

**Marin County  
Employees' Retirement Association**

**Actuarial Review and Analysis as of June 30, 2010**

April 14, 2011

**EFI ACTUARIES | EFI/LIABILITY MANAGEMENT SERVICES, INC.**

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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, 2010. Employer contribution rates for the Fiscal Year beginning July 1, 2011 have been determined based on demographic and asset information as of June 30, 2010.

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, 2009	22.42%	43.57%	46.15%
June 30, 2010	<b>23.83%</b>	<b>43.66%</b>	<b>50.00%</b>

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

	June 30, 2009	June 30, 2010
<b>Plan Membership</b>		
Active	2,763	2,682
Inactive	717	596
Receiving Benefits	2,335	2,431
Total	5,815	5,709
Average Pay	\$81,205	\$82,291
<b>Assets (\$ millions)</b>		
Market Value	\$1,130.0	\$1,211.2
Market Value (Excluding Non-Valuation Reserves)	\$1,119.4	\$1,191.8
Valuation Assets	\$1,343.3	\$1,368.7
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$1,862.4	\$1,929.7
Unfunded Accrued Liability	\$519.2	\$561.0
Funded Ratio (Valuation Assets)	72.1%	70.9%
Funded Ratio (Market Value of Assets)	60.1%	61.8%
Inactive-Only Funded Ratio	56.7%	57.6%

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 contributions determined as part of this actuarial valuation have increased compared to the those calculated in the prior valuation, primarily due to losses from the investments.
- The contribution rates (as a percentage of payroll) have also increased due to a decline in the payroll base over which the unfunded liability is amortized.
- 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, 2010. 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 2011-2012 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 six 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, 2009 to June 30, 2010. 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.
- Section 6 contains the employee contribution rates.

## 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, 2009	June 30, 2010
<b>Plan Membership</b>		
Active	2,286	2,186
Inactive	534	447
Receiving Benefits	1,842	1,906
Total	4,662	4,539
Average Pay	\$79,651	\$82,799
<b>Assets (\$ millions)</b>		
Market Value	\$835.2	\$886.5
Valuation Assets	\$1,002.3	\$1,018.1
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$1,350.5	\$1,402.4
Unfunded Accrued Liability	\$348.3	\$384.3
Funded Ratio (Valuation Assets)	74.2%	72.6%
Funded Ratio (Market Value of Assets)	61.8%	63.2%
Inactive-Only Funded Ratio	55.4%	55.3%
Employer Normal Cost Rate	8.25%	7.82%
Amortization of Unfunded Liability	14.17%	16.01%
Employer Contribution Rate	22.42%	23.83%

### Change in Plan Cost from June 30, 2009 to June 30, 2010

The employer contribution rate determined based on actual demographic and asset information has increased by just over 1.4% of active member payroll. The benefit provisions of the Plan remained unchanged from the prior valuation.

The actuarial assumptions have not changed since the previous valuation. The narrative and table below summarize the impact of actuarial experience and other changes on Plan cost.



Employer Contribution Rate (% Payroll)	
<b>June 30, 2009</b>	<b>22.42%</b>
Change in Cost Due to:	
Demographic Experience during 2009-2010	(0.06%)
Salary Experience during 2009-2010	0.08%
New Entrants to the Plan	0.34%
Investment Experience during 2009-2010	0.90%
Amortization Payroll	0.63%
Rolling Amortization	(0.48%)
Total Change	1.41%
<b>Total Cost as of June 30, 2010</b>	<b>23.83%</b>

- Demographic experience slightly decreased 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 close accord with the actuarial assumptions, resulting in a 0.06% decrease to the actuarial cost.

- Pay increases were close to those expected.

Increases in pay among active members during 2009-2010 were close to those anticipated by the actuarial assumptions, resulting in a small increase to the employer contribution rate by 0.08% of payroll.

- New members entered the Plan.

Active participation in the Plan decreased by about 4% from June 30, 2009 to June 30, 2010; however, there were still approximately 77 new hires (or rehires) entering the Plan to replace departing members.

These new hires increased the employer contribution rate by 0.34% of payroll.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was 8.2% (net of expenses) over the fiscal year 2009-2010. The return on the actuarial value of the *valuation assets* was 3.3%.

The lower return on the actuarial value of assets (3.3% versus 8.2%) is a result of the delayed recognition of asset losses from prior years. 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.

The lower-than-expected return on the valuation assets produced an actuarial loss that increased Plan costs by 0.9% of active member payroll.

- Changes in the payroll used to amortize the unfunded liability increased the cost as a percentage of payroll.

Under the level percentage of payroll amortization method that is currently part of the funding policy, the amortization payment is determined based on an assumption that total payroll will increase each year (by 3.5% under the assumptions in place as of the prior valuation). The amortization payment is recalculated each year, based on the unfunded liability determined as of the valuation date, and then divided by the current year projected payroll to compute the amortization amount as a percentage of pay.

If – as was the case this year – pay does *not* increase by the projected salary growth assumed in the amortization calculation, the amortization payment will be larger as a percentage of pay, though the dollar amount is the same. This increased the employer contribution rate by 0.63% of pay.

- A temporary rolling amortization period was implemented in the prior valuation.

As part of the June 30<sup>th</sup>, 2009 valuation, the Board elected to amortize the unfunded actuarial accrued liability over 17 years as a level percentage of payroll, for all employers. A portion of the FY 2009 investment losses were deemed extraordinary, and the Board elected to amortize this amount over a fixed 30 year period.

It was anticipated that the amortization period on the non-extraordinary portion of the unfunded liability would stay at the same level (17 years) for a period of five years, and then decrease by one year with each valuation until a period of 10 years is achieved. The impact of the temporary rolling amortization policy on this valuation was to reduce the current cost for the County and Special Districts by about 0.5% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 1.4% 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 115%; that means that losses of about 15% 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 6.2% of pay, to 30.0%.

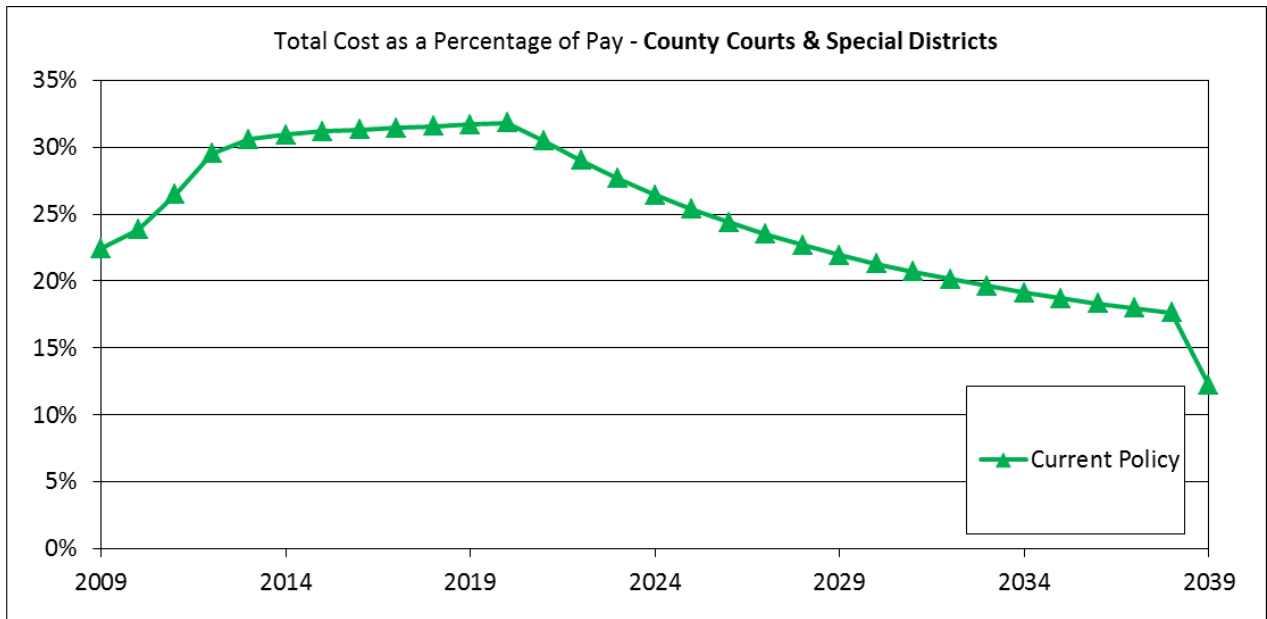
- Based on the assumptions and cost method, Plan assets are currently below the target level of assets determined by the cost method; consequently, there is an unfunded actuarial accrued liability. As a result, the employer contribution consists of two components: The normal cost and the amortization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

The employer normal cost of 7.82% 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.

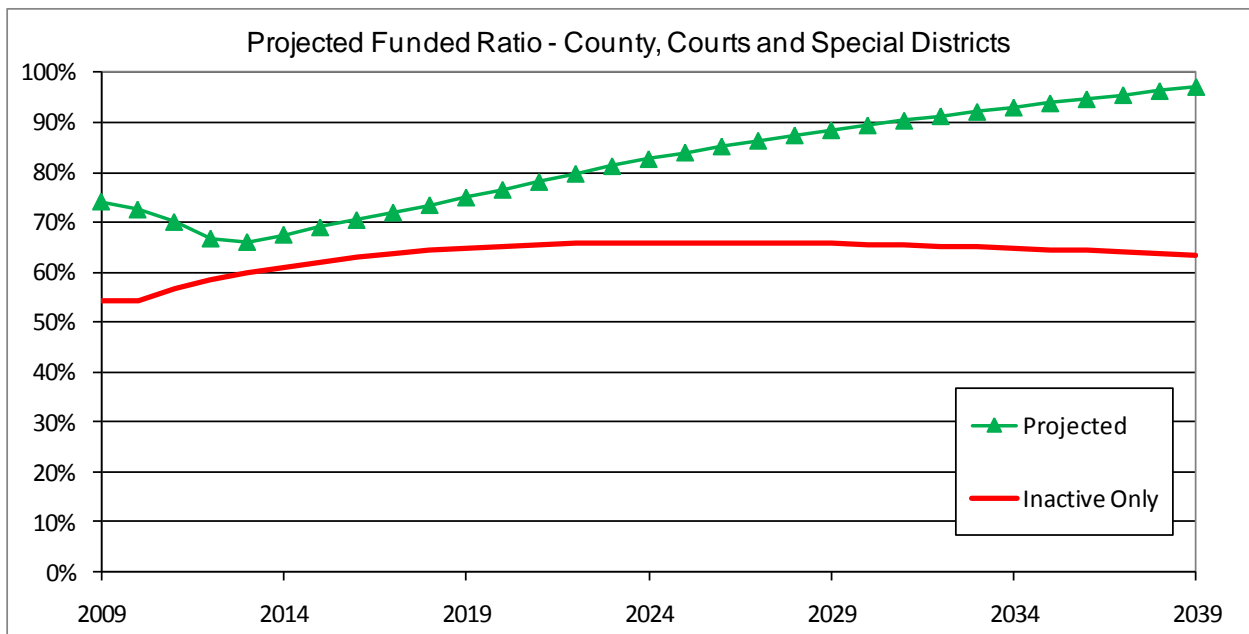
As the unfunded actuarial accrued liability is amortized, the employer contribution rate will gradually decrease to a level near the normal cost of about 7.82% of payroll.

