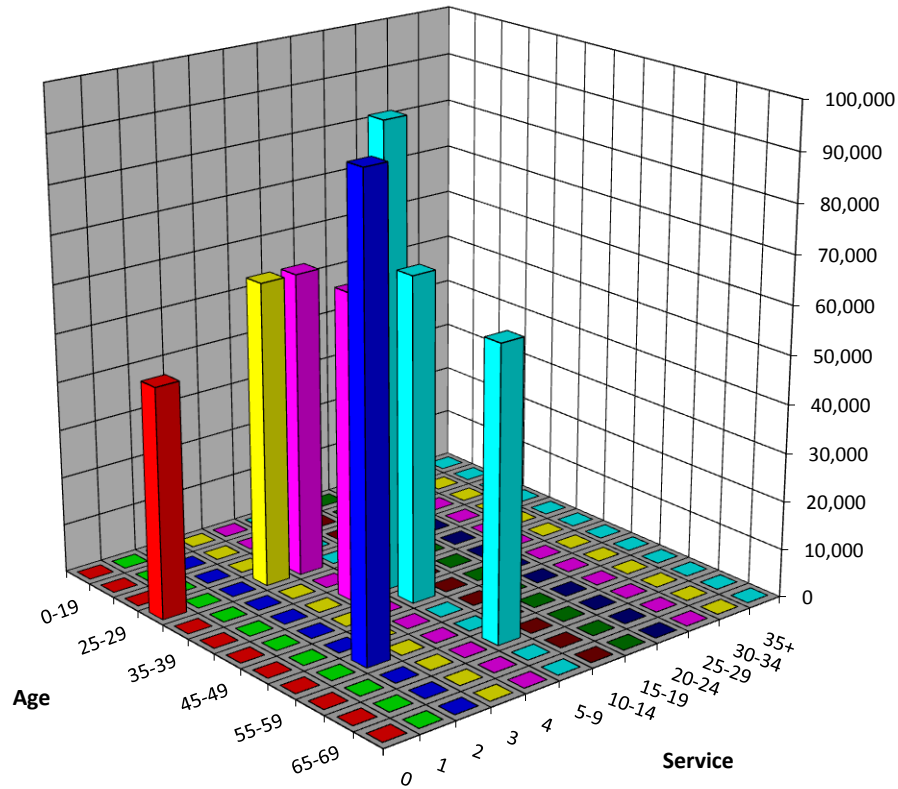
	Miscellaneous		Safety		Total	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>						
Number	9	8	78	77	87	85
Average Age	44.11	43.54	39.39	40.53	39.87	40.81
Average Service	4.61	5.58	10.11	11.23	9.54	10.70
Average Pay	\$72,427	\$69,284	\$107,209	\$112,795	\$ 103,611	\$ 108,700
<b>Service Retired</b>						
Number	2	2	48	48	50	50
Average Age	67.85	68.85	62.33	63.33	62.55	63.55
Average Annual Total Benefit	\$49,401	\$50,883	\$78,578	\$80,945	\$ 77,411	\$ 79,743
<b>Beneficiaries</b>						
Number	0	0	7	8	7	8
Average Age	0.00	0.00	59.99	61.05	59.99	61.05
Average Annual Total Benefit	\$0	\$0	\$34,160	\$35,908	\$ 34,160	\$ 35,908
<b>Duty Disabled</b>						
Number	0	0	27	26	27	26
Average Age	0.00	0.00	61.68	62.76	61.68	62.76
Average Annual Total Benefit	\$0	\$0	\$45,345	\$46,970	\$ 45,345	\$ 46,970
<b>Ordinary Disabled</b>						
Number	0	0	0	0	0	0
Average Age	0.00	0.00	0.00	0.00	0.00	0.00
Average Annual Total Benefit	\$0	\$0	\$0	\$0	\$ 0	\$ 0
<b>Total In Pay</b>						
Number	2	2	82	82	84	84
Average Age	67.85	68.85	61.92	62.93	62.06	63.07
Average Annual Total Benefit	\$ 49,401	\$ 50,883	\$ 63,844	\$ 65,779	\$ 63,500	\$ 65,424
<b>Terminated Vested</b>						
Number	1	2	6	6	7	8
Average Age	49.56	54.12	36.14	37.14	38.05	41.38
Average Service	6.23	5.73	2.43	2.43	2.98	3.26
<b>Transfers</b>						
Number	2	2	8	8	10	10
Average Age	46.08	47.08	37.63	38.63	39.32	40.32
Average Service	3.80	3.80	4.40	4.40	4.28	4.28
<b>Total Inactive</b>						
Number	3	4	14	14	17	18
Average Age	47.24	50.60	36.99	37.99	38.80	40.79
Average Service	4.61	4.77	3.56	3.56	3.74	3.83

**Miscellaneous Active Members  
by Age and Service  
as of July 1, 2009**



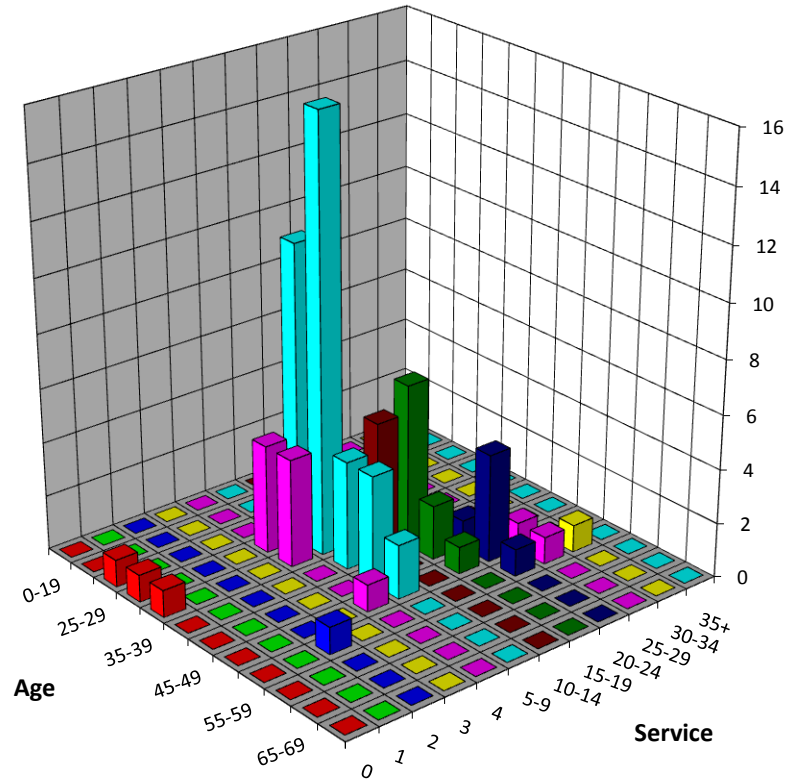
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	1	0	0	1	1	0	0	0	0	0	0	0	3
35-39	0	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	1	1	0	0	0	0	0	0	2
45-49	0	0	0	0	0	1	0	0	0	0	0	0	1
50-54	0	0	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	1	0	0	0	0	0	0	0	0	0	1
60-64	0	0	0	0	0	1	0	0	0	0	0	0	1
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>

**Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	47,507	0	0	62,630	62,630	0	0	0	0	0	0	0	57,589
35-39	0	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	63,137	95,135	0	0	0	0	0	0	79,136
45-49	0	0	0	0	0	66,900	0	0	0	0	0	0	66,900
50-54	0	0	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	96,043	0	0	0	0	0	0	0	0	0	96,043
60-64	0	0	0	0	0	60,290	0	0	0	0	0	0	60,290
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	47,507	0	96,043	62,630	62,884	74,108	0	0	0	0	0	0	69,284

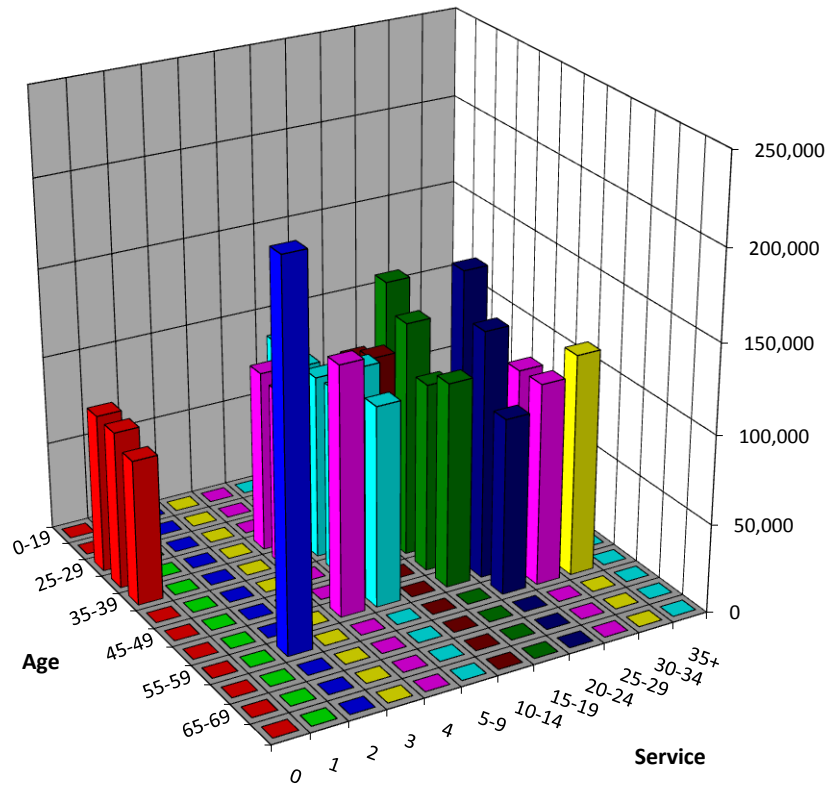
**Safety Active Members  
by Age and Service  
as of July 1, 2009**



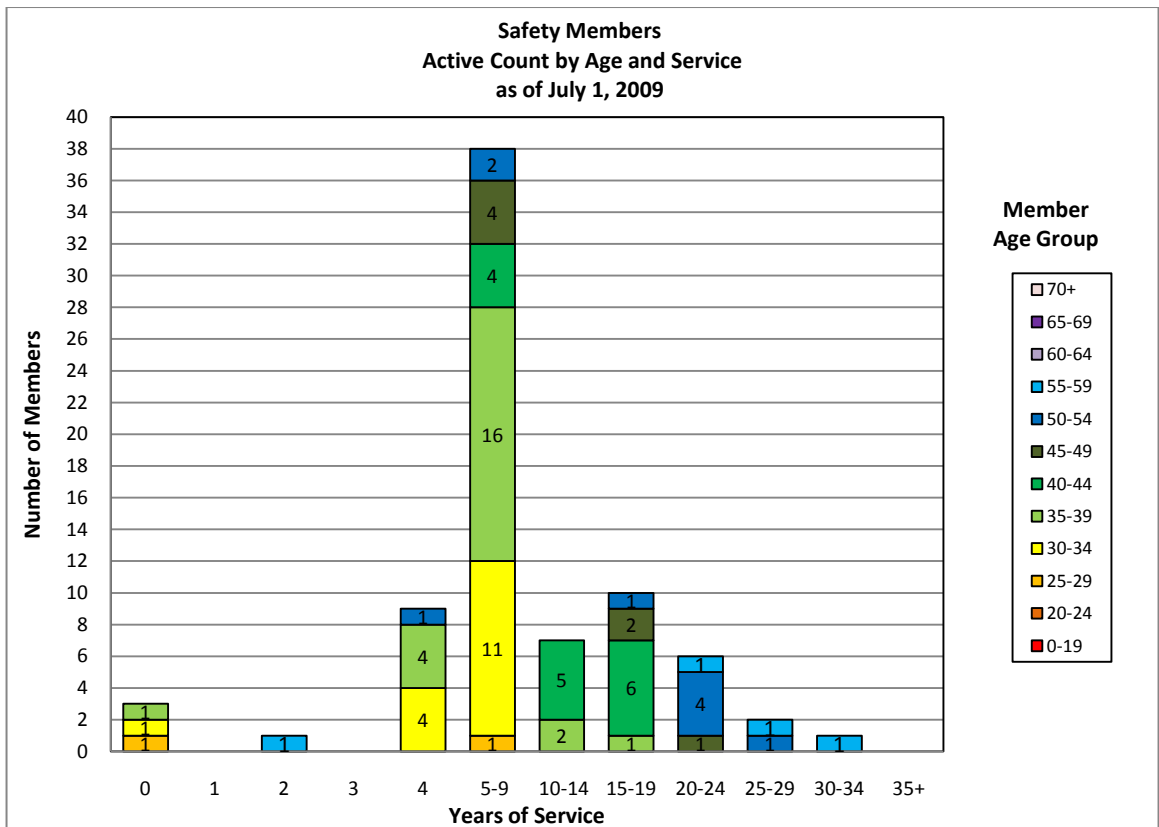
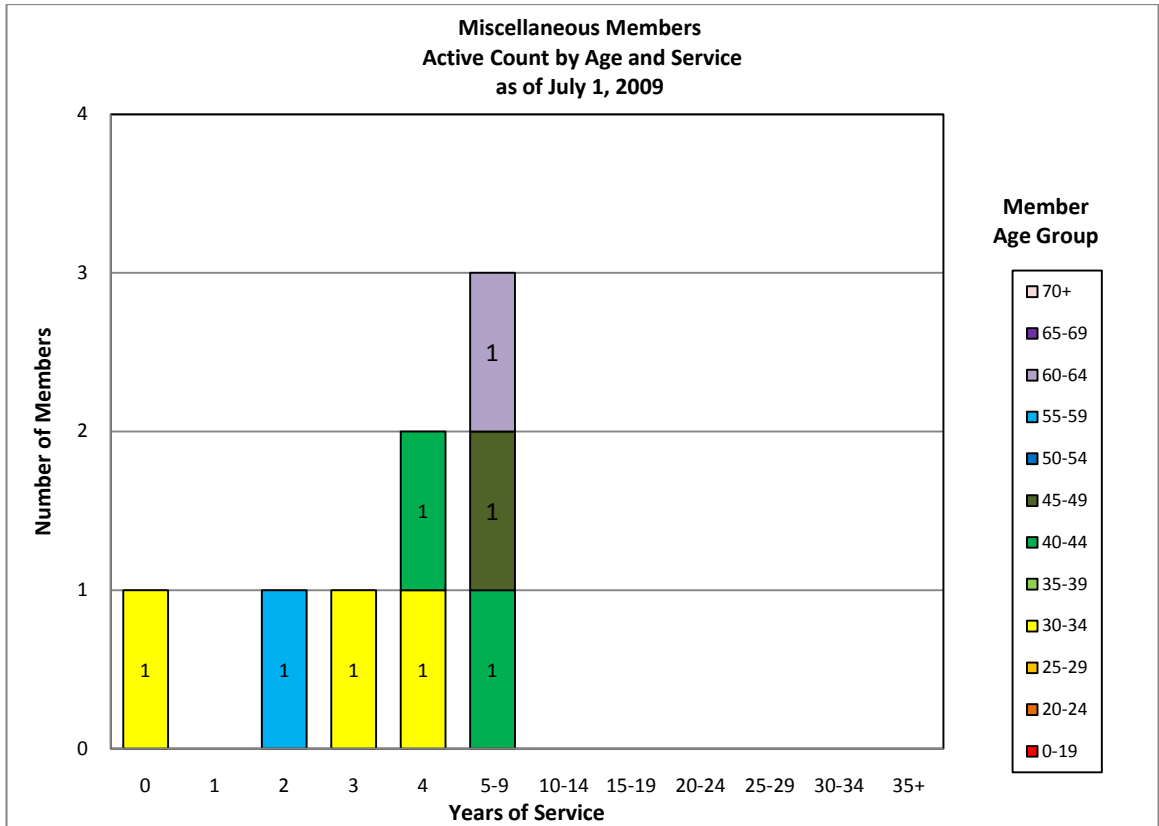
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	1	0	0	0	0	1	0	0	0	0	0	0	2
30-34	1	0	0	0	4	11	0	0	0	0	0	0	16
35-39	1	0	0	0	4	16	2	1	0	0	0	0	24
40-44	0	0	0	0	0	4	5	6	0	0	0	0	15
45-49	0	0	0	0	0	4	0	2	1	0	0	0	7
50-54	0	0	0	0	1	2	0	1	4	1	0	0	9
55-59	0	0	1	0	0	0	0	0	1	1	1	0	4
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>38</b>	<b>7</b>	<b>10</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>77</b>