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 actual cost of the Plan in future years will primarily be determined by the investment return produced on Plan assets. As the return varies from year to year, cost will vary as well. The importance of the graphs below is to illustrate possible trends in the cost and funding status of the Plan.

We note in the graph that Plan cost is expected to increase over the next few years as deferred investment losses from 2008 are recognized, then gradually decrease. The sudden large decline in the actuarial cost at the end of the projection is due to the end of the amortization period for the extraordinary loss of FY 2009.



The graph below shows a projection of the funded ratio using the smoothed valuation assets over the same time period, again assuming a 7.75% return on the market value of Plan assets for all future years. The red line represents the portion of the total actuarial liability that is based on benefits for inactive participants only. If the Plan's funded ratio drops below the Inactive Funded Ratio, it indicates that no Plan assets have been set aside to fund future benefits for current active participants.



## 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, 2009	June 30, 2010
<b>Plan Membership</b>		
Active	85	82
Inactive	18	15
Receiving Benefits	84	88
Total	187	185
Average Pay	\$108,700	\$107,894
<b>Assets (\$ millions)</b>		
Market Value	\$84.3	\$88.9
Valuation Assets	\$101.2	\$102.1
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$132.1	\$132.4
Unfunded Accrued Liability	\$30.9	\$30.3
Funded Ratio (Valuation Assets)	76.6%	77.1%
Funded Ratio (Market Value of Assets)	63.8%	67.2%
Inactive-Only Funded Ratio	62.6%	65.1%
Employer Normal Cost Rate	19.47%	19.21%
Amortization of Unfunded Liability	24.10%	24.45%
Employer Contribution Rate	43.57%	43.66%

### Change in Plan Cost from June 30, 2009 to June 30, 2010

The employer contribution rate determined based on actual demographic and asset information has increased by 0.1% of active member payroll. The benefit provisions and actuarial assumptions of the Plan remained unchanged from the prior valuation. The table and narrative below summarize the impact of actuarial experience and other changes on Plan cost.

Employer Contribution Rate (% Payroll)	
<b>June 30, 2009</b>	<b>43.57%</b>
Change in Cost Due to:	
Demographic Experience during 2009-2010	(2.10%)
Salary Experience during 2009-2010	(1.33%)
New Entrants to the Plan	0.81%
Investment Experience during 2009-2010	1.81%
Amortization Payroll	1.53%
Rolling Amortization	(0.63%)
Total Change	0.09%
<b>Total Cost as of June 30, 2010</b>	<b>43.66%</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 2.10% of payroll.

- Pay increases were less than expected.

Increases in pay among active members during 2009-2010 were less than those anticipated by the actuarial assumptions. The impact of the lower than expected salaries decreased the employer contribution rate by 1.33% of payroll.

- New members entered the Plan.

Active participation in the Plan decreased by about 4% from June 30, 2009 to June 30, 2010; however, there were 3 new hires (or rehires) entering the Plan to replace departing members.

These new hires increased the employer contribution rate by 0.81% of payroll.

- Investment returns produced an actuarial loss.

The return on the *market* value of assets was a gain of 8.2% (net of expenses) over the fiscal year 2009-2010. The return on the actuarial value of the *valuation assets* was 3.3%. This return was below the 7.75% assumed return, producing an actuarial loss that increased Plan costs by 1.81% 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.

- Changes in the payroll used to amortize the unfunded liability increased the cost as a percentage of payroll.

Since pay did not increase by the projected salary growth assumed in the amortization calculation (3.5%), the amortization payment is larger as a percentage of pay, though the dollar amount is the same. This increased the employer contribution rate by 1.53% of pay.

- A temporary rolling amortization period was implemented in the prior valuation.

The impact of the temporary rolling amortization policy on this valuation was to reduce the current cost for the Novato FPD by 0.63% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 0.1% 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 115%; that means that about 15% 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 12.4% of pay, to 56.1%.

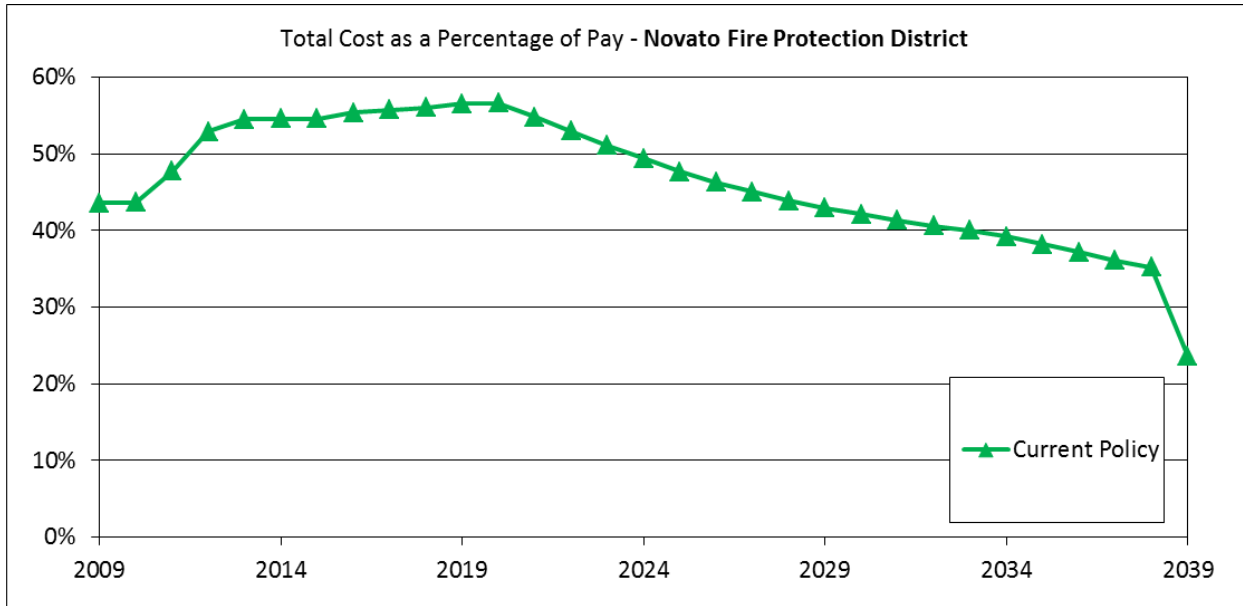
- Based on the assumptions and cost method, Plan assets are currently below the target level of assets determined by the cost method; consequently, there is an unfunded actuarial accrued liability. As a result, the employer contribution consists of two components: The normal cost and the amortization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

The employer normal cost of 19.21% 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

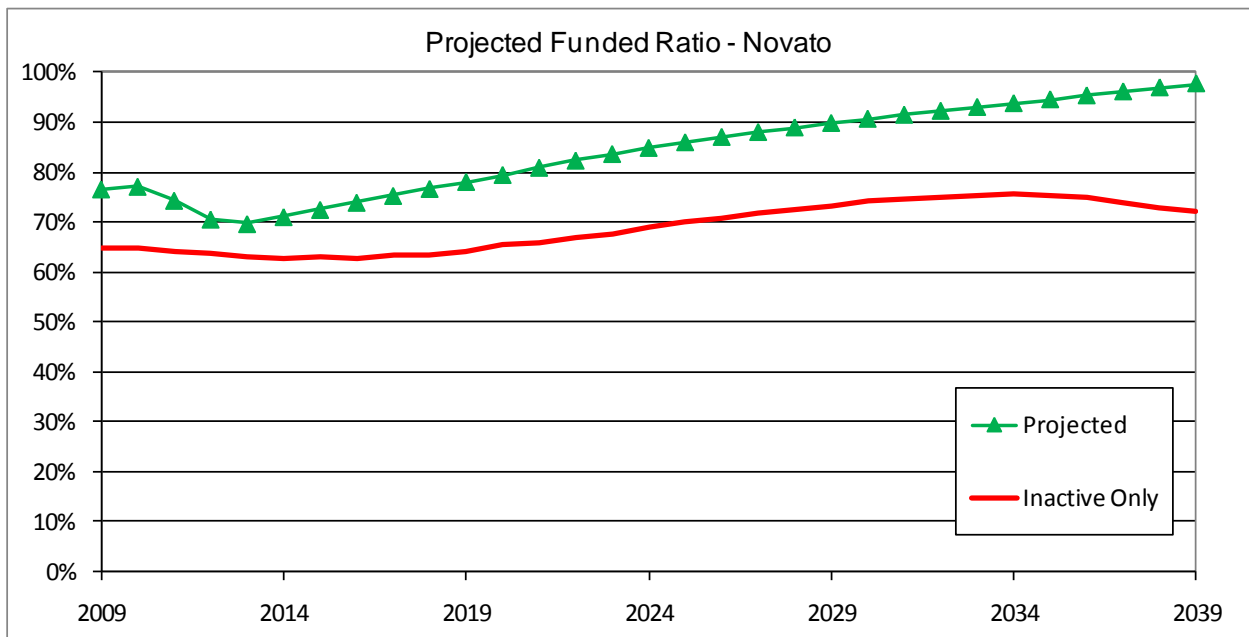
the target level set by the actuarial cost method. As the unfunded actuarial accrued liability is amortized, the employer contribution rate will gradually decrease to a level near the normal cost of about 19.21% of payroll.

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 graph below shows a projection of the funded ratio using the smoothed valuation assets over the same time period.



## 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, 2009	June 30, 2010
<b>Plan Membership</b>		
Active	392	360
Inactive	165	134
Receiving Benefits	409	437
Total	966	931
Average Pay	\$84,306	\$85,705
<b>Assets (\$ millions)</b>		
Market Value	\$199.9	\$216.4
Valuation Assets	\$239.8	\$248.5
<b>Valuation Results (\$ millions)</b>		
Actuarial Accrued Liability	\$379.8	\$394.9
Unfunded Accrued Liability	\$140.0	\$146.4
Funded Ratio (Valuation Assets)	63.2%	62.9%
Funded Ratio (Market Value of Assets)	52.6%	54.8%
Inactive-Only Funded Ratio	59.2%	63.1%
Employer Normal Cost Rate	13.08%	12.82%
Amortization of Unfunded Liability	33.07%	37.18%
Employer Contribution Rate	46.15%	50.00%

### Change in Plan Cost from June 30, 2009 to June 30, 2010

The employer contribution rate determined based on actual demographic and asset information has increased by 3.85% of active member payroll. The benefit provisions and actuarial assumptions of the Plan remained unchanged from the prior valuation. The table and narrative below summarize the impact of actuarial experience and other changes on Plan cost.

Employer Contribution Rate (% Payroll)	
<b>June 30, 2009</b>	<b>46.15%</b>
Change in Cost Due to:	
Demographic Experience during 2009-2010	0.71%
Salary Experience during 2009-2010	(0.76%)
New Entrants to the Plan	0.35%
Investment Experience during 2009-2010	1.28%
Amortization Payroll	3.58%
Rolling Amortization	(1.32%)
Total Change	3.85%
<b>Total Cost as of June 30, 2010</b>	<b>50.00%</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 0.71%.

- Pay increases were less than those expected.

Increases in pay among active members during 2009-2010 were less than those anticipated by the actuarial assumptions. The lower than expected salary increases decreased the employer contribution rate by 0.76% of payroll.

- New members entered the Plan.

Active participation in the Plan declined by 8.2% from June 30, 2009 to June 30, 2010, but there were still 10 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 inclined by 0.35% of payroll, and 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 gain of 8.2% (net of expenses) over the fiscal year 2009-2010. The return on the actuarial value of the *valuation assets* was a 3.3% gain. This return

was below the 7.75% assumed, producing an actuarial loss that increased Plan costs by 1.28% 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.

- Changes in the payroll used to amortize the unfunded liability increased the cost as a percentage of payroll.

Since pay did not increase by the projected salary growth assumed in the amortization calculation (3.5%), the amortization payment is larger as a percentage of pay, though the dollar amount is the same. This increased the employer contribution rate by 3.58% of pay.

- A temporary rolling amortization period was implemented in the prior valuation.

The impact of the temporary rolling amortization policy on this valuation was to reduce the current cost for San Rafael by 1.31% of pay.

The above sources of actuarial gains and losses and other changes combined to increase Plan cost by about 3.85% of payroll, as noted above.

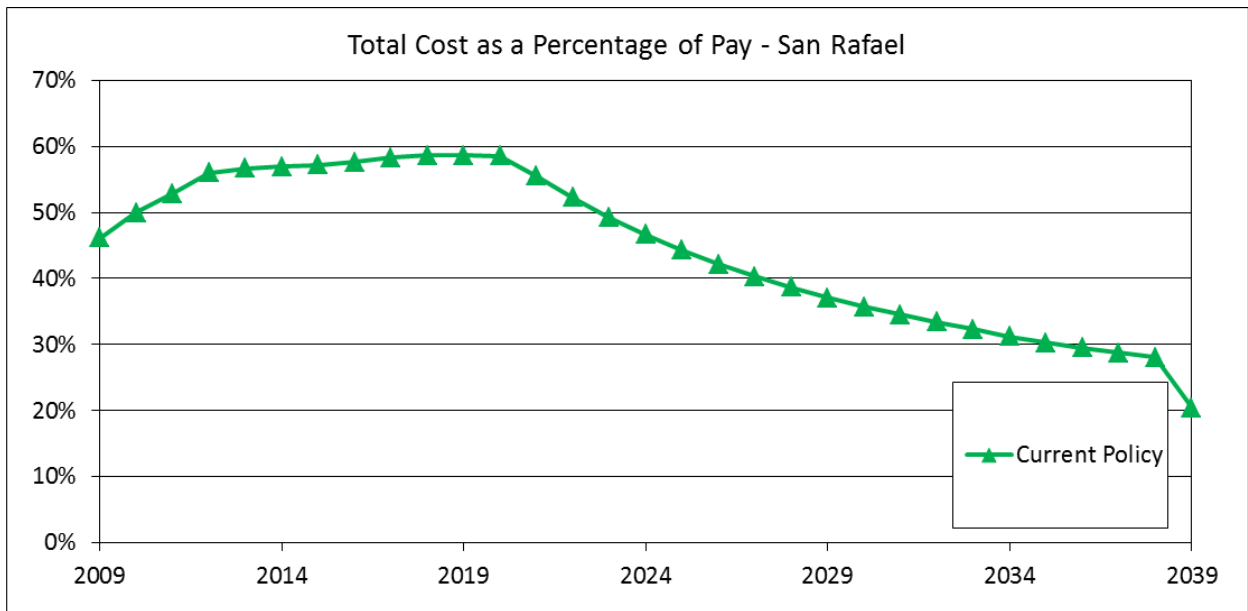
The same factors expected to impact the other plans costs are also expected to affect San Rafael's costs in the future:

- 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 115%; that means that about 15% 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 8.8% of pay, to 58.8%.
- 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.

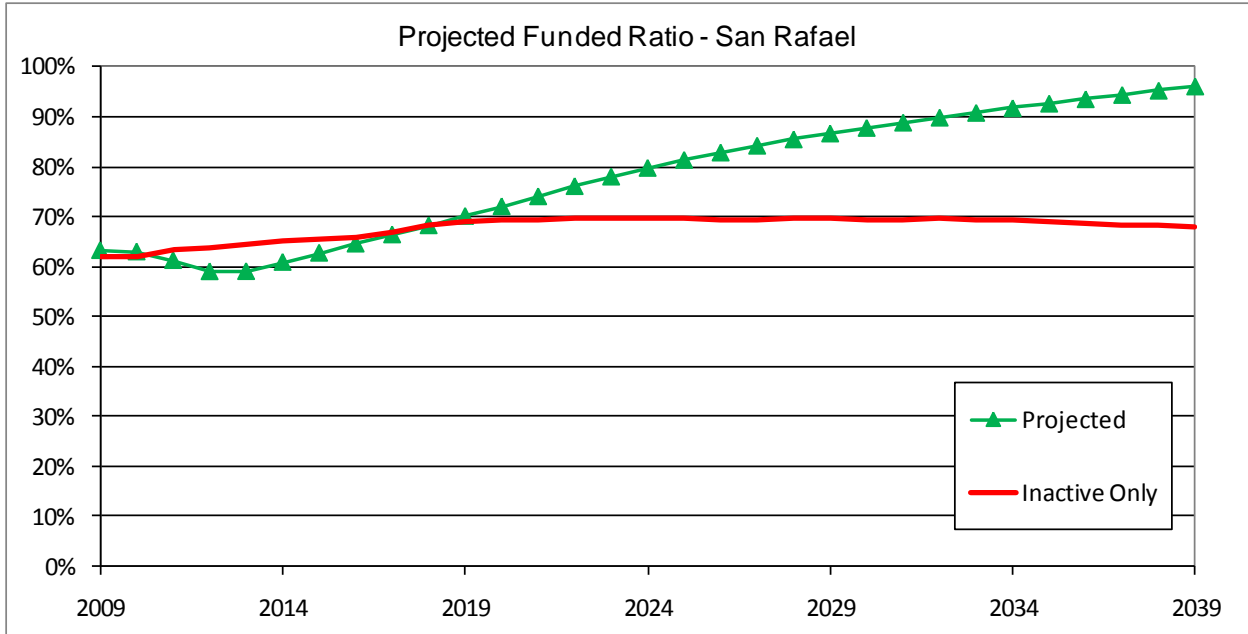
The employer normal cost of 12.8% of payroll represents the cost of the additional benefits earned each year by active Plan members. The balance of the employer contribution rate represents the amortization of the unfunded liability, which is a payment designed to bring the Plan's assets up to the target 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 12.8% 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 graph below shows a projection of the funded ratio using the smoothed valuation assets over the same time period. For San Rafael, we note that the funded ratio is expected to drop below the level of the Inactive Funded Ratio.



## 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 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. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.

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 <sup>1</sup>	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>2</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	2.7%
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 3A <sup>3</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> This represents the age at which a retiring member would receive the benefit factor shown in the final column.

<sup>2</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>3</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 2% at Age 61 CERL §: 31676.1		Misc 2% at Age 58.5 CERL §: 31676.11		Misc 2% at Age 55.5 CERL §: 31676.14		Misc 2% at Age 55 CERL §: 31676.16		Misc 2.7% at Age 55 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 CERL §: 31664		Safety 3% at Age 50 CERL §: 31664.1		Safety 3% at Age 55 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 are based on the assumptions developed as part of the Experience Study from 2006 through 2008. The Basic rates were determined based on an interest rate of 7.75% per annum, an average salary increase of 3.5% per year, and the Retired Pensioners (RP) 2000 tables published by the Society of Actuaries (projected from 2000 to 2010 using Scale AA), with a one year age setback for males and a two year age setback for females (blended 50/50 male/female).

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 4 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 was established (approximating 50% of the loss on the market value of assets for FY09). The current amount of this base as of June 30, 2010 is \$199,311,439.

This special base is being amortized as a level percentage of payroll over a closed 30 year period, with 29 years remaining as of June 30, 2010. 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, 2010.
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 actuarial assumptions have not changed since the prior valuation.

### **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, 2010 and 2009

	June 30, 2010	June 30, 2009
<b><u>Assets</u></b>		
Cash and Short Term Investments		
Cash and Cash Equivalents	\$135,783,006	\$118,021,449
Short Term Investments	0	0
Collateral held for Securities Loaned	<u>85,912,381</u>	<u>48,596,264</u>
Total Cash and Short Term Investments	<b><u>\$221,695,387</u></b>	<b><u>\$166,617,713</u></b>
Receivables		
Contributions	3,199,854	1,971,016
Interest and Dividends	1,929,369	1,845,957
Due from Brokers for Securities Sold	1,894,835	3,173,376
Other Receivables	<u>1,083,897</u>	<u>825,830</u>
Total Receivables	<b><u>\$8,107,955</u></b>	<b><u>\$7,816,179</u></b>
Investments at Fair Value		
Domestic Fixed Income	161,598,315	124,426,217
International Fixed Income	16,348,909	9,953,463
Domestic Equities	523,754,964	474,172,067
International Equities	237,228,105	237,693,275
Private Equity	8,442,491	3,958,762
Real Estate	<u>121,341,849</u>	<u>155,324,370</u>
Total Investments	<b><u>\$1,068,714,633</u></b>	<b><u>\$1,005,525,154</u></b>
Capital Assets	7,189,149	6,104,088
Prepaid Insurance	<u>618,351</u>	<u>699,085</u>
<b><u>Total Assets</u></b>	<b><u>\$1,306,325,475</u></b>	<b><u>\$1,186,762,219</u></b>
<b><u>Liabilities</u></b>		
Accounts Payable and Accrued Expenses	1,517,441	1,883,639
Due to Brokers for Securities Purchased	5,987,937	4,543,172
Rental Security Deposits	669,091	717,859
Retiree Payroll Payable	8,406	0
Collateral Held for Securities Loaned	85,912,381	48,596,264
Health Insurance Payable	<u>1,000,000</u>	<u>1,000,000</u>
<b><u>Total Liabilities</u></b>	<b><u>\$95,095,256</u></b>	<b><u>\$56,740,934</u></b>
<b><u>Net Assets Held in Trust for Pension Benefits</u></b>	<b><u>\$1,211,230,219</u></b>	<b><u>\$1,130,021,285</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		
2007	63,605,781	67,950,243	104,877,553	232,824,722	127,947,169	20%	25,589,434
2008	73,970,761	72,719,332	123,698,715	(102,239,271)	(225,937,986)	40%	(90,375,195)
2009	71,953,334	78,483,183	112,984,849	(279,024,409)	(196,004,629) <sup>4</sup>	60%	(117,602,778)
2010	73,690,030	84,697,637	87,150,105	92,216,541	5,066,436	80%	4,053,149
(1) Total Unrecognized Dollars							(178,335,389)
(2) Market Value of Assets as of June 30, 2010							1,211,230,219
(3) Actuarial Value of Assets as of June 30, 2010 [(2) - (1)]							1,389,565,608
(4) Corridor Limits							
a. 80% of Net Market Value (2)							968,984,175
b. 120% of Net Market Value (2)							1,453,476,263
(5) Actuarial Value of Assets after Corridor							1,389,565,608

### Division of Actuarial Value amongst Plans / Reserves

	Actuarial Value <sup>5</sup>
County	1,018,082,050
Novato	102,122,511
San Rafael	248,500,195
Health Insurance	11,008,205
Excluded Contingency	<u>9,852,647</u>
Total	1,389,565,608

<sup>4</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>5</sup> The Actuarial Value of assets were divided amongst the Plans / Reserves using the same ratios of the reserve balances at market value, with the exception of the Excluded Contingency Reserve, which is valued on a market reserve basis.