**Safety Active Members  
Payroll by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	89,184	0	0	0	0	106,304	0	0	0	0	0	0	97,744
30-34	88,634	0	0	0	102,155	100,860	0	0	0	0	0	0	100,420
35-39	81,823	0	0	0	99,492	103,353	108,719	147,375	0	0	0	0	104,094
40-44	0	0	0	0	0	104,422	117,635	132,333	0	0	0	0	119,991
45-49	0	0	0	0	0	125,396	0	106,302	164,706	0	0	0	125,556
50-54	0	0	0	0	140,392	113,001	0	115,594	139,504	113,063	0	0	128,119
55-59	0	0	214,540	0	0	0	0	0	99,480	113,885	125,061	0	138,242
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	86,547	0	214,540	0	105,220	105,650	115,088	126,957	137,034	113,474	125,061	0	112,795



### Changes in Plan Membership: Novato Fire Protection District Miscellaneous

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	9	2	1	1	0	0	2	0	15
New Entrants	-	-	-	-	-	-	-	-	0
Rehires	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	-	-	-	-	-	-	-	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	0
Vested Terminations	(1)	-	-	1	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	-	0
Transfers	-	-	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	-	-	-	-	-	0
Data Corrections	-	-	-	-	-	-	-	-	0
June 30, 2009	8	2	1	2	0	0	2	0	15

### Changes in Plan Membership: Novato Fire Protection District Safety

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	78	8	2	6	0	27	48	7	176
New Entrants	-	-	-	-	-	-	-	-	0
Rehires	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	-	-	-	-	-	-	-	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	-	-	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	(1)	-	1	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	-	0
Transfers	-	-	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(1)	-	(1)	-	-	-	-	-	( 2)
Data Corrections	-	-	-	-	-	-	-	-	0
June 30, 2009	77	8	1	6	0	26	48	8	174

### Changes in Plan Membership: Novato Fire Protection District All Groups

	Actives	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	87	10	3	7	0	27	50	7	191
New Entrants	0	0	0	0	0	0	0	0	0
Rehires	0	0	0	0	0	0	0	0	0
Duty Disabilities	0	0	0	0	0	0	0	0	0
Ordinary Disabilities	0	0	0	0	0	0	0	0	0
Retirements	0	0	0	0	0	0	0	0	0
Retirements from Miscellaneous with Safety Service	0	0	0	0	0	0	0	0	0
Vested Terminations	(1)	0	0	1	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	0	0	0	0	0	(1)	0	1	0
Died, Without Beneficiary, and Other Terminations	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0
Beneficiary Deaths	0	0	0	0	0	0	0	0	0
Domestic Relations Orders	0	0	0	0	0	0	0	0	0
Withdrawals Paid	(1)	0	(1)	0	0	0	0	0	( 2)
Data Corrections	0	0	0	0	0	0	0	0	0
June 30, 2009	85	10	2	8	0	26	50	8	189

### Service Retired

Age	General		Safety		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
35-39	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	0	\$0	0	\$ 0
50-54	0	\$0	3	\$94,991	3	\$94,991
55-59	0	\$0	12	\$82,717	12	\$82,717
60-64	0	\$0	12	\$82,245	12	\$82,245
65-69	1	\$85,580	16	\$84,339	17	\$84,412
70-74	1	\$16,185	4	\$55,587	5	\$47,707
75-79	0	\$0	0	\$0	0	\$ 0
80-84	0	\$0	0	\$0	0	\$ 0
85-89	0	\$0	1	\$49,094	1	\$49,094
90-94	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>2</b>	<b>\$50,883</b>	<b>48</b>	<b>\$80,945</b>	<b>50</b>	<b>\$79,743</b>

### Duty Disabled

Age	General		Safety		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
30-34	0	\$0	0	\$0	0	\$ 0
35-39	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	0	\$0	0	\$ 0
50-54	0	\$0	2	\$ 39,395	2	\$39,395
55-59	0	\$0	1	\$ 37,566	1	\$37,566
60-64	0	\$0	6	\$ 42,346	6	\$42,346
65-69	0	\$0	5	\$ 62,243	5	\$62,243
70-74	0	\$0	9	\$ 43,891	9	\$43,891
75-79	0	\$0	3	\$ 48,186	3	\$48,186
80-84	0	\$0	0	\$0	0	\$ 0
85-89	0	\$0	0	\$0	0	\$ 0
90-94	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>0</b>	<b>\$0</b>	<b>26</b>	<b>\$46,970</b>	<b>26</b>	<b>\$46,970</b>

### Ordinary Disabled

Age	General		Safety		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
35-39	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	0	\$0	0	\$ 0
50-54	0	\$0	0	\$0	0	\$ 0
55-59	0	\$0	0	\$0	0	\$ 0
60-64	0	\$0	0	\$0	0	\$ 0
65-69	0	\$0	0	\$0	0	\$ 0
70-74	0	\$0	0	\$0	0	\$ 0
75-79	0	\$0	0	\$0	0	\$ 0
80-84	0	\$0	0	\$0	0	\$ 0
85-89	0	\$0	0	\$0	0	\$ 0
90-94	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$ 0</b>

### Surviving Beneficiaries (all benefit types)

Age	General		Safety		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
0-24	0	\$0	0	\$0	0	\$ 0
25-29	0	\$0	0	\$0	0	\$ 0
30-34	0	\$0	0	\$0	0	\$ 0
35-39	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	1	\$ 62,205	1	\$62,205
45-49	0	\$0	1	\$ 21,234	1	\$21,234
50-54	0	\$0	0	\$0	0	\$ 0
55-59	0	\$0	2	\$ 31,532	2	\$31,532
60-64	0	\$0	2	\$ 39,363	2	\$39,363
65-69	0	\$0	0	\$0	0	\$ 0
70-74	0	\$0	0	\$0	0	\$ 0
75-79	0	\$0	1	\$ 23,454	1	\$23,454
80-84	0	\$0	1	\$ 38,579	1	\$38,579
85-89	0	\$0	0	\$0	0	\$ 0
90-94	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>0</b>	<b>\$0</b>	<b>8</b>	<b>\$35,908</b>	<b>8</b>	<b>\$35,908</b>

### Benefit Form Elections: Novato Fire Protection District

	Miscellaneous	Safety	Total
<b>Service Retired</b>			
Unmodified (No Continuance)	1	7	8
Unmodified (60% to Spouse)	1	40	41
Option #1 (Cash Refund)	0	0	0
Option #2 (100% Continuance)	0	1	1
Option #3 (50% Continuance)	0	0	0
<b>Total Service Retired</b>	<b>2</b>	<b>48</b>	<b>50</b>
<b>Ordinary Disability</b>			
Unmodified (No Continuance)	0	0	0
Unmodified (60% to Spouse)	0	0	0
Option #1 (Cash Refund)	0	0	0
Option #2 (100% Continuance)	0	0	0
Option #3 (50% Continuance)	0	0	0
<b>Total Ordinary Disability</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Duty Disability</b>			
Unmodified (No Continuance)	0	5	5
Unmodified (60% to Spouse)	0	21	21
Option #1 (Cash Refund)	0	0	0
Option #2 (100% Continuance)	0	0	0
Option #3 (50% Continuance)	0	0	0
<b>Total Duty Disability</b>	<b>0</b>	<b>26</b>	<b>26</b>
<b>Total</b>	<b>2</b>	<b>74</b>	<b>76</b>