## 2.3: Income Statement (Total Fund)

### For the Year Ended June 30, 2010 and 2009

	June 30, 2010	June 30, 2009
<b><u>Additions</u></b>		
Contributions		
Employer's Contribution	\$56,270,346	\$54,555,518
Members' Contributions	<u>17,419,684</u>	<u>17,397,816</u>
Total Contributions	<b><u>\$73,690,030</u></b>	<b><u>\$71,953,334</u></b>
Investment Income		
Net Appreciation/(Depreciation) in Fair Value of Investments	80,864,466	(296,120,833)
Interest and Dividends	15,662,211	21,857,378
Real Estate Operating Income, net	7,191,292	5,045,796
Other Investment Income	<u>483,780</u>	<u>510,941</u>
Total Investment Income/(loss)	<b><u>\$104,201,749</u></b>	<b><u>\$(268,706,718)</u></b>
Investment Expenses	<u>(8,462,445)</u>	<u>(7,955,952)</u>
Net Investment Income/(loss)	<b><u>\$95,739,304</u></b>	<b><u>\$(276,662,670)</u></b>
Securities Lending Activities		
Securities Lending Income	437,969	1,806,467
Expenses from Securities Lending Activities	<u>(204,800)</u>	<u>(976,025)</u>
Net Securities Lending Income/(loss)	<b><u>\$233,169</u></b>	<b><u>\$830,442</u></b>
Total Net Investment Income/(loss)	<b><u>\$95,972,473</u></b>	<b><u>\$(275,832,228)</u></b>
<b>Total Additions/(declines)</b>	<b><u>\$169,662,503</u></b>	<b><u>\$(203,878,894)</u></b>
<b><u>Deductions</u></b>		
Benefits	83,704,078	77,417,556
Refunds	993,559	1,065,627
Legal Costs & Litigation Settlement	595,410	775,963
Administrative Costs	2,961,121	2,701,167
Actuarial Expenses	<u>199,401</u>	<u>103,113</u>
Total Deductions	<b><u>\$88,453,569</u></b>	<b><u>\$82,063,426</u></b>
<b>Net increase (Decrease)</b>	<b><u>\$81,208,934</u></b>	<b><u>\$(285,942,320)</u></b>
Net Assets Beginning of Year	\$1,130,021,285	\$1,415,575,543
Prior Period Adjustment	<u>0</u>	<u>388,062</u>
Net Assets Beginning of Year (Restated)	<b>1,130,021,285</b>	<b>1,415,963,605</b>
Net Assets End of Year	<b>\$1,211,230,219</b>	<b>\$1,130,021,285</b>

## 2.4: Summary of Reserves

	June 30, 2010	June 30, 2009
Valuation Reserves <sup>6</sup>	\$ 1,191,792,238	\$ 1,119,377,324
Retiree Medical Reserves (Non-Valuation)	\$ 9,585,335	\$ 10,643,961
Statutory Contingency Reserves (Non-Valuation)	\$ 9,852,647	\$ 0
Total Reserves	\$ 1,211,230,220	\$1,130,021,285

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<sup>6</sup> The division of the Valuation Reserves among the various component accounts will be shown in the Plan's audited financial statements.

## 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%
2010	8.5	3.3	1.1%
Compounded 15 Year Average	N/A	N/A	2.8%
Compounded 10 Year Average	N/A	N/A	2.4%
Compounded 5 Year Average	N/A	4.4%	2.5%

\* 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, 2009 and June 30, 2010. 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	2009	2010
<b>Present Value of Benefits - Active Members Only</b>			
<b>County</b>	County Misc Tier 1	69,250,339	64,339,126
	County Misc Tier 2	30,404,074	27,778,768
	County Misc Tier 3	399,350,224	422,224,402
	County Misc Tier 3A	10,927,002	8,135,277
	County Safety Tier 1	2,290,026	2,330,285
	County Safety Tier 1A	10,798,150	8,700,924
	County Safety Tier 2	41,385,202	38,873,645
	County Safety Tier 2B	158,575,727	170,662,698
	Courts Tier 1	6,242,759	6,221,898
	Courts Tier 2	2,740,933	2,709,536
	Courts Tier 3	31,054,760	28,344,815
	Courts Tier 4	159,907	202,526
	South Marin Fire Misc	301,564	328,021
	South Marin Fire Safety Tier 1	24,950,671	19,393,239
	South Marin Fire Safety Tier 2	N/A	4,231,772
	Mosquito Abatement	12,336,003	14,017,997
	LAFCO Tier 3	697,153	152,259
	LAFCO Tier 7	N/A	479,789
	Tamalpais CSD	3,581,966	3,016,482
	Marin City CSD	607,774	702,365
<b>Novato</b>	Novato Misc	1,803,387	2,013,606
	Novato Safety Tier 1	67,105,662	61,638,833
	Novato Safety Tier 2	1,173,550	2,658,985
<b>San Rafael</b>	San Rafael Misc	89,823,779	86,775,562
	San Rafael Fire	62,778,523	57,443,218
	San Rafael Safety (Police)	54,462,352	50,100,895
<b>Total Present Value of Benefits - Active and Inactive Members</b>			
<b>County</b>		1,554,368,086	1,597,982,331
<b>Novato</b>		152,803,389	152,488,454
<b>San Rafael</b>		431,904,937	443,618,692

### 3.2: Accrued Liability by Agency

In the table below, the total Entry Age Normal Accrued Liability is shown as of June 30, 2009 and June 30, 2010. 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	2009	2010
<b>Accrued Liabilities - Active Members Only</b>			
<b>County</b>	County Misc Tier 1	67,973,928	63,421,822
	County Misc Tier 2	26,819,063	24,752,284
	County Misc Tier 3	287,896,232	313,406,553
	County Misc Tier 3A	1,216,377	1,774,688
	County Safety Tier 1	2,290,026	2,330,285
	County Safety Tier 1A	10,705,556	8,639,521
	County Safety Tier 2	30,935,178	29,157,158
	County Safety Tier 2B	113,024,340	124,044,437
	Courts Tier 1	5,920,470	5,888,974
	Courts Tier 2	2,537,943	2,554,554
	Courts Tier 3	21,489,315	20,543,113
	Courts Tier 4	0	26,997
	South Marin Fire Misc	143,519	176,447
	South Marin Fire Safety Tier 1	18,016,626	15,475,918
	South Marin Fire Safety Tier 2	N/A	1,228,469
	Mosquito Abatement	9,154,257	10,626,612
	LAFCO Tier 3	465,261	76,297
	LAFCO Tier 7	N/A	405,027
	Tamalpais CSD	2,844,217	2,222,129
	Marin City CSD	382,234	470,029
<b>Novato</b>	Novato Misc	946,727	1,167,671
	Novato Safety Tier 1	48,306,261	44,529,349
	Novato Safety Tier 2	131,623	545,092
<b>San Rafael</b>	San Rafael Misc	63,858,675	64,415,002
	San Rafael Fire	53,245,956	46,939,458
	San Rafael Safety (Police)	37,856,010	34,235,949
<b>Total Accrued Liabilities - Active and Inactive Members</b>			
<b>County</b>		1,350,528,394	1,402,357,821
<b>Novato</b>		132,105,401	132,419,142
<b>San Rafael</b>		379,800,924	394,889,426

### 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, 2009 and June 30, 2010, 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 2009	Ratio 2009	Assets 2010	Ratio 2010
<b>Actuarial Assets and Funding Ratios - Active Members Only</b>					
<b>County</b>	County Misc Tier 1	40,495,307	59.6%	34,314,325	54.1%
	County Misc Tier 2	12,426,015	46.3%	11,274,992	45.6%
	County Misc Tier 3	113,497,281	39.4%	110,312,926	35.2%
	County Misc Tier 3A	0	0	1,086,433	61.2%
	County Safety Tier 1	2,290,026	100.0%	1,856,236	79.7%
	County Safety Tier 1A	10,352,046	96.7%	6,672,348	77.2%
	County Safety Tier 2	8,296,201	26.8%	9,014,321	30.9%
	County Safety Tier 2B	42,579,775	37.7%	41,826,822	33.7%
	Courts Tier 1	2,500,403	42.2%	2,412,171	41.0%
	Courts Tier 2	572,348	22.6%	749,757	29.3%
	Courts Tier 3	8,591,732	40.0%	9,613,291	46.8%
	Courts Tier 4	0	0	26,997	100.0%
	South Marin Fire Misc	79,705	55.5%	85,181	48.3%
	South Marin Fire Safety Tier 1	8,924,823	49.5%	7,910,294	51.1%
	South Marin Fire Safety Tier 2	N/A	N/A	625,176	50.9%
	Mosquito Abatement	3,617,555	39.5%	3,675,255	34.6%
	LAFCO Tier 3	187,427	40.3%	57,046	74.8%
	LAFCO Tier 7	N/A	N/A	131,211	32.4%
	Tamalpais CSD	1,135,053	39.9%	1,139,561	51.3%
	Marin City CSD	154,385	40.4%	161,201	34.3%
<b>Novato</b>	Novato Misc	313,246	33.1%	503,992	43.2%
	Novato Safety Tier 1	18,058,960	37.4%	15,021,110	33.7%
	Novato Safety Tier 2	100,824	N/A	420,379	77.1%
<b>San Rafael</b>	San Rafael Misc	7,583,850	11.9%	-374,902	-0.6%
	San Rafael Fire	4,540,704	8.5%	-232,589	-0.5%
	San Rafael Safety (Police)	2,875,664	7.6%	-191,331	-0.6%
<b>Actuarial Assets and Funding Ratios - Total</b>					
<b>County</b>		1,002,218,139	74.2%	1,018,082,051	72.6%
<b>Novato</b>		101,193,821	76.6%	102,122,511	77.1%
<b>San Rafael</b>		239,840,501	63.1%	248,500,195	62.9%



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

In the table below, the employer contribution rates determined under the 2009 and 2010 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 Active Members	2009	2010
<b>County</b>	County Misc Tier 1	64	32.49%	38.96%
	County Misc Tier 2	98	19.89%	20.50%
	County Misc Tier 3	1,394	19.59%	21.11%
	County Misc Tier 3A	57	16.53%	14.64%
	<b>County Misc</b>	<b>1,613</b>	<b>20.07%</b>	<b>21.64%</b>
	County Safety Tier 1	1	0.00%	7.45%
	County Safety Tier 1A	4	0.00%	20.06%
	County Safety Tier 2	77	32.61%	30.42%
	County Safety Tier 2B	263	29.86%	32.09%
	<b>County Safety</b>	<b>345</b>	<b>30.07%</b>	<b>31.47%</b>
	<b>County Misc/Safety</b>	<b>1,958</b>	<b>22.12%</b>	<b>23.71%</b>
	Courts Tier 1	6	40.68%	40.92%
	Courts Tier 2	8	26.99%	25.65%
	Courts Tier 3	123	18.73%	17.42%
	Courts Tier 4	3	15.55%	13.03%
	<b>Courts</b>	<b>140</b>	<b>20.66%</b>	<b>19.83%</b>
	South Marin Fire Misc	1	21.81%	23.85%
	South Marin Fire Safety Tier 1	11	38.02%	38.51%
	South Marin Fire Safety Tier 2	22	N/A	32.89%
	Mosquito Abatement	37	27.80%	30.42%
	LAFCO Tier 3	1	20.97%	11.84%
	LAFCO Tier 7	1	20.97%	30.92%
	Tamalpais CSD	11	28.30%	22.42%
	Marin City CSD	4	20.35%	21.48%
	<b>Special Districts</b>	<b>88</b>	<b>32.19%</b>	<b>32.05%</b>
	<b>County</b>	<b>2186</b>	<b>22.42%</b>	<b>23.83%</b>
<b>Novato</b>	Novato Misc	8	21.82%	21.09%
	Novato Safety Tier 1	68	45.25%	46.15%
	Novato Safety Tier 2	6	35.82%	32.94%
	<b>Novato</b>	<b>82</b>	<b>43.57%</b>	<b>43.66%</b>
<b>San Rafael</b>	San Rafael Misc	233	34.90%	40.78%
	San Rafael Fire	60	68.91%	68.77%
	San Rafael Safety (Police)	67	52.68%	53.76%
	<b>San Rafael</b>	<b>360</b>	<b>46.15%</b>	<b>50.00%</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, 2010. The employee contributions rates shown are “weighted” rate for each Agency, and reflect the fact that some employees are no longer contributing after 30 years of service.

Plan	Group	Total Normal Cost	Employee Contribution	Employer Normal Cost
<b>County</b>	County Misc Tier 1	7.17%	2.51%	4.66%
	County Misc Tier 2	13.16%	8.09%	5.07%
	County Misc Tier 3	15.70%	8.28%	7.43%
	County Misc Tier 3A	21.60%	8.38%	13.22%
	<b>County Misc</b>	<b>15.40%</b>	<b>8.03%</b>	<b>7.38%</b>
	County Safety Tier 1	0.00%	16.51%	0.00%
	County Safety Tier 1A	8.27%	0.00%	8.27%
	County Safety Tier 2	21.47%	13.95%	7.52%
	County Safety Tier 2B	25.46%	16.78%	8.68%
	<b>County Safety</b>	<b>24.36%</b>	<b>16.00%</b>	<b>8.36%</b>
	<b>County Misc/Safety</b>	<b>17.29%</b>	<b>9.70%</b>	<b>7.58%</b>
	Courts Tier 1	13.28%	5.23%	8.04%
	Courts Tier 2	9.02%	8.63%	0.39%
	Courts Tier 3	15.53%	8.20%	7.34%
	Courts Tier 4	20.87%	7.84%	13.03%
	<b>Courts</b>	<b>15.02%</b>	<b>7.97%</b>	<b>7.04%</b>
	South Marin Fire Misc	28.04%	12.60%	15.45%
	South Marin Fire Safety Tier 1	28.39%	13.25%	15.14%
	South Marin Fire Safety Tier 2	41.06%	13.16%	27.91%
	Mosquito Abatement	19.00%	8.36%	10.64%
	LAFCO Tier 3	16.60%	6.38%	10.22%
	LAFCO Tier 7	24.73%	12.38%	12.35%
	Tamalpais CSD	21.07%	9.55%	11.52%
	Marin City CSD	19.25%	9.49%	9.77%
	<b>Special Districts</b>	<b>25.24%</b>	<b>10.79%</b>	<b>14.45%</b>
	<b>County</b>	<b>17.48%</b>	<b>9.66%</b>	<b>7.82%</b>
<b>Novato</b>	Novato Misc	21.42%	8.84%	12.57%
	Novato Safety Tier 1	32.48%	13.69%	18.79%
	Novato Safety Tier 2	45.00%	13.53%	31.47%
	<b>Novato</b>	<b>32.57%</b>	<b>13.36%</b>	<b>19.21%</b>
<b>San Rafael</b>	San Rafael Misc	21.26%	10.59%	10.67%
	San Rafael Fire	24.26%	11.01%	13.25%
	San Rafael Safety (Police)	28.81%	11.59%	17.22%
	<b>San Rafael</b>	<b>23.74%</b>	<b>10.92%</b>	<b>12.82%</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, 2010. 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	4.66%	34.30%	38.96%
	County Misc Tier 2	5.07%	15.43%	20.50%
	County Misc Tier 3	7.43%	13.69%	21.11%
	County Misc Tier 3A	13.22%	1.42%	14.64%
	<b>County Misc</b>	<b>7.38%</b>	<b>14.26%</b>	<b>21.64%</b>
	County Safety Tier 1	0.00%	7.45%	7.45%
	County Safety Tier 1A	8.27%	11.79%	20.06%
	County Safety Tier 2	7.52%	22.90%	30.42%
	County Safety Tier 2B	8.68%	23.41%	32.09%
	<b>County Safety</b>	<b>8.36%</b>	<b>23.11%</b>	<b>31.47%</b>
	<b>County Misc/Safety</b>	<b>7.58%</b>	<b>16.13%</b>	<b>23.71%</b>
	Courts Tier 1	8.04%	32.88%	40.92%
	Courts Tier 2	0.39%	25.26%	25.65%
	Courts Tier 3	7.34%	10.09%	17.42%
	Courts Tier 4	13.03%	0.00%	13.03%
	<b>Courts</b>	<b>7.04%</b>	<b>12.78%</b>	<b>19.83%</b>
	South Marin Fire Misc	15.45%	8.40%	23.85%
	South Marin Fire Safety Tier 1	15.14%	23.37%	38.51%
	South Marin Fire Safety Tier 2	27.91%	4.98%	32.89%
	Mosquito Abatement	10.64%	19.78%	30.42%
<b>Novato</b>	LAFCO Tier 3	10.22%	1.63%	11.84%
	LAFCO Tier 7	12.35%	18.57%	30.92%
	Tamalpais CSD	11.52%	10.90%	22.42%
	Marin City CSD	9.77%	11.71%	21.48%
	<b>Special Districts</b>	<b>14.45%</b>	<b>17.60%</b>	<b>32.05%</b>
	<b>County</b>	<b>7.82%</b>	<b>16.01%</b>	<b>23.83%</b>
	Novato Misc	12.57%	8.52%	21.09%
	Novato Safety Tier 1	18.79%	27.36%	46.15%
	Novato Safety Tier 2	31.47%	1.47%	32.94%
	<b>Novato</b>	<b>19.21%</b>	<b>24.45%</b>	<b>43.66%</b>
<b>San Rafael</b>	San Rafael Misc	10.67%	30.11%	40.78%
	San Rafael Fire	13.25%	55.52%	68.77%
	San Rafael Safety (Police)	17.22%	36.54%	53.76%
	<b>San Rafael</b>	<b>12.82%</b>	<b>37.18%</b>	<b>50.00%</b>

### 3.7: Employer Cost – Normal Cost and Unfunded Amortization – Alternate Methodology

In the table below, the net employer contribution rate for each group produced is shown as of June 30, 2010. The rates are also split into the normal cost and amortization components. This table differs from 3.6 in that the unfunded amortization is the same between the various tiers of each subgroup.

Plan	Group	Employer Normal Cost	Unfunded Amortization	Total Employer Rate	Current Method
<b>County</b>	County Misc Tier 1	4.66%	14.26%	18.92%	38.96%
	County Misc Tier 2	5.07%	14.26%	19.33%	20.50%
	County Misc Tier 3	7.43%	14.26%	21.69%	21.11%
	County Misc Tier 3A	13.22%	14.26%	27.49%	14.64%
	<b>County Misc</b>	<b>7.38%</b>	<b>14.26%</b>	<b>21.64%</b>	<b>21.64%</b>
	County Safety Tier 1	0.00%	23.11%	23.11%	7.45%
	County Safety Tier 1A	8.27%	23.11%	31.38%	20.06%
	County Safety Tier 2	7.52%	23.11%	30.63%	30.42%
	County Safety Tier 2B	8.68%	23.11%	31.78%	32.09%
	<b>County Safety</b>	<b>8.36%</b>	<b>23.11%</b>	<b>31.47%</b>	<b>31.47%</b>
	<b>County Misc/Safety</b>	<b>7.58%</b>	<b>16.13%</b>	<b>23.71%</b>	<b>23.71%</b>
	Courts Tier 1	8.04%	12.78%	20.82%	40.92%
	Courts Tier 2	0.39%	12.78%	13.17%	25.65%
	Courts Tier 3	7.34%	12.78%	20.12%	17.42%
	Courts Tier 4	13.03%	12.78%	25.81%	13.03%
	<b>Courts</b>	<b>7.04%</b>	<b>12.78%</b>	<b>19.82%</b>	<b>19.83%</b>
	South Marin Fire Misc	15.45%	8.41%	23.85%	23.85%
	South Marin Fire Safety Tier 1	15.14%	18.05%	33.19%	38.51%
	South Marin Fire Safety Tier 2	27.91%	18.05%	45.96%	32.89%
	Mosquito Abatement	10.64%	19.78%	30.42%	30.42%
	LAFCO Tier 3	10.22%	13.01%	23.23%	11.84%
	LAFCO Tier 7	12.35%	13.01%	25.36%	30.92%
	Tamalpais CSD	11.52%	10.90%	22.42%	22.42%
	Marin City CSD	9.77%	11.71%	21.48%	21.48%
	<b>Special Districts</b>	<b>14.45%</b>	<b>17.60%</b>	<b>32.05%</b>	<b>32.05%</b>
	<b>County</b>	<b>7.82%</b>	<b>16.01%</b>	<b>23.83%</b>	<b>23.83%</b>
<b>Novato</b>	Novato Misc	12.57%	8.52%	21.09%	21.09%
	Novato Safety Tier 1	18.79%	25.56%	44.35%	46.15%
	Novato Safety Tier 2	31.47%	25.56%	57.03%	32.94%
	<b>Novato</b>	<b>19.21%</b>	<b>24.45%</b>	<b>43.66%</b>	<b>43.66%</b>
<b>San Rafael</b>	San Rafael Misc	10.67%	30.11%	40.78%	40.78%
	San Rafael Fire	13.25%	55.52%	68.77%	68.77%
	San Rafael Safety (Police)	17.22%	36.54%	53.76%	53.76%
	<b>San Rafael</b>	<b>12.82%</b>	<b>37.18%</b>	<b>50.00%</b>	<b>50.00%</b>