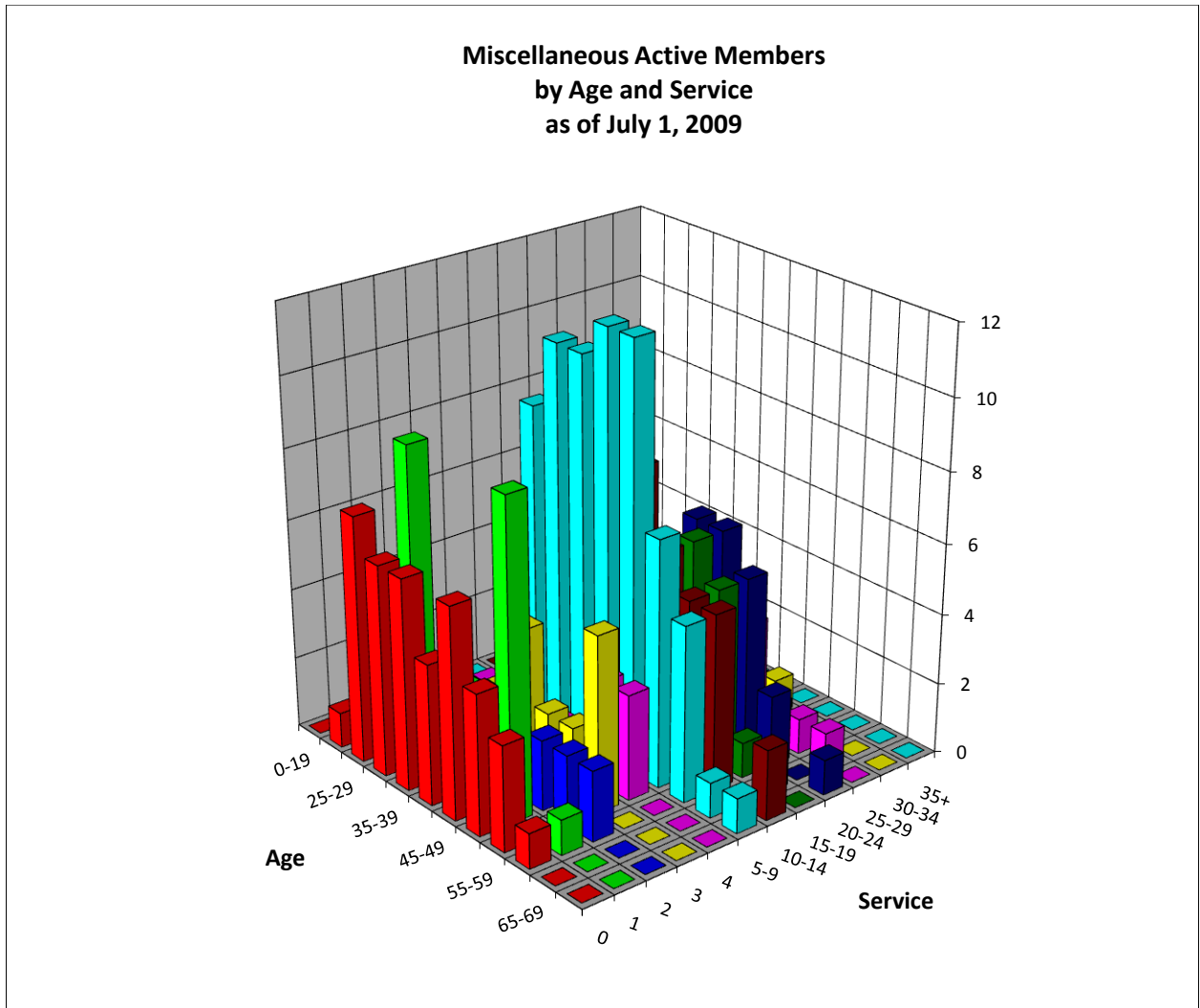


### 5.3: Participant Data as of June 30, 2009: City of San Rafael

	Miscellaneous		Redevelopment		Total Miscellaneous		Police		Fire		Total Safety		All Members	
	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09	6/30/08	6/30/09
<b>Active Participants</b>														
Number	259	254	5	5	264	259	73	72	65	61	138	133	402	392
Average Age	46.75	47.22	52.00	53.00	46.85	47.33	40.23	40.16	45.46	46.01	42.69	42.84	45.42	45.81
Average Service	9.40	9.72	10.85	11.85	9.43	9.76	11.57	11.51	16.70	17.36	13.98	14.19	10.99	11.26
Average Pay*	\$67,850	\$69,528	\$106,313	\$111,490	\$68,578	\$70,338	\$105,598	\$110,098	\$107,538	\$113,173	\$ 106,512	\$ 111,508	\$81,600	\$84,306
<b>Service Retired</b>														
Number	153	159	3	2	156	161	18	24	93	94	111	118	267	279
Average Age	69.18	68.89	74.71	73.09	69.29	68.94	55.34	55.63	65.87	66.62	64.16	64.38	67.16	67.01
Average Total Benefit*	\$25,843	\$27,920	\$10,647	\$11,253	\$25,551	\$27,713	\$81,138	\$81,518	\$55,098	\$57,760	\$59,320	\$62,592	\$39,590	\$42,465
<b>Beneficiaries</b>														
Number	29	32	0	0	29	32	0	0	28	28	28	28	57	60
Average Age	75.72	75.54	0.00	0.00	75.72	75.54	0.00	0.00	72.46	72.66	72.46	72.66	74.12	74.20
Average Total Benefit*	\$12,691	\$13,160	\$0	\$0	\$12,691	\$13,160	\$0	\$0	\$24,598	\$25,197	\$24,598	\$25,197	\$18,540	\$18,777
<b>Duty Disabled</b>														
Number	18	18	1	1	19	19	3	3	45	45	48	48	67	67
Average Age	60.64	61.64	52.20	53.20	60.20	61.20	39.29	40.29	58.82	59.82	57.60	58.60	58.34	59.34
Average Total Benefit*	\$22,849	\$23,535	\$6,398	\$6,590	\$21,984	\$22,643	\$53,999	\$55,619	\$40,723	\$41,945	\$41,553	\$42,799	\$36,004	\$37,083
<b>Ordinary Disabled</b>														
Number	3	3	0	0	3	3	0	0	0	0	0	0	3	3
Average Age	69.93	70.93	0.00	0.00	69.93	70.93	0.00	0.00	0.00	0.00	0.00	0.00	69.93	70.93
Average Total Benefit*	\$12,952	\$13,341	\$0	\$0	\$12,952	\$13,341	\$0	\$0	\$0	\$0	\$ 0	\$ 0	\$12,952	\$13,341
<b>Total In Pay</b>														
Number	203	212	4	3	207	215	21	27	166	167	187	194	394	409
Average Age	69.37	69.30	69.08	66.46	69.37	69.26	53.05	53.92	65.07	65.80	63.72	64.15	66.69	66.84
Average Total Benefit*	\$23,508	\$25,113	\$9,585	\$9,698	\$23,239	\$24,898	\$77,261	\$78,640	\$46,056	\$48,039	\$49,560	\$52,298	\$35,732	\$37,895
<b>Terminated Vested</b>														
Number	41	43	0	0	41	43	11	10	1	2	12	12	53	55
Average Age	44.76	45.35	0.00	0.00	44.76	45.35	42.49	42.82	60.62	55.72	44.00	44.97	44.59	45.26
Average Service	4.12	4.63	0.00	0.00	4.12	4.63	7.50	6.55	0.00	3.23	6.88	6.00	4.75	4.93
<b>Transfers</b>														
Number	67	66	6	5	73	71	39	37	2	2	41	39	114	110
Average Age	45.67	46.07	51.53	50.90	46.15	46.41	44.19	44.85	44.62	45.62	44.21	44.89	45.45	45.87
Average Service	4.27	4.21	2.01	2.21	4.08	4.07	6.25	6.09	5.77	5.77	6.23	6.08	4.85	4.78
<b>Total Inactive</b>														
Number	108	109	6	5	114	114	50	47	3	4	53	51	167	165
Average Age	45.33	45.79	51.53	50.90	45.65	46.01	43.82	44.42	49.96	50.67	44.16	44.91	45.18	45.67
Average Service	4.21	4.38	2.01	2.21	4.09	4.28	6.52	6.19	3.85	4.50	6.37	6.06	4.82	4.83

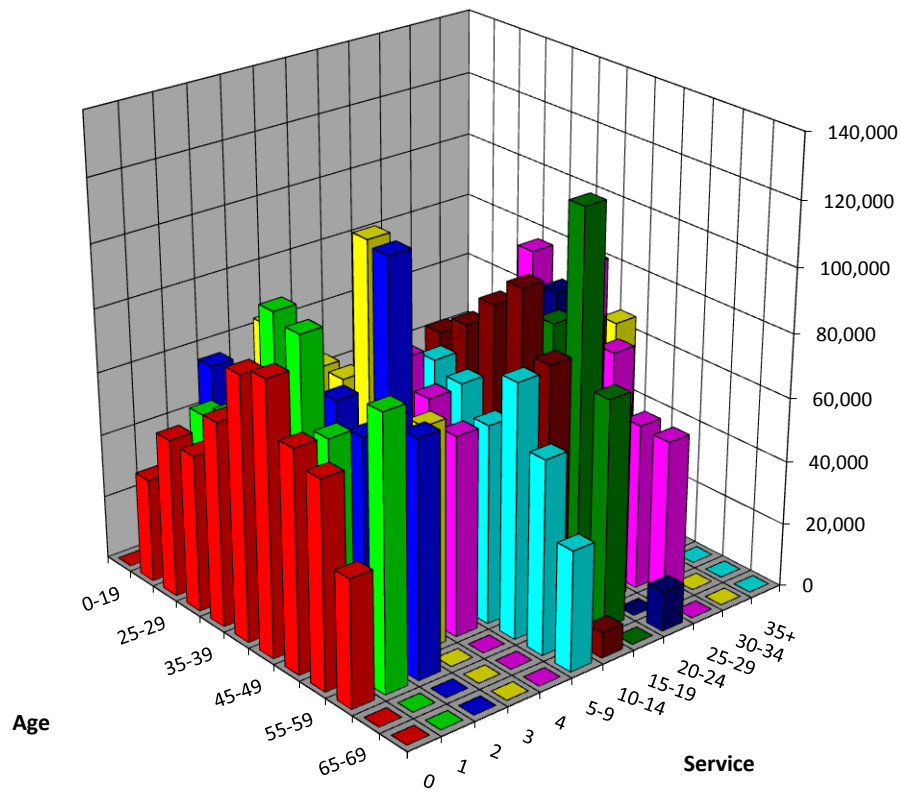
\*All payroll and benefit figures shown are annual

\*All payroll and benefit figures shown are annual



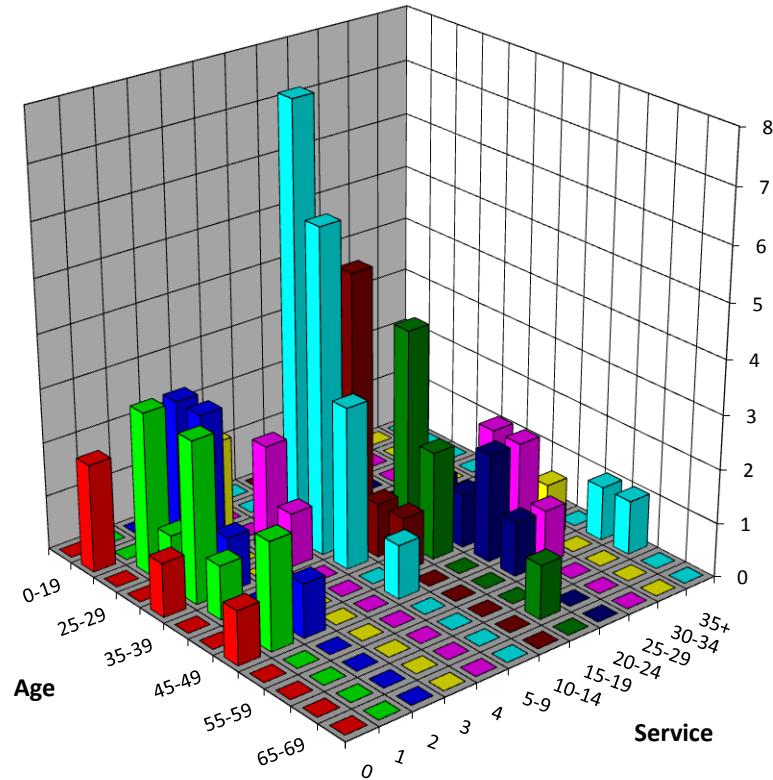
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	1	0	1	0	0	0	0	0	0	0	0	0	2
25-29	7	2	1	1	1	1	0	0	0	0	0	0	13
30-34	6	9	1	1	1	9	0	0	0	0	0	0	27
35-39	6	3	1	2	0	11	0	0	0	0	0	0	23
40-44	4	3	0	4	1	11	6	3	2	1	0	0	35
45-49	6	1	1	2	1	12	8	5	6	2	0	0	44
50-54	4	9	2	2	3	12	6	6	6	3	1	0	54
55-59	3	0	2	5	3	7	5	5	5	1	0	0	36
60-64	1	1	2	0	0	5	5	1	2	1	0	0	18
65-69	0	0	0	0	0	1	0	1	0	1	0	0	3
70+	0	0	0	0	0	1	2	0	1	0	0	0	4
<b>Total</b>	<b>38</b>	<b>28</b>	<b>11</b>	<b>17</b>	<b>10</b>	<b>70</b>	<b>32</b>	<b>21</b>	<b>22</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>259</b>

**Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2009**



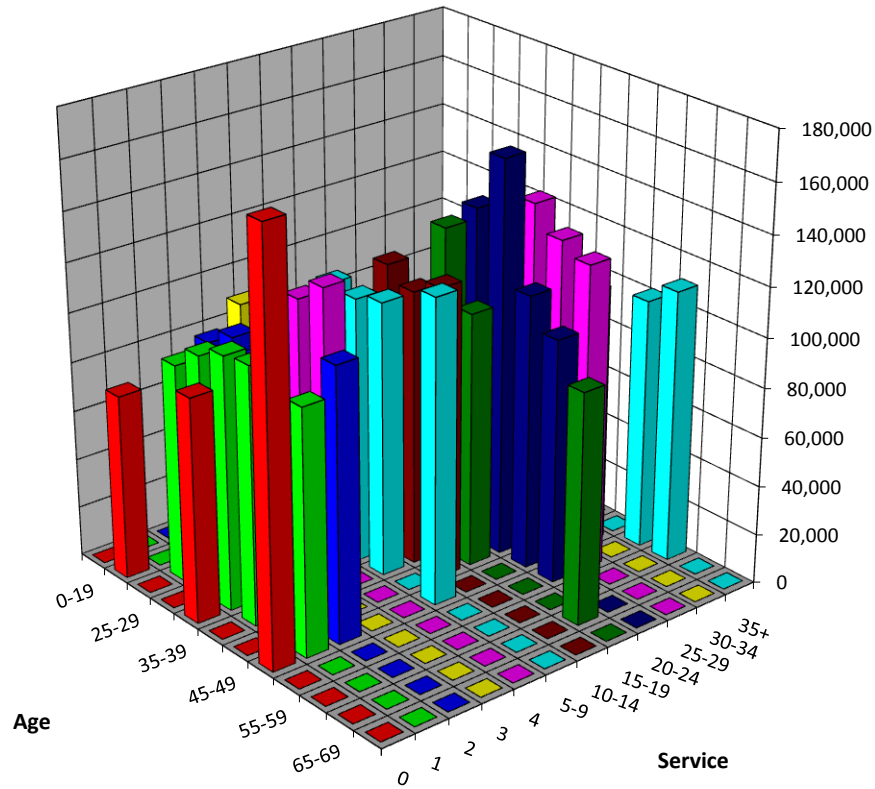
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	32,648	0	61,774	0	0	0	0	0	0	0	0	0	47,211
25-29	49,886	54,200	44,504	75,459	68,007	32,918	0	0	0	0	0	0	52,192
30-34	49,298	58,280	44,841	69,130	37,782	53,248	0	0	0	0	0	0	53,752
35-39	64,137	58,071	46,794	70,165	0	62,847	0	0	0	0	0	0	62,499
40-44	82,786	97,944	0	70,859	95,646	59,337	75,055	73,121	62,002	90,586	0	0	72,601
45-49	85,714	95,219	72,213	116,321	77,820	73,967	81,200	79,281	71,069	73,572	0	0	79,531
50-54	69,545	68,666	65,407	45,235	69,782	70,845	91,312	75,254	88,558	93,882	72,492	0	75,219
55-59	65,017	0	122,253	69,327	62,715	62,312	100,143	86,230	83,360	70,602	0	0	78,605
60-64	40,062	85,217	73,955	0	0	79,598	81,284	124,596	59,817	51,969	0	0	76,322
65-69	0	0	0	0	0	60,785	0	71,613	0	51,249	0	0	61,216
70+	0	0	0	0	0	37,757	8,021	0	12,513	0	0	0	16,578
Average	63,715	67,836	72,123	72,830	67,675	64,666	80,343	80,698	74,123	77,022	72,492	0	70,338

**Police Active Members  
by Age and Service  
as of July 1, 2009**



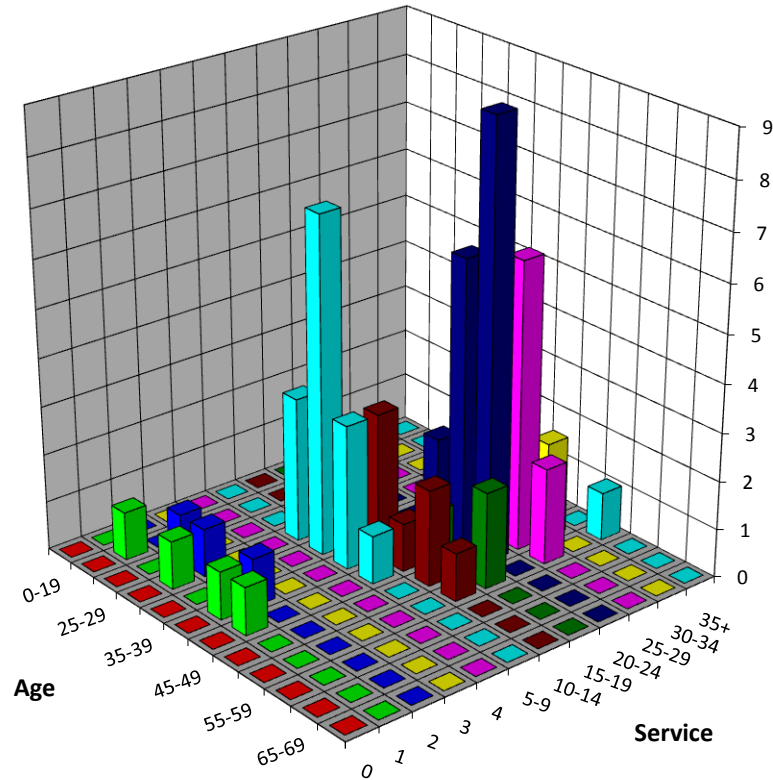
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	2	0	0	0	0	0	0	0	0	0	0	0	2
25-29	0	3	3	2	0	0	0	0	0	0	0	0	8
30-34	0	1	3	0	2	8	0	0	0	0	0	0	14
35-39	1	3	1	0	1	6	5	0	0	0	0	0	17
40-44	0	1	0	0	0	3	1	4	1	0	0	0	10
45-49	0	0	0	0	0	0	1	2	1	2	0	0	6
50-54	1	2	1	0	0	1	0	0	2	2	1	0	10
55-59	0	0	0	0	0	0	0	0	1	1	0	1	3
60-64	0	0	0	0	0	0	0	0	0	0	0	1	1
65-69	0	0	0	0	0	0	0	1	0	0	0	0	1
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>18</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>72</b>