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

		6/30/2009	6/30/2010
Fully Projected Liability			
Actives		805,654,234	822,845,824
Vested Deferred & Transfers		41,437,762	48,921,899
Retirees and Beneficiaries		<u>707,276,090</u>	<u>726,214,608</u>
Total Fully Projected Liability		1,554,368,086	1,597,982,331
Actuarial Accrued Liability			
Actives		601,814,542	627,221,314
Vested Deferred & Transfers		41,437,762	48,921,899
Retirees and Beneficiaries		<u>707,276,090</u>	<u>726,214,608</u>
Total Actuarial Accrued Liability		1,350,528,394	1,402,357,821
Projected Pay			
		178,026,776	176,833,083
Valuation Assets			
		1,002,218,139	1,018,082,051
Unfunded Actuarial Accrued Liability (UAL)		348,310,254	384,275,770
Special Base (30/29 Year Amortization)		146,241,604	148,708,858
Remaining UAL (17 Year Amortization)		202,068,650	235,566,912
Total Amortization of Unfunded Liability (MOY)		25,239,762	28,306,876
Amortization as a % of Payroll		14.18%	16.01%
Total Normal Cost (MOY)			
		31,845,390	30,906,292
Total Normal Cost as a % of Payroll		17.89%	17.48%
Weighted Employee Contribution Rate		9.64%	9.66%
Net Employer Normal Cost as a % of Pay		8.25%	7.82%
Total Employer Contribution Rate			
		22.42%	23.83%

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

		6/30/2009	6/30/2010
Fully Projected Liability			
Actives		70,082,599	66,311,424
Vested Deferred & Transfers		2,179,313	2,393,260
Retirees and Beneficiaries		<u>80,541,477</u>	<u>83,783,770</u>
Total Fully Projected Liability		152,803,389	152,488,454
Actuarial Accrued Liability			
Actives		49,384,611	46,242,112
Vested Deferred & Transfers		2,179,313	2,393,260
Retirees and Beneficiaries		<u>80,541,477</u>	<u>83,783,770</u>
Total Actuarial Accrued Liability		132,105,401	132,419,142
Projected Pay		9,115,700	8,815,560
Valuation Assets		101,193,821	102,122,511
Unfunded Actuarial Accrued Liability		30,911,580	30,296,632
Special Base (30/29 Year Amortization)		14,765,994	15,015,122
Remaining UAL (17 Year Amortization)		16,145,586	15,281,520
Total Amortization of Unfunded Liability (MOY)		2,196,653	2,155,436
Amortization as a % of Payroll		24.10%	24.45%
Total Normal Cost (MOY)		2,971,310	2,871,544
Total Normal Cost as a % of Payroll		32.60%	32.57%
Weighted Employee Contribution Rate		13.12%	13.36%
Net Employer Normal Cost as a % of Pay		19.47%	19.21%
Total Employer Contribution Rate		43.57%	43.66%

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

		6/30/2009	6/30/2010
Fully Projected Liability			
Actives		207,064,654	194,319,675
Vested Deferred & Transfers		17,435,216	21,807,326
Retirees and Beneficiaries		<u>207,405,067</u>	<u>227,491,691</u>
Total Fully Projected Liability		431,904,937	443,618,692
Actuarial Accrued Liability			
Actives		154,960,641	145,590,409
Vested Deferred & Transfers		17,435,216	21,807,326
Retirees and Beneficiaries		<u>207,405,067</u>	<u>227,491,691</u>
Total Actuarial Accrued Liability		379,800,924	394,889,426
Projected Pay		32,413,222	30,320,419
Valuation Assets		239,840,501	248,500,195
Unfunded Actuarial Accrued Liability		139,960,423	146,389,231
Special Base (30/29 Year Amortization)		34,997,031	35,587,469
Remaining UAL (17 Year Amortization)		104,963,392	110,801,762
Total Amortization of Unfunded Liability (MOY)		10,717,835	11,271,837
Amortization as a % of Payroll		33.07%	37.18%
Total Normal Cost (MOY)		7,732,868	7,198,856
Total Normal Cost as a % of Payroll		23.86%	23.74%
Weighted Employee Contribution Rate		10.77%	10.92%
Net Employer Normal Cost as a % of Pay		13.08%	12.82%
Total Employer Contribution Rate		46.15%	50.00%

### 3.11: Actuarial Balance Sheet

	County	Novato	San Rafael	Total MCERA
<b>Assets</b>				
Actuarial value of assets	\$1,018,082,051	\$102,122,511	\$248,500,195	\$1,368,704,756
Present value of future contributions by members	124,533,686	9,790,035	25,698,936	160,022,657
Present value of future employer contributions for normal cost	71,090,824	10,279,277	23,030,330	104,400,431
Present value of other future employer contributions (UAAL)	384,275,770	30,296,632	146,389,231	560,961,633
<b>Total actuarial assets</b>	<b>\$1,597,982,331</b>	<b>\$152,488,454</b>	<b>\$443,618,692</b>	<b>\$2,194,089,477</b>
<b>Liabilities</b>				
Present value of retirement allowances payable to retired/disabled members and their survivors	\$726,214,608	\$83,783,770	\$227,491,691	\$1,037,490,069
Present value of allowances payable to current and future vested terminated and their survivors	48,921,899	2,393,260	21,807,326	73,122,485
Present value of allowances payable to current active members – allocated to service rendered prior to valuation date	627,221,314	46,242,112	145,590,409	819,053,835
Present value of allowances payable to current active members – allocated to service likely to be rendered after valuation date	195,624,510	20,069,312	48,729,266	264,423,088
<b>Total actuarial liabilities</b>	<b>\$1,597,982,331</b>	<b>\$152,488,454</b>	<b>\$443,618,692</b>	<b>\$2,194,089,477</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
6/30/2001	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>7</sup>	1,013,170	1,102,807	89,637	91.9%	151,793	59.1%
6/30/2007 <sup>8</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%
6/30/2010	1,018,082	1,402,358	384,276	72.6%	176,833	217.3%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution <sup>9</sup>	Actual Contribution	Percentage Contributed
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%
6/30/2010	39,437	39,437	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 originally calculated rates.

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

<sup>9</sup> Contribution rates are recommended by the Actuary. The amount of the contribution, shown in both columns above, is determined by the employer based on actual payroll multiplied by the recommended rate.

### 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
6/30/2001	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>10</sup>	102,494	111,942	9,448	91.6%	8,087	116.8%
6/30/2007 <sup>11</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%
6/30/2010	102,123	132,419	30,296	77.1%	8,816	343.7%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution <sup>12</sup>	Actual Contribution	Percentage Contributed
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%
6/30/2010	4,134	4,134	100%

<sup>10</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>11</sup> As recomputed using demographic information as of 6/30/2007.

<sup>12</sup> Contribution rates are recommended by the Actuary. The amount of the contribution, shown in both columns above, is determined by the employer based on actual payroll multiplied by the recommended rate.

#### 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
6/30/2001	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>13</sup>	234,931	314,604	79,673	74.7%	28,730	277.3%
6/30/2007 <sup>14</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%
6/30/2010	248,500	394,889	146,389	62.9%	30,320	482.8%

Schedule of Employer Contributions (Dollar Amounts in Thousands)			
Year Ending	Annual Required Contribution	Actual Contribution	Percentage Contributed
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%
6/30/2010	12,700	12,700	100%

<sup>13</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>14</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, 2010
Actuarial cost method	Entry Age Normal
Amortization method	Level percentage of payroll
Remaining amortization period	30 years for Special Amortization Base (closed) <sup>15</sup>  17 years for remainder of Unfunded Liability (remaining at 17 for four 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>15</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, 2010: County of Marin

	Marin County						Marin Special Districts						Total County and Special Districts	
	Miscellaneous		Safety		Total		Miscellaneous		Safety		Total			
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>														
Number	1,684	1,613	358	345	2,042	1,958	210	195	34	33	244	228	2,286	2,186
Average Age	49.24	49.85	41.49	41.66	47.88	48.41	47.95	48.19	41.33	40.31	47.02	47.05	47.79	48.26
Average Service	10.28	10.93	11.78	11.93	10.54	11.11	9.80	10.32	10.55	9.93	9.90	10.27	10.48	11.02
Average Pay*	\$77,708	\$80,672	\$94,112	\$100,051	\$80,584	\$84,087	\$68,012	\$67,946	\$95,466	\$ 94,138	\$71,838	\$71,737	\$79,651	\$82,799
<b>Service Retired</b>														
Number	1,137	1,161	159	173	1,296	1,334	58	69	18	18	76	87	1,372	1,421
Average Age	71.80	72.00	61.91	62.35	70.59	70.75	65.20	64.38	58.57	59.52	63.63	63.37	70.20	70.29
Average Total	\$28,782	\$29,178	\$59,684	\$61,058	\$32,573	\$33,312	\$32,235	\$32,042	\$67,333	\$65,619	\$40,548	\$38,989	\$33,015	\$33,660
<b>Beneficiaries</b>														
Number	202	207	43	44	245	251	2	2	5	7	7	9	252	260
Average Age	74.69	75.22	70.62	69.94	73.98	74.29	58.77	59.78	64.14	61.54	62.61	61.15	73.66	73.84
Average Total	\$19,117	\$20,061	\$32,316	\$32,269	\$21,434	\$22,201	\$10,797	\$10,926	\$37,269	\$43,083	\$29,706	\$35,937	\$21,664	\$22,677
<b>Duty Disabled</b>														
Number	80	85	87	89	167	174	3	2	15	17	18	19	185	193
Average Age	61.38	61.90	58.47	59.25	59.86	60.54	63.13	66.10	59.21	59.10	59.86	59.84	59.86	60.47
Average Total	\$31,089	\$31,295	\$38,052	\$39,149	\$34,717	\$35,312	\$24,966	\$16,844	\$35,246	\$39,457	\$33,533	\$37,076	\$34,601	\$35,486
<b>Ordinary Disabled</b>														
Number	28	26	3	4	31	30	2	2	0	0	2	2	33	32
Average Age	67.36	67.07	52.48	52.40	65.92	65.11	78.32	79.32	0.00	0.00	78.32	79.32	66.67	66.00
Average Total	\$16,757	\$17,693	\$24,129	\$31,032	\$17,470	\$19,472	\$22,139	\$22,907	\$0	\$0	\$22,139	\$22,907	\$17,753	\$19,686
<b>Total In Pay</b>														
Number	1,447	1,479	292	310	1,739	1,789	65	75	38	42	103	117	1,842	1,906
Average Age	71.55	71.78	62.07	62.41	69.95	70.16	65.31	64.70	59.55	59.69	63.19	62.90	69.57	69.71
Average Total	\$27,328	\$27,821	\$48,843	\$50,294	\$30,940	\$31,716	\$30,929	\$30,830	\$50,711	\$51,274	\$38,228	\$38,169	\$31,348	\$32,112
<b>Terminated Vested</b>														
Number	213	149	17	15	230	164	26	15	2	2	28	17	258	181
Average Age	48.25	49.78	39.79	41.77	47.63	49.05	44.15	45.60	51.51	52.51	44.68	46.41	47.31	48.80
Average Service	5.98	8.04	5.39	7.26	5.94	7.97	4.8	5.89	6.09	6.09	4.89	5.91	5.82	7.78
<b>Transfers</b>														
Number	197	187	51	51	248	238	18	17	10	11	28	28	276	266
Average Age	48.64	49.19	44.13	44.37	47.71	48.16	50.62	49.97	45.53	43.69	48.80	47.50	47.82	48.10
Average Service	4.81	4.86	5.00	4.89	4.85	4.87	5.53	5.72	5.12	5.26	5.38	5.54	4.90	4.94
<b>Total Inactive</b>														
Number	410	336	68	66	478	402	44	32	12	13	56	45	534	447
Average Age	48.44	49.45	43.05	43.78	47.67	48.52	46.80	47.92	46.52	45.05	46.74	47.09	47.57	48.37
Average Service	5.42	6.27	5.10	5.43	5.37	6.13	5.10	5.80	5.28	5.39	5.14	5.68	5.35	6.09