**Police Active Members  
Payroll by Age and Service  
as of July 1, 2009**



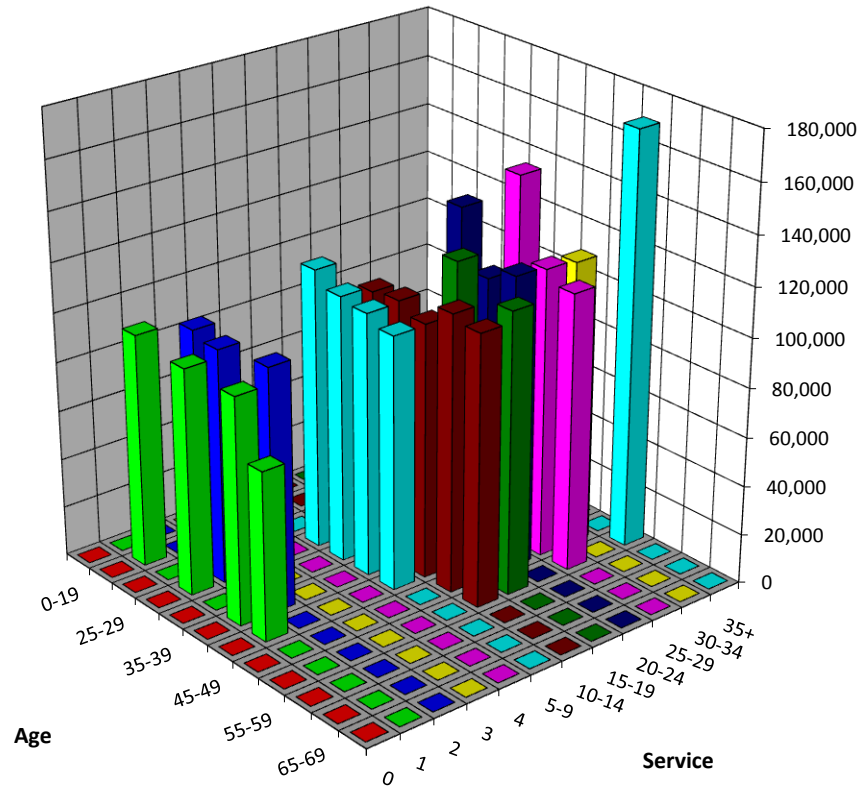
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	74,885	0	0	0	0	0	0	0	0	0	0	0	74,885
25-29	0	88,220	92,972	103,947	0	0	0	0	0	0	0	0	93,934
30-34	0	97,395	100,243	0	107,015	109,020	0	0	0	0	0	0	106,022
35-39	90,798	102,672	97,243	0	116,482	107,777	117,311	0	0	0	0	0	108,574
40-44	0	104,259	0	0	0	111,271	111,362	132,457	136,325	0	0	0	121,559
45-49	0	0	0	0	0	0	117,787	103,346	160,066	138,940	0	0	127,071
50-54	171,364	99,171	110,470	0	0	123,412	0	0	111,286	129,114	104,503	0	118,889
55-59	0	0	0	0	0	0	0	0	98,996	124,247	0	101,560	108,268
60-64	0	0	0	0	0	0	0	0	0	0	0	110,376	110,376
65-69	0	0	0	0	0	0	0	93,639	0	0	0	0	93,639
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	102,983	97,267	98,420	103,947	110,171	109,780	116,529	118,594	123,592	132,071	104,503	105,968	110,098

**Fire Active Members  
by Age and Service  
as of July 1, 2009**

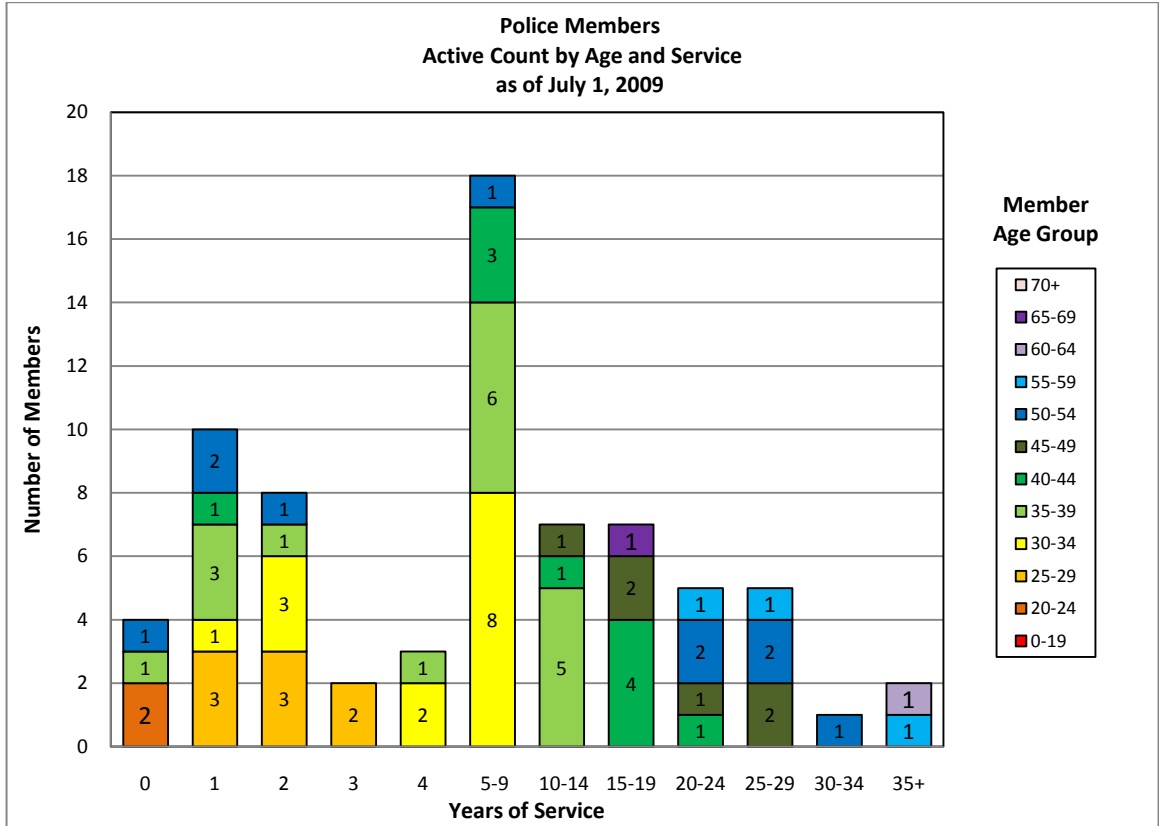
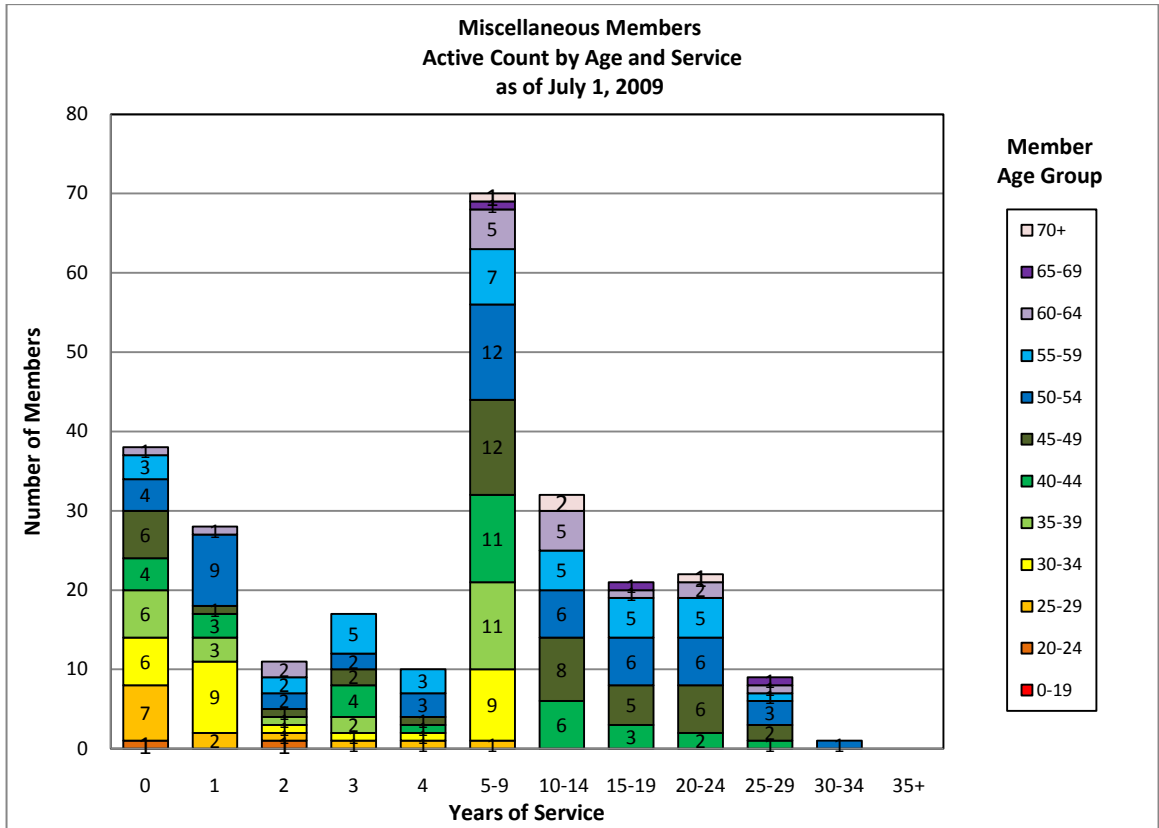


Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	1	0	0	0	0	0	0	0	0	0	0	1
25-29	0	0	1	0	0	0	0	0	0	0	0	0	1
30-34	0	1	1	0	0	3	0	0	0	0	0	0	5
35-39	0	0	0	0	0	7	1	0	0	0	0	0	8
40-44	0	1	1	0	0	3	3	0	2	0	0	0	10
45-49	0	1	0	0	0	1	1	1	6	1	0	0	11
50-54	0	0	0	0	0	0	2	0	9	6	2	0	19
55-59	0	0	0	0	0	0	1	2	0	2	0	1	6
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	4	3	0	0	14	8	3	17	9	2	1	61

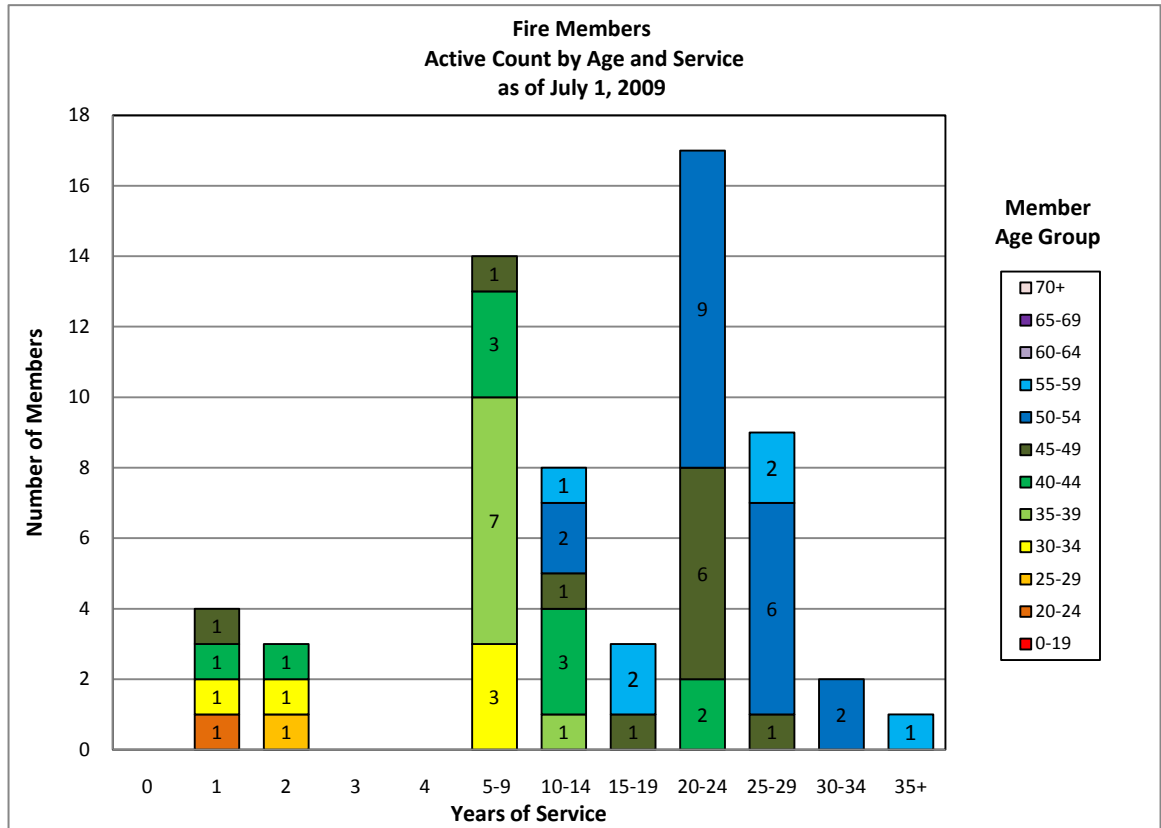
**Fire Active Members  
Payroll by Age and Service  
as of July 1, 2009**



Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	95,080	0	0	0	0	0	0	0	0	0	0	95,080
25-29	0	0	98,041	0	0	0	0	0	0	0	0	0	98,041
30-34	0	92,374	95,485	0	0	114,422	0	0	0	0	0	0	106,225
35-39	0	0	0	0	0	108,796	106,505	0	0	0	0	0	108,510
40-44	0	92,291	99,086	0	0	107,139	107,909	0	136,742	0	0	0	111,001
45-49	0	68,587	0	0	0	103,362	103,712	124,137	113,296	149,950	0	0	111,775
50-54	0	0	0	0	0	0	112,794	0	119,090	117,747	116,432	0	117,723
55-59	0	0	0	0	0	0	110,397	114,675	0	113,045	0	169,094	122,489
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	0	87,083	97,537	0	0	109,258	108,741	117,829	119,122	120,280	116,432	169,094	113,173







### Changes in Plan Membership: City of San Rafael Miscellaneous

	Actives	Actives in Inactive Status	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	264	0	73	14	41	3	19	156	29	599
New Entrants	18	-	-	-	-	-	-	-	-	18
Rehires	1	-	-	-	(1)	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(7)	-	(3)	-	(2)	-	-	11	-	( 1)
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(4)	-	(1)	-	4	-	-	-	-	( 1)
Died, With Beneficiaries' Benefit Payable	(1)	-	-	-	-	-	-	(3)	4	0
Died, Without Beneficiary, and Other Terminations	(9)	-	-	9	-	-	-	(3)	-	( 3)
Transfers	(2)	-	2	-	1	-	-	-	-	1
Beneficiary Deaths	-	-	-	-	-	-	-	-	(1)	( 1)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(1)	-	-	(7)	-	-	-	-	-	( 8)
Data Corrections	-	-	-	-	-	-	-	-	-	0
June 30, 2009	259	0	71	16	43	3	19	161	32	604