\*All payroll and benefit figures shown are annual



## Marin County

	Tier 1 (Misc)		Tier 2 (Misc)		Tier 3 (Misc)		Tier 3a (Misc)	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>								
Number	76	64	110	98	1,410	1,394	88	57
Average Age	60.09	60.59	61.34	61.41	48.26	48.90	40.47	41.07
Average Service	27.40	28.22	13.91	14.20	9.67	10.29	0.77	1.72
Average Pay*	\$90,466	\$97,048	\$68,674	\$69,688	\$78,290	\$81,091	\$68,656	\$70,936
<b>Service Retired</b>								
Number	677	658	237	242	223	261	0	0
Average Age	74.83	75.23	72.50	73.36	61.83	62.58	0.00	0.00
Average Total Benefit*	\$34,612	\$35,437	\$16,109	\$16,836	\$24,549	\$24,840	\$0	\$0
<b>Beneficiaries</b>								
Number	165	167	29	30	8	10	0	0
Average Age	77.32	77.92	64.64	66.11	56.83	57.41	0.00	0.00
Average Total Benefit*	\$20,156	\$20,919	\$12,063	\$11,963	\$23,268	\$30,036	\$0	\$0
<b>Duty Disabled</b>								
Number	27	27	30	30	23	28	0	0
Average Age	69.15	69.60	58.34	59.34	56.24	57.21	0.00	0.00
Average Total Benefit*	\$34,852	\$35,373	\$24,679	\$25,173	\$35,032	\$33,924	\$0	\$0
<b>Ordinary Disabled</b>								
Number	17	15	10	9	1	2	0	0
Average Age	71.18	70.61	62.50	64.01	51.15	54.28	0.00	0.00
Average Total Benefit*	\$17,404	\$18,655	\$15,912	\$16,308	\$14,198	\$16,714	\$0	\$0
<b>Total In Pay</b>								
Number	886	867	306	311	255	301	0	0
Average Age	75.05	75.49	70.04	71.04	61.13	61.85	0.00	0.00
Average Total Benefit*	\$31,598	\$32,348	\$16,560	\$17,155	\$25,413	\$25,803	\$0	\$0
<b>Terminated Vested</b>								
Number	4	4	9	3	200	142	0	0
Average Age	63.82	64.83	57.21	63.29	47.53	49.07	0.00	0.00
Average Service	8.05	8.05	5.13	8.95	5.97	8.02	0.00	0.00
<b>Transfers</b>								
Number	12	11	11	10	174	166	0	0
Average Age	60.15	61.07	53.64	56.09	47.52	47.98	0.00	0.00
Average Service	5.65	5.75	3.09	3.28	4.86	4.90	0.00	0.00
<b>Total Inactive</b>								
Number	16	15	20	13	374	308	0	0
Average Age	61.07	62.07	55.25	57.75	47.53	48.48	0.00	0.00
Average Service	6.25	6.36	4.01	4.59	5.46	6.34	0.00	0.00

\*All payroll and benefit figures shown are annual

## Marin County

	Tier 1 (Safety)		Tier 2 (Safety)		Tier 1A (Safety)		Tier 2B (Safety)	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>								
Number	1	1	83	77	6	4	268	263
Average Age	61.91	62.91	43.61	44.20	54.79	54.25	40.46	40.65
Average Service	24.28	25.28	12.44	12.85	31.93	32.85	11.08	11.29
Average Pay*	\$211,995	\$211,780	\$87,521	\$89,063	\$119,157	\$139,398	\$95,153	\$102,244
<b>Service Retired</b>								
Number	82	80	22	24	26	28	29	41
Average Age	66.65	67.75	61.72	62.27	55.23	56.72	54.62	55.72
Average Total Benefit*	\$66,976	\$67,269	\$35,796	\$39,484	\$75,735	\$81,609	\$42,797	\$47,533
<b>Beneficiaries</b>								
Number	39	38	4	4	0	1	0	1
Average Age	72.38	72.34	53.40	54.40	0.00	53.22	0.00	57.73
Average Total Benefit*	\$31,553	\$32,184	\$39,757	\$40,553	\$0	\$11,160	\$0	\$23,476
<b>Duty Disabled</b>								
Number	45	45	34	32	2	2	6	10
Average Age	66.78	67.78	50.00	51.17	54.90	55.90	45.33	47.40
Average Total Benefit*	\$41,422	\$42,059	\$29,640	\$30,063	\$108,589	\$109,132	\$36,936	\$41,131
<b>Ordinary Disabled</b>								
Number	1	1	2	2	0	0	0	1
Average Age	62.72	63.72	47.36	48.37	0.00	0.00	0.00	49.16
Average Total Benefit*	\$19,994	\$20,794	\$26,196	\$26,720	\$0	\$0	\$0	\$49,893
<b>Total In Pay</b>								
Number	167	164	62	62	28	31	35	53
Average Age	68.00	68.79	54.29	55.59	55.21	56.56	53.03	54.07
Average Total Benefit*	\$51,536	\$51,939	\$32,366	\$34,278	\$78,082	\$81,112	\$41,792	\$45,916
<b>Terminated Vested</b>								
Number	0	0	5	4	0	0	12	11
Average Age	0.00	0.00	38.78	39.41	0.00	0.00	40.21	42.63
Average Service	0.00	0.00	5.00	4.37	0.00	0.00	5.55	8.31
<b>Transfers</b>								
Number	2	2	4	5	2	2	43	42
Average Age	53.52	54.52	43.39	41.70	52.26	53.27	43.38	43.78
Average Service	2.96	2.96	3.62	3.34	1.81	1.81	5.37	5.32
<b>Total Inactive</b>								
Number	2	2	9	9	2	2	55	53
Average Age	53.52	54.52	40.83	40.68	52.26	53.27	42.69	43.54
Average Service	2.96	2.96	4.39	3.80	1.81	1.81	5.41	5.94

\*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)	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>										
Number	6	6	9	8	138	123	3	3	4	4
Average Age	54.84	56.72	64.47	63.82	46.80	47.05	35.34	36.35	50.08	51.95
Average Service	24.97	22.21	12.81	14.26	9.06	9.84	0.36	1.35	6.32	6.61
Average Pay*	\$117,819	\$129,127	\$76,684	\$79,274	\$66,328	\$64,268	\$35,276	\$38,649	\$45,156	\$51,850
<b>Service Retired</b>										
Number	17	14	2	4	23	33	0	0	1	1
Average Age	67.06	65.23	78.00	76.75	63.82	62.65	0.00	0.00	74.31	75.31
Average Total Benefit*	\$44,589	\$52,798	\$29,099	\$18,934	\$25,368	\$26,503	\$0	\$0	\$34,427	\$34,599
<b>Beneficiaries</b>										
Number	0	0	0	0	1	1	0	0	0	0
Average Age	0.00	0.00	0.00	0.00	64.44	65.45	0.00	0.00	0.00	0.00
Average Total Benefit*	\$ 0	\$ 0	\$ 0	\$ 0	\$ 10,059	\$ 10,260	\$ 0	\$ 0	\$ 0	\$ 0
<b>Duty Disabled</b>										
Number	1	0	0	0	0	0	0	0	0	0
Average Age	59.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Total Benefit*	\$41,378	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ordinary Disabled</b>										
Number	0	0	1	1	0	0	0	0	0	0
Average Age	0.00	0.00	62.71	63.71	0.00	0.00	0.00	0.00	0.00	0.00
Average Total Benefit*	\$0	\$0	\$11,815	\$12,051	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total In Pay</b>										
Number	18	14	3	5	24	34	0	0	1	1
Average Age	66.62	65.23	72.91	74.14	63.85	62.73	0.00	0.00	74.31	75.31
Average Total Benefit*	\$44,411	\$52,798	\$23,338	\$17,558	\$24,730	\$26,026	\$0	\$0	\$34,427	\$34,599
<b>Terminated Vested</b>										
Number	0	0	0	0	21	13	0	0	1	0
Average Age	0.00	0.00	0.00	0.00	42.03	43.86	0.00	0.00	40.86	0.00
Average Service	0.00	0.00	0.00	0.00	4.84	5.80	0.00	0.00	0.57	0.00
<b>Transfers</b>										
Number	0	0	2	1	12	12	0	0	0	0
Average Age	0.00	0.00	60.16	52.04	48.12	48.33	0.00	0.00	0.00	0.00
Average Service	0.00	0.00	3.68	4.56	4.18	4.22	0.00	0.00	0.00	0.00
<b>Total Inactive</b>										
Number	0	0	2	1	33	25	0	0	1	0
Average Age	0.00	0.00	60.16	52.04	44.24	46.01	0.00	0.00	40.86	0.00
Average Service	0.00	0.00	3.68	4.56	4.60	5.04	0.00	0.00	0.57	0.00

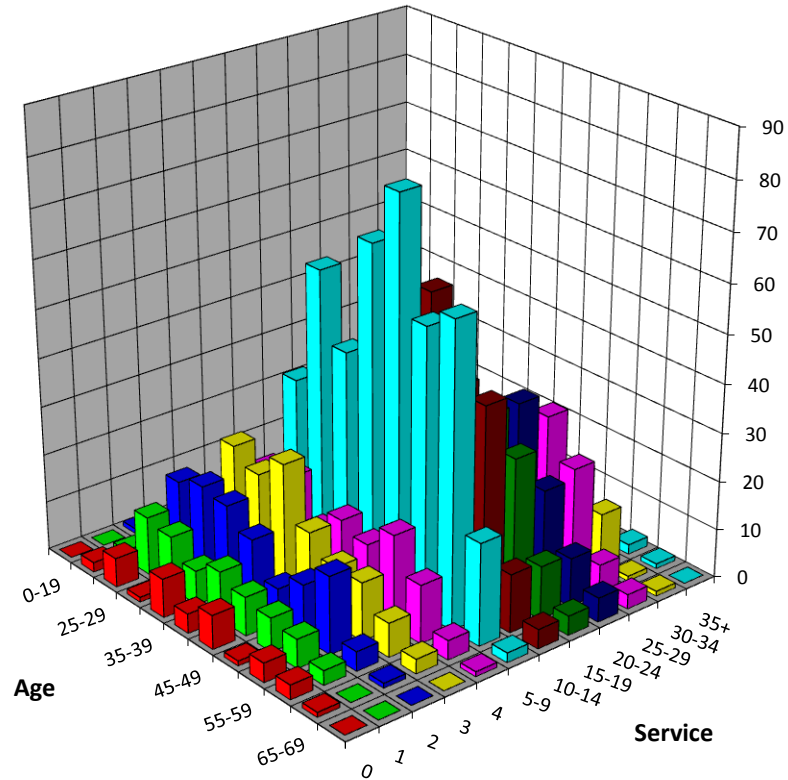
\*All payroll and benefit figures shown are annual