### Changes in Plan Membership: City of San Rafael Police

	Actives	Actives in Inactive Status	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	73	0	39	4	11	0	3	18	0	148
New Entrants	2	-	-	-	-	-	-	-	-	2
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(3)	-	(2)	-	(1)	-	-	6	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	-	-	-	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	(1)	-	-	1	-	-	-	-	-	0
Transfers	1	-	-	-	-	-	-	-	-	1
Beneficiary Deaths	-	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	(1)	-	-	-	-	-	( 1)
Data Corrections	-	-	-	-	-	-	-	-	-	0
June 30, 2009	72	0	37	4	10	0	3	24	0	150

### Changes in Plan Membership: City of San Rafael Fire

	Actives	Actives in Inactive Status	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	65	0	2	3	1	0	45	93	28	237
New Entrants	-	-	-	-	-	-	-	-	-	0
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(3)	-	-	-	-	-	-	3	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(1)	-	-	-	1	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	(1)	-	( 1)
Transfers	-	-	-	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	(1)	( 1)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	-	-	-	-	-	-	0
Data Corrections	-	-	-	-	-	-	-	(1)	1	0
June 30, 2009	61	0	2	3	2	0	45	94	28	235

### Changes in Plan Membership: City of San Rafael All Groups

	Actives	Actives in Inactive Status	Transfers	Non Vested Terminations due Refunds	Vested Terminations	Ordinary Disabled	Duty Disabled	Retired	Beneficiaries	Total
June 30, 2008	402	0	114	21	53	3	67	267	57	984
New Entrants	20	0	0	0	0	0	0	0	0	20
Rehires	1	0	0	0	(1)	0	0	0	0	0
Duty Disabilities	0	0	0	0	0	0	0	0	0	0
Ordinary Disabilities	0	0	0	0	0	0	0	0	0	0
Retirements	(13)	0	(5)	0	(3)	0	0	20	0	( 1)
Retirements from Miscellaneous with Safety Service	0	0	0	0	0	0	0	0	0	0
Vested Terminations	(5)	0	(1)	0	5	0	0	0	0	( 1)
Died, With Beneficiaries' Benefit Payable	(1)	0	0	0	0	0	0	(3)	4	0
Died, Without Beneficiary, and Other Terminations	(10)	0	0	10	0	0	0	(4)	0	( 4)
Transfers	(1)	0	2	0	1	0	0	0	0	2
Beneficiary Deaths	0	0	0	0	0	0	0	0	(2)	( 2)
Domestic Relations Orders	0	0	0	0	0	0	0	0	0	0
Withdrawals Paid	(1)	0	0	(8)	0	0	0	0	0	( 9)
Data Corrections	0	0	0	0	0	0	0	(1)	1	0
June 30, 2009	<b>392</b>	<b>0</b>	<b>110</b>	<b>23</b>	<b>55</b>	<b>3</b>	<b>67</b>	<b>279</b>	<b>60</b>	<b>989</b>

### Service Retired

Age	Miscellaneous		Police		Fire		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
35-39	0	\$0	1	\$46,818	0	\$0	1	\$46,818
40-44	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	0	\$0	0	\$0	0	\$ 0
50-54	8	\$20,179	8	\$47,919	3	\$75,530	19	\$40,599
55-59	24	\$36,749	10	\$93,005	16	\$74,585	50	\$60,108
60-64	45	\$32,126	5	\$119,241	28	\$67,058	78	\$50,250
65-69	23	\$33,574	0	\$0	16	\$38,963	39	\$35,785
70-74	18	\$19,774	0	\$0	18	\$51,505	36	\$35,640
75-79	11	\$33,317	0	\$0	8	\$43,907	19	\$37,776
80-84	16	\$14,539	0	\$0	4	\$46,517	20	\$20,935
85-89	9	\$15,852	0	\$0	1	\$44,034	10	\$18,670
90-94	5	\$13,306	0	\$0	0	\$0	5	\$13,306
95+	2	\$18,137	0	\$0	0	\$0	2	\$18,137
<b>All Ages</b>	<b>161</b>	<b>\$27,713</b>	<b>24</b>	<b>\$81,518</b>	<b>94</b>	<b>\$57,760</b>	<b>279</b>	<b>\$42,465</b>

### Duty Disabled

Age	Miscellaneous		Police		Fire		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
25-29	0	\$0	0	\$0	0	\$0	0	\$ 0
30-34	0	\$0	2	\$48,489	0	\$0	2	\$48,489
35-39	1	\$29,115	0	\$0	3	\$43,538	4	\$39,932
40-44	0	\$0	0	\$0	2	\$36,912	2	\$36,912
45-49	0	\$0	0	\$0	1	\$33,351	1	\$33,351
50-54	3	\$11,290	0	\$0	6	\$31,575	9	\$24,813
55-59	5	\$24,908	1	\$69,878	8	\$42,264	14	\$38,038
60-64	4	\$25,207	0	\$0	11	\$54,810	15	\$46,916
65-69	3	\$24,298	0	\$0	9	\$40,671	12	\$36,578
70-74	3	\$22,991	0	\$0	4	\$31,714	7	\$27,976
75-79	0	\$0	0	\$0	1	\$26,356	1	\$26,356
80-84	0	\$0	0	\$0	0	\$0	0	\$ 0
85-89	0	\$0	0	\$0	0	\$0	0	\$ 0
90-94	0	\$0	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>19</b>	<b>\$22,643</b>	<b>3</b>	<b>\$55,619</b>	<b>45</b>	<b>\$41,945</b>	<b>67</b>	<b>\$37,083</b>

### Ordinary Disabled

Age	Miscellaneous		Police		Fire		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
35-39	0	\$0	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	0	\$0	0	\$0	0	\$0	0	\$ 0
50-54	0	\$0	0	\$0	0	\$0	0	\$ 0
55-59	1	\$20,204	0	\$0	0	\$0	1	\$20,204
60-64	0	\$0	0	\$0	0	\$0	0	\$ 0
65-69	1	\$13,345	0	\$0	0	\$0	1	\$13,345
70-74	0	\$0	0	\$0	0	\$0	0	\$ 0
75-79	0	\$0	0	\$0	0	\$0	0	\$ 0
80-84	0	\$0	0	\$0	0	\$0	0	\$ 0
85-89	1	\$6,472	0	\$0	0	\$0	1	\$6,472
90-94	0	\$0	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>3</b>	<b>\$13,341</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>3</b>	<b>\$13,341</b>

### Surviving Beneficiaries (all benefit types)

Age	Miscellaneous		Police		Fire		Total	
	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit	Number	Annual Average Benefit
0-24	0	\$0	0	\$0	0	\$0	0	\$ 0
25-29	0	\$0	0	\$0	0	\$0	0	\$ 0
30-34	0	\$0	0	\$0	0	\$0	0	\$ 0
35-39	0	\$0	0	\$0	1	\$17,540	1	\$17,540
40-44	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	2	\$6,236	0	\$0	1	\$14,744	3	\$9,072
50-54	1	\$11,286	0	\$0	1	\$2,564	2	\$6,925
55-59	1	\$71,118	0	\$0	3	\$64,388	4	\$66,071
60-64	4	\$29,881	0	\$0	2	\$29,088	6	\$29,617
65-69	1	\$2,320	0	\$0	4	\$39,823	5	\$32,322
70-74	3	\$14,234	0	\$0	2	\$13,463	5	\$13,926
75-79	5	\$5,945	0	\$0	4	\$17,421	9	\$11,045
80-84	7	\$11,103	0	\$0	5	\$19,164	12	\$14,462
85-89	5	\$8,126	0	\$0	1	\$17,764	6	\$9,732
90-94	2	\$6,230	0	\$0	1	\$25,619	3	\$12,693
95+	1	\$1,145	0	\$0	3	\$8,074	4	\$6,342
<b>All Ages</b>	<b>32</b>	<b>\$13,160</b>	<b>0</b>	<b>\$ 0</b>	<b>28</b>	<b>\$25,197</b>	<b>60</b>	<b>\$18,777</b>

## Benefit Form Elections: City of San Rafael

	Miscellaneous	Police	Fire	Total
<b>Service Retired</b>				
Unmodified (No Continuance)	47	6	29	82
Unmodified (60% to Spouse)	95	14	61	170
Option #1 (Cash Refund)	7	1	0	8
Option #2 (100% Continuance)	11	3	4	18
Option #3 (50% Continuance)	1	0	0	1
<b>Total Service Retired</b>	161	24	94	279
<b>Ordinary Disability</b>				
Unmodified (No Continuance)	1	0	0	1
Unmodified (60% to Spouse)	2	0	0	2
Option #1 (Cash Refund)	0	0	0	0
Option #2 (100% Continuance)	0	0	0	0
Option #3 (50% Continuance)	0	0	0	0
<b>Total Ordinary Disability</b>	3	0	0	3
<b>Duty Disability</b>				
Unmodified (No Continuance)	6	1	13	20
Unmodified (60% to Spouse)	12	2	30	44
Option #1 (Cash Refund)	1	0	1	2
Option #2 (100% Continuance)	0	0	1	1
Option #3 (50% Continuance)	0	0	0	0
<b>Total Duty Disability</b>	19	3	45	67
<b>Total</b>	183	27	139	349



## 5.4: Retirement Eligibility

Plan	Number Reaching Service Retirement Eligibility As Defined in Section 1.1 in Year(s)								
	Current Actives	0	1	2	3	4	5	6-10	Total
<b>County</b>									
Miscellaneous Tier 1	76	74	0	1	1	0	0	0	76
Miscellaneous Tier 2	110	63	10	11	19	0	2	5	110
Miscellaneous Tier 3	1,410	340	58	87	78	68	63	381	1,075
Miscellaneous Tier 4	88	0	0	0	0	0	0	32	32
Safety Tier 1	1	1	0	0	0	0	0	0	1
Safety Tier 1A	6	6	0	0	0	0	0	0	6
Safety Tier 2	83	25	5	0	3	4	2	14	53
Safety Tier 2A	268	49	9	15	16	4	12	58	163
<b>Total County</b>	<b>2,042</b>	<b>558</b>	<b>82</b>	<b>114</b>	<b>117</b>	<b>76</b>	<b>79</b>	<b>490</b>	<b>1,516</b>
<b>Courts</b>									
Courts Tier 1	6	6	0	0	0	0	0	0	6
Courts Tier 2	9	5	1	1	1	0	0	1	9
Courts Tier 3	138	31	5	8	7	6	8	32	97
Courts Tier 4	3	0	0	0	0	0	0	1	1
<b>Total Courts</b>	<b>156</b>	<b>42</b>	<b>6</b>	<b>9</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>34</b>	<b>113</b>
<b>Special Districts</b>									
South Marin Fire Miscellaneous	1	0	0	0	0	0	0	1	1
South Marin Fire Safety	34	8	1	0	0	2	2	6	19
Mosquito Abatement	35	7	1	4	0	2	0	11	25
LAFCO	3	0	1	0	0	1	0	0	2
Tamalpais CSD	11	3	1	1	0	1	1	4	11
Marin CSD	4	1	0	0	0	0	0	2	3
<b>Total Special Districts</b>	<b>88</b>	<b>19</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>24</b>	<b>61</b>
<b>Total County and Special Districts</b>	<b>2,286</b>	<b>619</b>	<b>92</b>	<b>128</b>	<b>125</b>	<b>88</b>	<b>90</b>	<b>548</b>	<b>1,690</b>
<b>Novato</b>									
Miscellaneous	8	0	0	1	1	0	0	3	5
Safety	77	13	2	3	5	2	1	13	39
<b>Total Novato</b>	<b>85</b>	<b>13</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>16</b>	<b>44</b>
<b>San Rafael</b>									
Miscellaneous	259	58	14	15	9	12	12	74	194
Fire	61	35	1	0	1	0	0	10	47
Safety	72	18	0	1	1	2	0	15	37
<b>Total San Rafael</b>	<b>392</b>	<b>111</b>	<b>15</b>	<b>16</b>	<b>11</b>	<b>14</b>	<b>12</b>	<b>99</b>	<b>278</b>

## **Section 6:**

### **Member Contribution Rates**

County Miscellaneous and Courts: Tier 1						
Entry Age	Basic	COL	COL Limited to 1.58%	Additional Cost Sharing	Total	Prior Year Rate
20	4.71%	1.54%	1.54%	0.00%	6.25%	7.05%
21	4.76%	1.60%	1.58%	0.00%	6.34%	7.07%
22	4.81%	1.67%	1.58%	0.00%	6.39%	7.09%
23	4.85%	1.74%	1.58%	0.00%	6.43%	7.10%
24	4.89%	1.81%	1.58%	0.00%	6.47%	7.11%
25	4.92%	1.88%	1.58%	0.00%	6.50%	7.11%
26	4.95%	1.97%	1.58%	0.00%	6.53%	7.22%
27	4.98%	2.05%	1.58%	0.00%	6.56%	7.33%
28	5.00%	2.12%	1.58%	0.00%	6.58%	7.44%
29	5.02%	2.19%	1.58%	0.00%	6.60%	7.55%
30	5.03%	2.26%	1.58%	0.00%	6.61%	7.66%
31	5.14%	2.32%	1.58%	0.00%	6.72%	7.78%
32	5.24%	2.38%	1.58%	0.00%	6.82%	7.90%
33	5.35%	2.45%	1.58%	0.00%	6.93%	8.02%
34	5.47%	2.53%	1.58%	0.00%	7.05%	8.14%
35	5.58%	2.60%	1.58%	0.00%	7.16%	8.26%
36	5.70%	2.68%	1.58%	0.00%	7.28%	8.38%
37	5.81%	2.76%	1.58%	0.00%	7.39%	8.51%
38	5.93%	2.85%	1.58%	0.00%	7.51%	8.64%
39	6.06%	2.93%	1.58%	0.00%	7.64%	8.77%
40	6.18%	3.02%	1.58%	0.00%	7.76%	8.90%
41	6.31%	3.09%	1.58%	0.00%	7.89%	9.03%
42	6.44%	3.16%	1.58%	0.00%	8.02%	9.17%
43	6.57%	3.22%	1.58%	0.00%	8.15%	9.31%
44	6.70%	3.29%	1.58%	0.00%	8.28%	9.45%
45	6.84%	3.34%	1.58%	0.00%	8.42%	9.60%
46	6.98%	3.35%	1.58%	0.00%	8.56%	9.75%
47	7.12%	3.38%	1.58%	0.00%	8.70%	9.90%
48	7.27%	3.39%	1.58%	0.00%	8.85%	10.06%
49	7.42%	3.39%	1.58%	0.00%	9.00%	10.22%
50	7.58%	3.37%	1.58%	0.00%	9.16%	10.39%
51	7.74%	3.35%	1.58%	0.00%	9.32%	10.59%
52	7.91%	3.32%	1.58%	0.00%	9.49%	10.78%
53	8.10%	3.21%	1.58%	0.00%	9.68%	10.93%
54	8.30%	3.12%	1.58%	0.00%	9.88%	11.04%
55	8.48%	3.03%	1.58%	0.00%	10.06%	11.04%
56	8.61%	2.91%	1.58%	0.00%	10.19%	11.04%
57	8.69%	2.81%	1.58%	0.00%	10.27%	11.04%
58	8.70%	2.71%	1.58%	0.00%	10.28%	11.04%
59+	8.67%	2.65%	1.58%	0.00%	10.25%	11.04%

County Miscellaneous and Courts: Tier 2						
Entry Age	Basic	COL	COL Limited to 1.58%	Additional Cost Sharing	Total	Prior Year Rate
20	4.53%	0.45%	0.45%	0.00%	4.98%	5.71%
21	4.58%	0.48%	0.48%	0.00%	5.06%	5.74%
22	4.62%	0.52%	0.52%	0.00%	5.14%	5.79%
23	4.66%	0.55%	0.55%	0.00%	5.22%	5.83%
24	4.70%	0.59%	0.59%	0.00%	5.29%	5.85%
25	4.73%	0.63%	0.63%	0.00%	5.36%	5.89%
26	4.76%	0.67%	0.67%	0.00%	5.44%	5.91%
27	4.79%	0.72%	0.72%	0.00%	5.51%	5.92%
28	4.81%	0.77%	0.77%	0.00%	5.58%	5.94%
29	4.83%	0.81%	0.81%	0.00%	5.64%	5.95%
30	4.84%	0.85%	0.85%	0.00%	5.69%	5.95%
31	4.94%	0.89%	0.89%	0.00%	5.83%	6.07%
32	5.04%	0.94%	0.94%	0.00%	5.98%	6.18%
33	5.15%	0.98%	0.98%	0.00%	6.13%	6.30%
34	5.26%	1.03%	1.03%	0.00%	6.28%	6.42%
35	5.37%	1.07%	1.07%	0.00%	6.44%	6.54%
36	5.48%	1.11%	1.11%	0.00%	6.59%	6.67%
37	5.59%	1.15%	1.15%	0.00%	6.74%	6.79%
38	5.71%	1.20%	1.20%	0.00%	6.90%	6.92%
39	5.82%	1.24%	1.24%	0.00%	7.06%	7.05%
40	5.94%	1.28%	1.28%	0.00%	7.23%	7.18%
41	6.07%	1.32%	1.32%	0.00%	7.39%	7.32%
42	6.19%	1.36%	1.36%	0.00%	7.55%	7.45%
43	6.32%	1.39%	1.39%	0.00%	7.71%	7.59%
44	6.45%	1.43%	1.43%	0.00%	7.87%	7.72%
45	6.58%	1.46%	1.46%	0.00%	8.04%	7.87%
46	6.71%	1.48%	1.48%	0.00%	8.19%	8.02%
47	6.85%	1.50%	1.50%	0.00%	8.35%	8.16%
48	6.99%	1.52%	1.52%	0.00%	8.51%	8.31%
49	7.14%	1.53%	1.53%	0.00%	8.67%	8.47%
50	7.29%	1.54%	1.54%	0.00%	8.83%	8.62%
51	7.45%	1.55%	1.55%	0.00%	9.00%	8.78%
52	7.61%	1.55%	1.55%	0.00%	9.17%	8.94%
53	7.78%	1.53%	1.53%	0.00%	9.31%	9.11%
54	7.92%	1.51%	1.51%	0.00%	9.43%	9.28%
55	8.02%	1.48%	1.48%	0.00%	9.50%	9.41%
56	8.06%	1.43%	1.43%	0.00%	9.49%	9.54%
57	8.06%	1.38%	1.38%	0.00%	9.44%	9.66%
58	8.36%	1.34%	1.34%	0.00%	9.70%	10.05%
59+	8.67%	1.31%	1.31%	0.00%	9.98%	10.44%

County Miscellaneous and Courts: Tiers 3 and 4						
Entry Age	Basic	COL	COL Limited to 1.58%	Additional Cost Sharing	Total	Prior Year Rate
20	4.53%	0.51%	0.51%	1.14%	6.19%	6.85%
21	4.58%	0.56%	0.56%	1.14%	6.28%	6.88%
22	4.62%	0.60%	0.60%	1.14%	6.36%	6.93%
23	4.66%	0.64%	0.64%	1.14%	6.45%	6.97%
24	4.70%	0.69%	0.69%	1.14%	6.53%	6.99%
25	4.73%	0.74%	0.74%	1.14%	6.61%	7.03%
26	4.76%	0.79%	0.79%	1.14%	6.69%	7.05%
27	4.79%	0.83%	0.83%	1.14%	6.76%	7.06%
28	4.81%	0.88%	0.88%	1.14%	6.83%	7.08%
29	4.83%	0.93%	0.93%	1.14%	6.90%	7.09%
30	4.84%	0.97%	0.97%	1.14%	6.95%	7.09%
31	4.94%	1.01%	1.01%	1.14%	7.10%	7.21%
32	5.04%	1.06%	1.06%	1.14%	7.24%	7.32%
33	5.15%	1.11%	1.11%	1.14%	7.40%	7.44%
34	5.26%	1.15%	1.15%	1.14%	7.55%	7.56%
35	5.37%	1.20%	1.20%	1.14%	7.71%	7.68%
36	5.48%	1.25%	1.25%	1.14%	7.87%	7.81%
37	5.59%	1.30%	1.30%	1.14%	8.03%	7.93%
38	5.71%	1.35%	1.35%	1.14%	8.19%	8.06%
39	5.82%	1.40%	1.40%	1.14%	8.36%	8.19%
40	5.94%	1.44%	1.44%	1.14%	8.53%	8.32%
41	6.07%	1.48%	1.48%	1.14%	8.69%	8.46%
42	6.19%	1.52%	1.52%	1.14%	8.85%	8.59%
43	6.32%	1.56%	1.56%	1.14%	9.01%	8.73%
44	6.45%	1.59%	1.58%	1.14%	9.17%	8.86%
45	6.58%	1.62%	1.58%	1.14%	9.30%	9.01%
46	6.71%	1.62%	1.58%	1.14%	9.43%	9.15%
47	6.85%	1.63%	1.58%	1.14%	9.57%	9.31%
48	6.99%	1.64%	1.58%	1.14%	9.71%	9.45%
49	7.14%	1.64%	1.58%	1.14%	9.86%	9.61%
50	7.29%	1.63%	1.58%	1.14%	10.01%	9.76%
51	7.45%	1.62%	1.58%	1.14%	10.17%	9.92%
52	7.61%	1.61%	1.58%	1.14%	10.33%	10.09%
53	7.78%	1.56%	1.56%	1.14%	10.48%	10.25%
54	7.92%	1.52%	1.52%	1.14%	10.58%	10.41%
55	8.02%	1.48%	1.48%	1.14%	10.64%	10.55%
56	8.06%	1.43%	1.43%	1.14%	10.63%	10.68%
57	8.06%	1.38%	1.38%	1.14%	10.58%	10.80%
58	8.36%	1.33%	1.33%	1.14%	10.83%	11.19%
59+	8.67%	1.30%	1.30%	1.14%	11.11%	11.58%

County Safety: Tier 1						
Entry Age	Basic	COL	COL Limited to 3.10%	Additional Cost Sharing <sup>12</sup>	Total	Prior Year Rate
20	6.99%	3.32%	3.10%	3.64%	13.73%	13.92%
21	7.12%	3.45%	3.10%	3.64%	13.86%	14.04%
22	7.26%	3.59%	3.10%	3.64%	14.00%	14.17%
23	7.40%	3.72%	3.10%	3.64%	14.14%	14.31%
24	7.54%	3.84%	3.10%	3.64%	14.28%	14.44%
25	7.68%	3.96%	3.10%	3.64%	14.42%	14.58%
26	7.83%	4.09%	3.10%	3.64%	14.57%	14.71%
27	7.97%	4.23%	3.10%	3.64%	14.71%	14.85%
28	8.12%	4.40%	3.10%	3.64%	14.86%	14.99%
29	8.28%	4.56%	3.10%	3.64%	15.02%	15.14%
30	8.43%	4.71%	3.10%	3.64%	15.17%	15.28%
31	8.59%	4.88%	3.10%	3.64%	15.33%	15.43%
32	8.75%	5.04%	3.10%	3.64%	15.49%	15.58%
33	8.91%	5.19%	3.10%	3.64%	15.65%	15.73%
34	9.08%	5.33%	3.10%	3.64%	15.82%	15.89%
35	9.24%	5.44%	3.10%	3.64%	15.98%	16.04%
36	9.41%	5.59%	3.10%	3.64%	16.15%	16.20%
37	9.59%	5.73%	3.10%	3.64%	16.33%	16.37%
38	9.77%	5.87%	3.10%	3.64%	16.51%	16.53%
39	9.95%	5.99%	3.10%	3.64%	16.69%	16.70%
40	10.13%	6.10%	3.10%	3.64%	16.87%	16.87%
41	10.33%	6.17%	3.10%	3.64%	17.07%	17.05%
42	10.53%	6.27%	3.10%	3.64%	17.27%	17.24%
43	10.73%	6.44%	3.10%	3.64%	17.47%	17.43%
44	10.95%	6.63%	3.10%	3.64%	17.69%	17.64%
45	11.19%	6.82%	3.10%	3.64%	17.93%	17.86%
46	11.43%	6.93%	3.10%	3.64%	18.17%	18.11%
47	11.67%	7.07%	3.10%	3.64%	18.41%	18.38%
48	11.82%	7.22%	3.10%	3.64%	18.56%	18.70%
49+	11.61%	7.40%	3.10%	3.64%	18.35%	19.03%

<sup>12</sup> Some members who are receiving enhanced benefits under 31664.1 are paying an additional 2.600%, 3.530% or 3.885%, depending on their bargaining agreement.

County Safety: Tier 2						
Entry Age	Basic	COL	COL Limited to 3.10%	Additional Cost Sharing <sup>13</sup>	Total	Prior Year Rate
20	6.70%	1.40%	1.40%	3.64%	11.74%	12.10%
21	6.83%	1.48%	1.48%	3.64%	11.95%	12.25%
22	6.96%	1.56%	1.56%	3.64%	12.16%	12.40%
23	7.10%	1.64%	1.64%	3.64%	12.38%	12.56%
24	7.23%	1.73%	1.73%	3.64%	12.60%	12.72%
25	7.37%	1.80%	1.80%	3.64%	12.81%	12.88%
26	7.51%	1.89%	1.89%	3.64%	13.04%	13.04%
27	7.65%	1.98%	1.98%	3.64%	13.27%	13.20%
28	7.80%	2.08%	2.08%	3.64%	13.52%	13.36%
29	7.94%	2.18%	2.18%	3.64%	13.76%	13.54%
30	8.09%	2.27%	2.27%	3.64%	14.01%	13.71%
31	8.24%	2.37%	2.37%	3.64%	14.25%	13.88%
32	8.39%	2.47%	2.47%	3.64%	14.50%	14.06%
33	8.55%	2.56%	2.56%	3.64%	14.75%	14.24%
34	8.71%	2.64%	2.64%	3.64%	14.98%	14.42%
35	8.87%	2.70%	2.70%	3.64%	15.21%	14.61%
36	9.03%	2.78%	2.78%	3.64%	15.45%	14.80%
37	9.20%	2.85%	2.85%	3.64%	15.69%	14.98%
38	9.37%	2.93%	2.93%	3.64%	15.94%	15.18%
39	9.55%	3.00%	3.00%	3.64%	16.18%	15.39%
40	9.72%	3.06%	3.06%	3.64%	16.42%	15.59%
41	9.91%	3.10%	3.10%	3.64%	16.65%	15.80%
42	10.10%	3.15%	3.10%	3.64%	16.84%	16.02%
43	10.30%	3.24%	3.10%	3.64%	17.04%	16.24%
44	10.50%	3.34%	3.10%	3.64%	17.24%	16.47%
45	10.70%	3.44%	3.10%	3.64%	17.44%	16.70%
46	10.84%	3.51%	3.10%	3.64%	17.58%	16.89%
47	10.80%	3.58%	3.10%	3.64%	17.54%	16.90%
48	11.20%	3.66%	3.10%	3.64%	17.94%	17.60%
49+	11.61%	3.76%	3.10%	3.64%	18.35%	18.81%

<sup>13</sup> Some members who are receiving enhanced benefits under 31664.1 are paying an additional 2.600%, 3.530% or 3.885%, depending on their bargaining agreement.

South Marin Fire: Miscellaneous						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.29%	1.80%	#N/A	0.00%	8.09%	9.26%
21	6.33%	1.89%	#N/A	0.00%	8.23%	9.29%
22	6.37%	1.98%	#N/A	0.00%	8.35%	9.32%
23	6.40%	2.07%	#N/A	0.00%	8.47%	9.35%
24	6.42%	2.16%	#N/A	0.00%	8.58%	9.36%
25	6.43%	2.25%	#N/A	0.00%	8.69%	9.36%
26	6.57%	2.32%	#N/A	0.00%	8.89%	9.54%
27	6.71%	2.39%	#N/A	0.00%	9.09%	9.73%
28	6.85%	2.45%	#N/A	0.00%	9.30%	9.91%
29	6.99%	2.52%	#N/A	0.00%	9.51%	10.10%
30	7.14%	2.59%	#N/A	0.00%	9.73%	10.29%
31	7.29%	2.66%	#N/A	0.00%	9.94%	10.49%
32	7.44%	2.72%	#N/A	0.00%	10.16%	10.69%
33	7.59%	2.80%	#N/A	0.00%	10.39%	10.89%
34	7.75%	2.88%	#N/A	0.00%	10.63%	11.10%
35	7.90%	2.97%	#N/A	0.00%	10.87%	11.30%
36	8.07%	3.05%	#N/A	0.00%	11.12%	11.51%
37	8.23%	3.14%	#N/A	0.00%	11.37%	11.73%
38	8.40%	3.23%	#N/A	0.00%	11.63%	11.94%
39	8.57%	3.31%	#N/A	0.00%	11.88%	12.17%
40	8.75%	3.40%	#N/A	0.00%	12.15%	12.38%
41	8.92%	3.46%	#N/A	0.00%	12.39%	12.62%
42	9.11%	3.52%	#N/A	0.00%	12.63%	12.85%
43	9.30%	3.57%	#N/A	0.00%	12.87%	13.08%
44	9.49%	3.61%	#N/A	0.00%	13.10%	13.32%
45	9.69%	3.64%	#N/A	0.00%	13.34%	13.57%
46	9.90%	3.58%	#N/A	0.00%	13.48%	13.82%
47	10.12%	3.59%	#N/A	0.00%	13.71%	14.07%
48	10.36%	3.58%	#N/A	0.00%	13.93%	14.34%
49	10.61%	3.54%	#N/A	0.00%	14.16%	14.62%
50	10.85%	3.49%	#N/A	0.00%	14.34%	14.92%
51	11.01%	3.44%	#N/A	0.00%	14.46%	15.24%
52	11.11%	3.40%	#N/A	0.00%	14.51%	15.57%
53	11.13%	3.29%	#N/A	0.00%	14.42%	15.82%
54+	11.08%	3.18%	#N/A	0.00%	14.27%	16.02%



South Marin Fire Safety: Tier 1						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.99%	3.80%	#N/A	0.00%	10.78%	10.96%
21	7.12%	3.85%	#N/A	0.00%	10.97%	11.15%
22	7.26%	3.98%	#N/A	0.00%	11.23%	11.35%
23	7.40%	4.10%	#N/A	0.00%	11.50%	11.56%
24	7.54%	4.24%	#N/A	0.00%	11.78%	11.76%
25	7.68%	4.39%	#N/A	0.00%	12.07%	11.97%
26	7.83%	4.54%	#N/A	0.00%	12.37%	12.17%
27	7.97%	4.72%	#N/A	0.00%	12.69%	12.39%
28	8.12%	4.91%	#N/A	0.00%	13.03%	12.60%
29	8.28%	5.09%	#N/A	0.00%	13.37%	12.83%
30	8.43%	5.27%	#N/A	0.00%	13.70%	13.04%
31	8.59%	5.45%	#N/A	0.00%	14.04%	13.27%
32	8.75%	5.62%	#N/A	0.00%	14.37%	13.50%
33	8.91%	5.79%	#N/A	0.00%	14.70%	13.73%
34	9.08%	5.94%	#N/A	0.00%	15.01%	13.97%
35	9.24%	6.05%	#N/A	0.00%	15.30%	14.21%
36	9.41%	6.22%	#N/A	0.00%	15.63%	14.45%
37	9.59%	6.37%	#N/A	0.00%	15.96%	14.71%
38	9.77%	6.52%	#N/A	0.00%	16.29%	14.95%
39	9.95%	6.65%	#N/A	0.00%	16.60%	15.21%
40	10.13%	6.76%	#N/A	0.00%	16.90%	15.47%
41	10.33%	6.56%	#N/A	0.00%	16.88%	15.75%
42	10.53%	6.57%	#N/A	0.00%	17.09%	16.04%
43	10.73%	6.67%	#N/A	0.00%	17.40%	16.33%
44	10.95%	6.80%	#N/A	0.00%	17.75%	16.65%
45	11.19%	6.95%	#N/A	0.00%	18.14%	16.98%
46	11.43%	7.02%	#N/A	0.00%	18.45%	17.37%
47	11.67%	7.11%	#N/A	0.00%	18.77%	17.78%
48	11.82%	7.21%	#N/A	0.00%	19.04%	18.27%
49+	11.61%	7.35%	#N/A	0.00%	18.96%	18.77%

South Marin Fire Safety: Tier 2						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.99%	3.30%	#N/A	0.00%	10.28%	10.96%
21	7.12%	3.43%	#N/A	0.00%	10.55%	11.15%
22	7.26%	3.56%	#N/A	0.00%	10.82%	11.35%
23	7.40%	3.69%	#N/A	0.00%	11.08%	11.56%
24	7.54%	3.81%	#N/A	0.00%	11.35%	11.76%
25	7.68%	3.92%	#N/A	0.00%	11.61%	11.97%
26	7.83%	4.05%	#N/A	0.00%	11.88%	12.17%
27	7.97%	4.20%	#N/A	0.00%	12.17%	12.39%
28	8.12%	4.36%	#N/A	0.00%	12.48%	12.60%
29	8.28%	4.51%	#N/A	0.00%	12.79%	12.83%
30	8.43%	4.67%	#N/A	0.00%	13.10%	13.04%
31	8.59%	4.83%	#N/A	0.00%	13.42%	13.27%
32	8.75%	4.99%	#N/A	0.00%	13.74%	13.50%
33	8.91%	5.14%	#N/A	0.00%	14.06%	13.73%
34	9.08%	5.28%	#N/A	0.00%	14.36%	13.97%
35	9.24%	5.38%	#N/A	0.00%	14.63%	14.21%
36	9.41%	5.53%	#N/A	0.00%	14.95%	14.45%
37	9.59%	5.68%	#N/A	0.00%	15.26%	14.71%
38	9.77%	5.82%	#N/A	0.00%	15.58%	14.95%
39	9.95%	5.93%	#N/A	0.00%	15.88%	15.21%
40	10.13%	6.04%	#N/A	0.00%	16.17%	15.47%
41	10.33%	6.11%	#N/A	0.00%	16.44%	15.75%
42	10.53%	6.21%	#N/A	0.00%	16.73%	16.04%
43	10.73%	6.38%	#N/A	0.00%	17.11%	16.33%
44	10.95%	6.56%	#N/A	0.00%	17.51%	16.65%
45	11.19%	6.75%	#N/A	0.00%	17.94%	16.98%
46	11.43%	6.87%	#N/A	0.00%	18.30%	17.37%
47	11.67%	7.00%	#N/A	0.00%	18.66%	17.78%
48	11.82%	7.14%	#N/A	0.00%	18.97%	18.27%
49+	11.61%	7.32%	#N/A	0.00%	18.93%	18.77%

## Marin City CSD, LAFCO Tier 7 (31676.11), Tamalpais CSD

Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	5.24%	1.35%	#N/A	0.00%	6.60%	8.16%
21	5.28%	1.41%	#N/A	0.00%	6.69%	8.19%
22	5.31%	1.47%	#N/A	0.00%	6.77%	8.22%
23	5.33%	1.52%	#N/A	0.00%	6.85%	8.24%
24	5.35%	1.58%	#N/A	0.00%	6.93%	8.25%
25	5.36%	1.65%	#N/A	0.00%	7.01%	8.25%
26	5.47%	1.73%	#N/A	0.00%	7.20%	8.41%
27	5.59%	1.81%	#N/A	0.00%	7.40%	8.58%
28	5.71%	1.88%	#N/A	0.00%	7.59%	8.74%
29	5.83%	1.96%	#N/A	0.00%	7.78%	8.91%
30	5.95%	2.02%	#N/A	0.00%	7.97%	9.07%
31	6.07%	2.09%	#N/A	0.00%	8.16%	9.25%
32	6.20%	2.15%	#N/A	0.00%	8.35%	9.43%
33	6.32%	2.22%	#N/A	0.00%	8.55%	9.61%
34	6.45%	2.29%	#N/A	0.00%	8.75%	9.79%
35	6.59%	2.37%	#N/A	0.00%	8.95%	9.97%
36	6.72%	2.44%	#N/A	0.00%	9.16%	10.15%
37	6.86%	2.51%	#N/A	0.00%	9.37%	10.34%
38	7.00%	2.59%	#N/A	0.00%	9.59%	10.53%
39	7.14%	2.67%	#N/A	0.00%	9.81%	10.73%
40	7.29%	2.75%	#N/A	0.00%	10.04%	10.92%
41	7.44%	2.82%	#N/A	0.00%	10.26%	11.12%
42	7.59%	2.89%	#N/A	0.00%	10.48%	11.33%
43	7.75%	2.96%	#N/A	0.00%	10.71%	11.53%
44	7.91%	3.02%	#N/A	0.00%	10.93%	11.74%
45	8.08%	3.08%	#N/A	0.00%	11.16%	11.97%
46	8.25%	3.11%	#N/A	0.00%	11.36%	12.19%
47	8.44%	3.15%	#N/A	0.00%	11.59%	12.41%
48	8.63%	3.18%	#N/A	0.00%	11.81%	12.65%
49	8.85%	3.20%	#N/A	0.00%	12.04%	12.89%
50	9.04%	3.20%	#N/A	0.00%	12.24%	13.15%
51	9.18%	3.20%	#N/A	0.00%	12.38%	13.44%
52	9.26%	3.19%	#N/A	0.00%	12.45%	13.73%
53	9.28%	3.13%	#N/A	0.00%	12.41%	13.95%
54	9.24%	3.06%	#N/A	0.00%	12.30%	14.12%
55	9.13%	2.99%	#N/A	0.00%	12.12%	14.12%
56	9.02%	2.88%	#N/A	0.00%	11.90%	14.12%
57	8.91%	2.77%	#N/A	0.00%	11.68%	14.12%
58	8.79%	2.68%	#N/A	0.00%	11.48%	14.12%
59+	8.67%	2.62%	#N/A	0.00%	11.29%	14.12%

Mosquito Abatement District						
Entry Age	Basic	COL	COL Limit <sup>14</sup>	Additional Cost Sharing	Total	Prior Year Rate
20	4.71%	1.52%	#N/A	0.00%	6.24%	7.05%
21	4.76%	1.59%	#N/A	0.00%	6.35%	7.07%
22	4.81%	1.65%	#N/A	0.00%	6.46%	7.09%
23	4.85%	1.72%	#N/A	0.00%	6.57%	7.10%
24	4.89%	1.79%	#N/A	0.00%	6.67%	7.11%
25	4.92%	1.86%	#N/A	0.00%	6.78%	7.11%
26	4.95%	1.95%	#N/A	0.00%	6.90%	7.22%
27	4.98%	2.03%	#N/A	0.00%	7.00%	7.33%
28	5.00%	2.10%	#N/A	0.00%	7.10%	7.44%
29	5.02%	2.17%	#N/A	0.00%	7.19%	7.55%
30	5.03%	2.24%	#N/A	0.00%	7.27%	7.66%
31	5.14%	2.30%	#N/A	0.00%	7.44%	7.78%
32	5.24%	2.36%	#N/A	0.00%	7.61%	7.90%
33	5.35%	2.43%	#N/A	0.00%	7.79%	8.02%
34	5.47%	2.50%	#N/A	0.00%	7.97%	8.14%
35	5.58%	2.58%	#N/A	0.00%	8.16%	8.26%
36	5.70%	2.66%	#N/A	0.00%	8.35%	8.38%
37	5.81%	2.74%	#N/A	0.00%	8.55%	8.51%
38	5.93%	2.82%	#N/A	0.00%	8.75%	8.64%
39	6.06%	2.90%	#N/A	0.00%	8.96%	8.77%
40	6.18%	2.99%	#N/A	0.00%	9.17%	8.90%
41	6.31%	3.06%	#N/A	0.00%	9.37%	9.03%
42	6.44%	3.13%	#N/A	0.00%	9.56%	9.17%
43	6.57%	3.19%	#N/A	0.00%	9.76%	9.31%
44	6.70%	3.25%	#N/A	0.00%	9.95%	9.45%
45	6.84%	3.31%	#N/A	0.00%	10.15%	9.60%
46	6.98%	3.32%	#N/A	0.00%	10.29%	9.75%
47	7.12%	3.35%	#N/A	0.00%	10.47%	9.90%
48	7.27%	3.36%	#N/A	0.00%	10.63%	10.06%
49	7.42%	3.36%	#N/A	0.00%	10.78%	10.22%
50	7.58%	3.34%	#N/A	0.00%	10.92%	10.39%
51	7.74%	3.32%	#N/A	0.00%	11.06%	10.59%
52	7.91%	3.29%	#N/A	0.00%	11.20%	10.78%
53	8.10%	3.18%	#N/A	0.00%	11.28%	10.93%
54	8.30%	3.09%	#N/A	0.00%	11.38%	11.04%
55	8.48%	3.00%	#N/A	0.00%	11.48%	11.04%
56	8.61%	2.89%	#N/A	0.00%	11.50%	11.04%
57	8.69%	2.78%	#N/A	0.00%	11.46%	11.04%
58	8.70%	2.69%	#N/A	0.00%	11.39%	11.04%
59+	8.67%	2.62%	#N/A	0.00%	11.29%	11.04%

<sup>14</sup> In some prior years, the Mosquito COL contribution had been improperly limited to 1.58%.

LAFCO Tier 3 (31676.16)						
Entry Age	Basic	COL	COL Limit <sup>15</sup>	Additional Cost Sharing	Total	Prior Year Rate
20	4.53%	0.50%	#N/A	0.00%	5.04%	6.85%
21	4.58%	0.55%	#N/A	0.00%	5.13%	6.88%
22	4.62%	0.59%	#N/A	0.00%	5.21%	6.93%
23	4.66%	0.63%	#N/A	0.00%	5.30%	6.97%
24	4.70%	0.68%	#N/A	0.00%	5.38%	6.99%
25	4.73%	0.73%	#N/A	0.00%	5.46%	7.03%
26	4.76%	0.78%	#N/A	0.00%	5.54%	7.05%
27	4.79%	0.82%	#N/A	0.00%	5.61%	7.06%
28	4.81%	0.87%	#N/A	0.00%	5.68%	7.08%
29	4.83%	0.92%	#N/A	0.00%	5.75%	7.09%
30	4.84%	0.96%	#N/A	0.00%	5.80%	7.09%
31	4.94%	1.00%	#N/A	0.00%	5.95%	7.21%
32	5.04%	1.05%	#N/A	0.00%	6.09%	7.32%
33	5.15%	1.10%	#N/A	0.00%	6.25%	7.44%
34	5.26%	1.14%	#N/A	0.00%	6.40%	7.56%
35	5.37%	1.19%	#N/A	0.00%	6.56%	7.68%
36	5.48%	1.24%	#N/A	0.00%	6.72%	7.81%
37	5.59%	1.29%	#N/A	0.00%	6.88%	7.93%
38	5.71%	1.33%	#N/A	0.00%	7.04%	8.06%
39	5.82%	1.38%	#N/A	0.00%	7.21%	8.19%
40	5.94%	1.43%	#N/A	0.00%	7.37%	8.32%
41	6.07%	1.47%	#N/A	0.00%	7.54%	8.46%
42	6.19%	1.51%	#N/A	0.00%	7.70%	8.59%
43	6.32%	1.54%	#N/A	0.00%	7.86%	8.73%
44	6.45%	1.57%	#N/A	0.00%	8.02%	8.86%
45	6.58%	1.60%	#N/A	0.00%	8.18%	9.01%
46	6.71%	1.60%	#N/A	0.00%	8.31%	9.15%
47	6.85%	1.62%	#N/A	0.00%	8.47%	9.31%
48	6.99%	1.62%	#N/A	0.00%	8.62%	9.45%
49	7.14%	1.62%	#N/A	0.00%	8.76%	9.61%
50	7.29%	1.61%	#N/A	0.00%	8.90%	9.76%
51	7.45%	1.60%	#N/A	0.00%	9.05%	9.92%
52	7.61%	1.59%	#N/A	0.00%	9.21%	10.09%
53	7.78%	1.55%	#N/A	0.00%	9.33%	10.25%
54	7.92%	1.51%	#N/A	0.00%	9.42%	10.41%
55	8.02%	1.47%	#N/A	0.00%	9.48%	10.55%
56	8.06%	1.41%	#N/A	0.00%	9.48%	10.69%
57	8.06%	1.36%	#N/A	0.00%	9.42%	10.83%
58	8.36%	1.32%	#N/A	0.00%	9.68%	11.30%
59+	8.67%	1.29%	#N/A	0.00%	9.96%	11.77%

<sup>15</sup> In some prior years, the COL contribution was limited to 1.58%, and an additional 1.14% cost sharing contribution was applied.

Novato Miscellaneous						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate <sup>16</sup>
20	4.71%	1.53%	#N/A	0.00%	6.25%	8.16%
21	4.76%	1.60%	#N/A	0.00%	6.36%	8.19%
22	4.81%	1.66%	#N/A	0.00%	6.47%	8.22%
23	4.85%	1.73%	#N/A	0.00%	6.58%	8.24%
24	4.89%	1.80%	#N/A	0.00%	6.68%	8.25%
25	4.92%	1.87%	#N/A	0.00%	6.79%	8.25%
26	4.95%	1.94%	#N/A	0.00%	6.89%	8.41%
27	4.98%	2.01%	#N/A	0.00%	6.99%	8.58%
28	5.00%	2.08%	#N/A	0.00%	7.08%	8.74%
29	5.02%	2.15%	#N/A	0.00%	7.16%	8.91%
30	5.03%	2.21%	#N/A	0.00%	7.24%	9.07%
31	5.14%	2.27%	#N/A	0.00%	7.41%	9.25%
32	5.24%	2.33%	#N/A	0.00%	7.58%	9.43%
33	5.35%	2.40%	#N/A	0.00%	7.75%	9.61%
34	5.47%	2.47%	#N/A	0.00%	7.94%	9.79%
35	5.58%	2.55%	#N/A	0.00%	8.13%	9.97%
36	5.70%	2.62%	#N/A	0.00%	8.32%	10.15%
37	5.81%	2.70%	#N/A	0.00%	8.51%	10.34%
38	5.93%	2.78%	#N/A	0.00%	8.71%	10.53%
39	6.06%	2.86%	#N/A	0.00%	8.92%	10.73%
40	6.18%	2.94%	#N/A	0.00%	9.12%	10.92%
41	6.31%	3.01%	#N/A	0.00%	9.32%	11.12%
42	6.44%	3.07%	#N/A	0.00%	9.51%	11.33%
43	6.57%	3.13%	#N/A	0.00%	9.70%	11.53%
44	6.70%	3.19%	#N/A	0.00%	9.89%	11.74%
45	6.84%	3.23%	#N/A	0.00%	10.07%	11.97%
46	6.98%	3.22%	#N/A	0.00%	10.19%	12.19%
47	7.12%	3.24%	#N/A	0.00%	10.36%	12.41%
48	7.27%	3.25%	#N/A	0.00%	10.51%	12.65%
49	7.42%	3.24%	#N/A	0.00%	10.66%	12.89%
50	7.58%	3.21%	#N/A	0.00%	10.79%	13.15%
51	7.74%	3.19%	#N/A	0.00%	10.93%	13.44%
52	7.91%	3.16%	#N/A	0.00%	11.07%	13.73%
53	8.10%	3.06%	#N/A	0.00%	11.16%	13.95%
54	8.30%	2.97%	#N/A	0.00%	11.27%	14.12%
55	8.48%	2.89%	#N/A	0.00%	11.37%	14.12%
56	8.61%	2.78%	#N/A	0.00%	11.39%	14.12%
57	8.69%	2.68%	#N/A	0.00%	11.36%	14.12%
58	8.70%	2.59%	#N/A	0.00%	11.29%	14.12%
59+	8.67%	2.53%	#N/A	0.00%	11.19%	14.12%

<sup>16</sup> The rates for Novato Miscellaneous had been calculated under the benefit 31676.11 – now using 31676.16

Novato Safety: Tier 1						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.99%	3.89%	#N/A	0.00%	10.87%	10.96%
21	7.12%	3.94%	#N/A	0.00%	11.06%	11.15%
22	7.26%	4.07%	#N/A	0.00%	11.33%	11.35%
23	7.40%	4.21%	#N/A	0.00%	11.61%	11.56%
24	7.54%	4.36%	#N/A	0.00%	11.89%	11.76%
25	7.68%	4.51%	#N/A	0.00%	12.19%	11.97%
26	7.83%	4.67%	#N/A	0.00%	12.50%	12.17%
27	7.97%	4.84%	#N/A	0.00%	12.82%	12.39%
28	8.12%	5.04%	#N/A	0.00%	13.17%	12.60%
29	8.28%	5.23%	#N/A	0.00%	13.51%	12.83%
30	8.43%	5.42%	#N/A	0.00%	13.85%	13.04%
31	8.59%	5.60%	#N/A	0.00%	14.19%	13.27%
32	8.75%	5.78%	#N/A	0.00%	14.53%	13.50%
33	8.91%	5.95%	#N/A	0.00%	14.86%	13.73%
34	9.08%	6.10%	#N/A	0.00%	15.18%	13.97%
35	9.24%	6.23%	#N/A	0.00%	15.47%	14.21%
36	9.41%	6.39%	#N/A	0.00%	15.81%	14.45%
37	9.59%	6.55%	#N/A	0.00%	16.14%	14.71%
38	9.77%	6.71%	#N/A	0.00%	16.48%	14.95%
39	9.95%	6.84%	#N/A	0.00%	16.79%	15.21%
40	10.13%	6.96%	#N/A	0.00%	17.09%	15.47%
41	10.33%	6.75%	#N/A	0.00%	17.07%	15.75%
42	10.53%	6.76%	#N/A	0.00%	17.29%	16.04%
43	10.73%	6.87%	#N/A	0.00%	17.60%	16.33%
44	10.95%	7.00%	#N/A	0.00%	17.95%	16.65%
45	11.19%	7.16%	#N/A	0.00%	18.35%	16.98%
46	11.43%	7.23%	#N/A	0.00%	18.66%	17.37%
47	11.67%	7.32%	#N/A	0.00%	18.99%	17.78%
48	11.82%	7.43%	#N/A	0.00%	19.25%	18.27%
49+	11.61%	7.57%	#N/A	0.00%	19.18%	18.77%

Novato Safety: Tier 2						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.99%	3.38%	#N/A	0.00%	10.36%	10.96%
21	7.12%	3.51%	#N/A	0.00%	10.63%	11.15%
22	7.26%	3.64%	#N/A	0.00%	10.90%	11.35%
23	7.40%	3.77%	#N/A	0.00%	11.17%	11.56%
24	7.54%	3.90%	#N/A	0.00%	11.44%	11.76%
25	7.68%	4.02%	#N/A	0.00%	11.70%	11.97%
26	7.83%	4.16%	#N/A	0.00%	11.98%	12.17%
27	7.97%	4.31%	#N/A	0.00%	12.28%	12.39%
28	8.12%	4.48%	#N/A	0.00%	12.60%	12.60%
29	8.28%	4.64%	#N/A	0.00%	12.92%	12.83%
30	8.43%	4.80%	#N/A	0.00%	13.23%	13.04%
31	8.59%	4.97%	#N/A	0.00%	13.56%	13.27%
32	8.75%	5.14%	#N/A	0.00%	13.88%	13.50%
33	8.91%	5.29%	#N/A	0.00%	14.20%	13.73%
34	9.08%	5.43%	#N/A	0.00%	14.51%	13.97%
35	9.24%	5.54%	#N/A	0.00%	14.78%	14.21%
36	9.41%	5.69%	#N/A	0.00%	15.11%	14.45%
37	9.59%	5.84%	#N/A	0.00%	15.43%	14.71%
38	9.77%	5.99%	#N/A	0.00%	15.75%	14.95%
39	9.95%	6.11%	#N/A	0.00%	16.05%	15.21%
40	10.13%	6.22%	#N/A	0.00%	16.35%	15.47%
41	10.33%	6.29%	#N/A	0.00%	16.62%	15.75%
42	10.53%	6.39%	#N/A	0.00%	16.91%	16.04%
43	10.73%	6.57%	#N/A	0.00%	17.30%	16.33%
44	10.95%	6.76%	#N/A	0.00%	17.71%	16.65%
45	11.19%	6.95%	#N/A	0.00%	18.14%	16.98%
46	11.43%	7.07%	#N/A	0.00%	18.50%	17.37%
47	11.67%	7.21%	#N/A	0.00%	18.87%	17.78%
48	11.82%	7.36%	#N/A	0.00%	19.18%	18.27%
49+	11.61%	7.54%	#N/A	0.00%	19.15%	18.77%



San Rafael Miscellaneous						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.29%	1.33%	#N/A	0.00%	7.62%	7.45%
21	6.33%	1.42%	#N/A	0.00%	7.75%	7.47%
22	6.37%	1.50%	#N/A	0.00%	7.87%	7.50%
23	6.40%	1.58%	#N/A	0.00%	7.97%	7.52%
24	6.42%	1.66%	#N/A	0.00%	8.08%	7.53%
25	6.43%	1.74%	#N/A	0.00%	8.18%	7.53%
26	6.57%	1.81%	#N/A	0.00%	8.38%	7.68%
27	6.71%	1.87%	#N/A	0.00%	8.57%	7.83%
28	6.85%	1.93%	#N/A	0.00%	8.78%	7.98%
29	6.99%	1.99%	#N/A	0.00%	8.98%	8.13%
30	7.14%	2.05%	#N/A	0.00%	9.19%	8.28%
31	7.29%	2.11%	#N/A	0.00%	9.40%	8.44%
32	7.44%	2.18%	#N/A	0.00%	9.61%	8.60%
33	7.59%	2.25%	#N/A	0.00%	9.84%	8.76%
34	7.75%	2.32%	#N/A	0.00%	10.07%	8.93%
35	7.90%	2.40%	#N/A	0.00%	10.30%	9.09%
36	8.07%	2.48%	#N/A	0.00%	10.54%	9.26%
37	8.23%	2.55%	#N/A	0.00%	10.78%	9.43%
38	8.40%	2.63%	#N/A	0.00%	11.03%	9.61%
39	8.57%	2.71%	#N/A	0.00%	11.28%	9.79%
40	8.75%	2.78%	#N/A	0.00%	11.53%	9.96%
41	8.92%	2.84%	#N/A	0.00%	11.76%	10.14%
42	9.11%	2.89%	#N/A	0.00%	12.00%	10.33%
43	9.30%	2.93%	#N/A	0.00%	12.23%	10.52%
44	9.49%	2.97%	#N/A	0.00%	12.46%	10.71%
45	9.69%	3.00%	#N/A	0.00%	12.69%	10.92%
46	9.90%	2.95%	#N/A	0.00%	12.86%	11.12%
47	10.12%	2.96%	#N/A	0.00%	13.09%	11.32%
48	10.36%	2.95%	#N/A	0.00%	13.31%	11.54%
49	10.61%	2.93%	#N/A	0.00%	13.54%	11.76%
50	10.85%	2.89%	#N/A	0.00%	13.74%	11.99%
51	11.01%	2.85%	#N/A	0.00%	13.86%	12.26%
52	11.11%	2.82%	#N/A	0.00%	13.92%	12.52%
53	11.13%	2.72%	#N/A	0.00%	13.86%	12.73%
54+	11.08%	2.64%	#N/A	0.00%	13.72%	12.88%

San Rafael Safety						
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total	Prior Year Rate
20	6.99%	2.57%	#N/A	0.00%	9.56%	9.94%
21	7.12%	2.68%	#N/A	0.00%	9.81%	10.11%
22	7.26%	2.80%	#N/A	0.00%	10.06%	10.29%
23	7.40%	2.91%	#N/A	0.00%	10.31%	10.48%
24	7.54%	3.02%	#N/A	0.00%	10.56%	10.66%
25	7.68%	3.13%	#N/A	0.00%	10.81%	10.86%
26	7.83%	3.24%	#N/A	0.00%	11.07%	11.04%
27	7.97%	3.37%	#N/A	0.00%	11.34%	11.23%
28	8.12%	3.51%	#N/A	0.00%	11.64%	11.43%
29	8.28%	3.65%	#N/A	0.00%	11.92%	11.63%
30	8.43%	3.78%	#N/A	0.00%	12.21%	11.83%
31	8.59%	3.92%	#N/A	0.00%	12.51%	12.04%
32	8.75%	4.06%	#N/A	0.00%	12.81%	12.24%
33	8.91%	4.19%	#N/A	0.00%	13.10%	12.45%
34	9.08%	4.31%	#N/A	0.00%	13.38%	12.67%
35	9.24%	4.40%	#N/A	0.00%	13.64%	12.88%
36	9.41%	4.52%	#N/A	0.00%	13.94%	13.10%
37	9.59%	4.64%	#N/A	0.00%	14.23%	13.34%
38	9.77%	4.76%	#N/A	0.00%	14.52%	13.56%
39	9.95%	4.86%	#N/A	0.00%	14.80%	13.80%
40	10.13%	4.95%	#N/A	0.00%	15.08%	14.03%
41	10.33%	5.01%	#N/A	0.00%	15.34%	14.28%
42	10.53%	5.09%	#N/A	0.00%	15.62%	14.54%
43	10.73%	5.24%	#N/A	0.00%	15.97%	14.81%
44	10.95%	5.39%	#N/A	0.00%	16.34%	15.10%
45	11.19%	5.55%	#N/A	0.00%	16.74%	15.40%
46	11.43%	5.65%	#N/A	0.00%	17.08%	15.75%
47	11.67%	5.76%	#N/A	0.00%	17.43%	16.12%
48	11.82%	5.88%	#N/A	0.00%	17.70%	16.56%
49+	11.61%	6.03%	#N/A	0.00%	17.64%	17.02%