## Marin Special Districts

	Southern Marin Fire (Misc)		Mosquito Abatement (Misc)		LAFCO (Misc)		Tamalpais CSD (Misc)		Southern Marin Fire (Safety)	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>										
Number	1	1	35	37	3	2	11	11	34	33
Average Age	47.91	48.41	45.58	46.42	48.25	50.36	55.23	52.32	41.33	40.31
Average Service	4.83	5.83	10.20	10.63	7.10	8.07	12.02	9.96	10.55	9.93
Average Pay*	\$75,097	\$76,882	\$69,851	\$72,491	\$71,085	\$85,686	\$64,787	\$61,978	\$95,466	\$94,138
<b>Service Retired</b>										
Number	2	2	8	8	1	2	4	5	18	18
Average Age	62.66	63.66	63.20	64.20	63.07	60.29	62.40	63.51	58.57	59.52
Average Total Benefit*	\$15,170	\$15,473	\$37,214	\$35,149	\$8,632	\$15,795	\$24,717	\$28,615	\$67,333	\$65,619
<b>Beneficiaries</b>										
Number	0	0	0	0	0	0	1	1	5	7
Average Age	0.00	0.00	0.00	0.00	0.00	0.00	53.11	54.11	64.14	61.54
Average Total Benefit*	\$0	\$0	\$0	\$0	\$0	\$0	\$11,536	\$11,593	\$37,269	\$43,083
<b>Duty Disabled</b>										
Number	1	1	1	1	0	0	0	0	15	17
Average Age	65.27	66.28	64.91	65.91	0.00	0.00	0.00	0.00	59.21	59.10
Average Total Benefit*	\$3,571	\$3,589	\$29,950	\$30,100	\$0	\$0	\$0	\$0	\$35,246	\$39,457
<b>Ordinary Disabled</b>										
Number	0	0	1	1	0	0	0	0	0	0
Average Age	0.00	0.00	93.92	94.92	0.00	0.00	0.00	0.00	0.00	0.00
Average Total Benefit*	\$0	\$0	\$32,463	\$33,762	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total In Pay</b>										
Number	3	3	10	10	1	2	5	6	38	42
Average Age	63.53	64.53	66.44	67.44	63.07	60.29	60.54	61.94	59.56	59.69
Average Total Benefit*	\$11,304	\$11,512	\$36,013	\$34,506	\$8,632	\$15,795	\$22,081	\$25,778	\$50,711	\$51,274
<b>Terminated Vested</b>										
Number	2	1	0	0	1	1	1	0	2	2
Average Age	62.13	66.85	0.00	0.00	55.50	47.02	44.70	0.00	51.51	52.51
Average Service	6.84	8.92	0.00	0.00	6.56	3.98	2.34	0.00	6.09	6.09
<b>Transfers</b>										
Number	1	1	1	1	0	0	2	2	10	11
Average Age	64.19	65.19	43.03	44.03	0.00	0.00	53.08	54.08	45.53	43.69
Average Service	15.50	15.50	10.99	10.99	0.00	0.00	7.77	7.77	5.12	5.26
<b>Total Inactive</b>										
Number	3	2	1	1	1	1	3	2	12	13
Average Age	62.82	66.02	43.03	44.03	55.50	47.02	50.28	54.08	46.52	45.05
Average Service	9.73	12.21	10.99	10.99	6.56	3.98	5.96	7.77	5.28	5.39

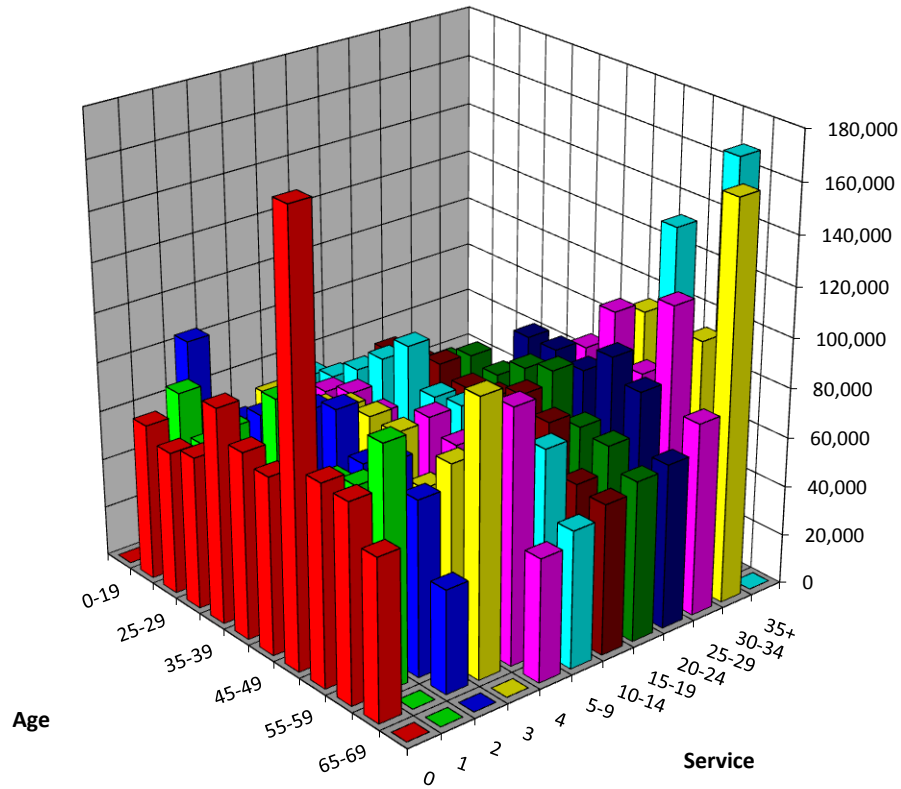
\*All payroll and benefit figures shown are annual

**Marin County  
Miscellaneous Active Members  
by Age and Service  
as of July 1, 2010**



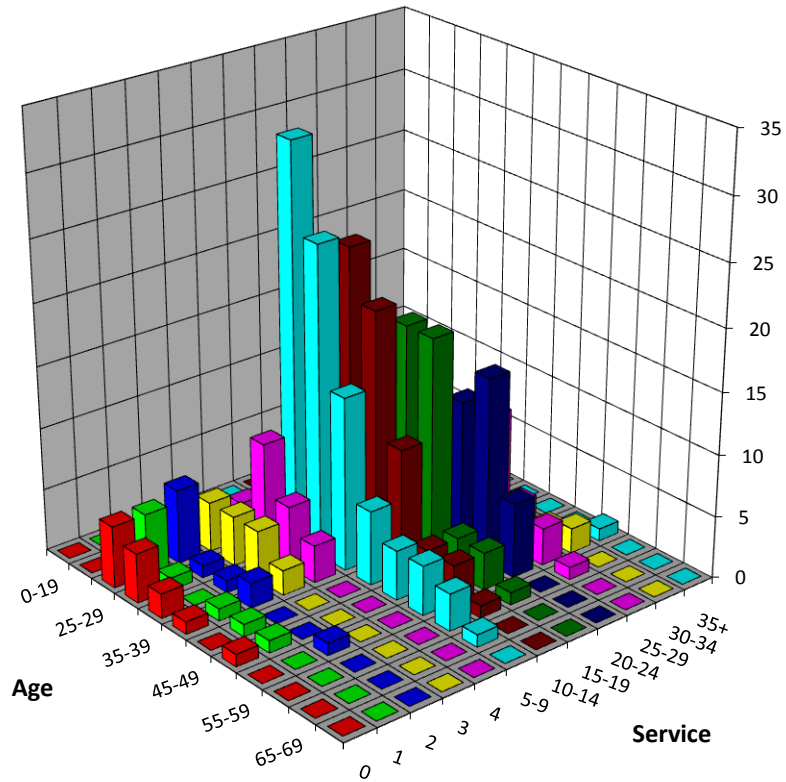
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	1	0	0	0	0	0	0	0	0	0	1
20-24	2	2	0	0	1	1	0	0	0	0	0	0	6
25-29	6	12	17	12	7	9	0	0	0	0	0	0	63
30-34	1	11	19	25	18	34	3	0	0	0	0	0	111
35-39	8	7	18	22	19	59	26	2	0	0	0	0	161
40-44	4	10	14	27	11	45	45	21	4	0	0	0	181
45-49	7	8	7	16	16	69	55	29	21	6	0	0	234
50-54	1	7	11	12	14	81	60	32	17	23	5	0	263
55-59	4	6	16	12	19	58	44	36	36	31	17	2	281
60-64	3	3	4	7	12	62	43	30	21	23	11	2	221
65-69	1	0	1	3	4	21	12	11	10	6	1	1	71
70+	0	0	0	0	1	2	4	4	5	3	1	0	20
<b>Total</b>	<b>37</b>	<b>66</b>	<b>108</b>	<b>136</b>	<b>122</b>	<b>441</b>	<b>292</b>	<b>165</b>	<b>114</b>	<b>92</b>	<b>35</b>	<b>5</b>	<b>1,613</b>

**Marin County  
Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2010**



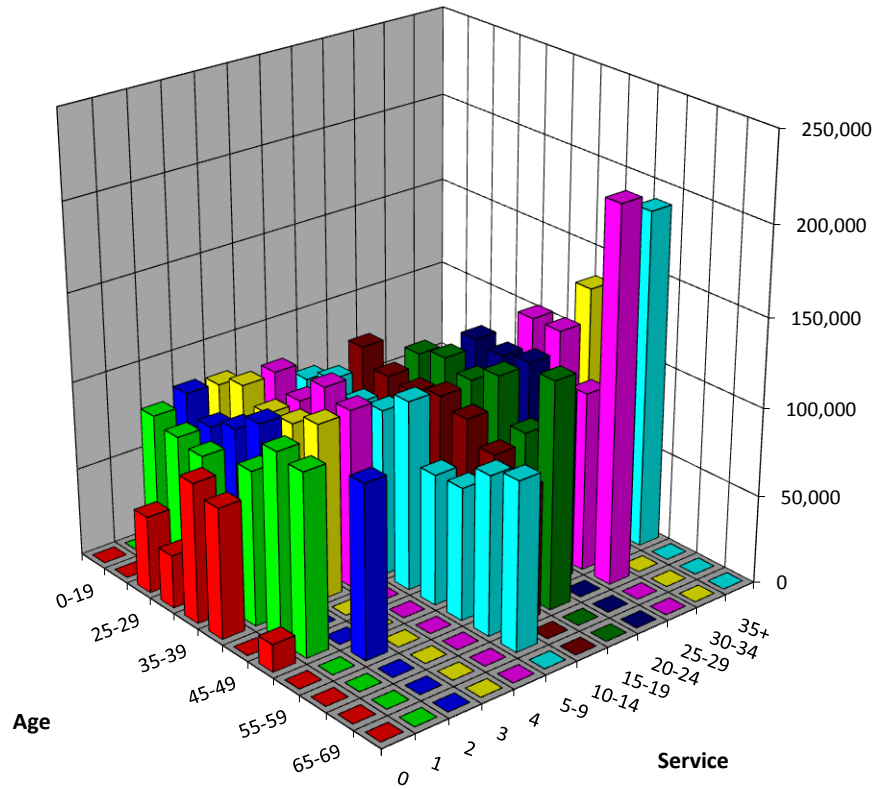
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	83,012	0	0	0	0	0	0	0	0	0	83,012
20-24	63,146	71,715	0	0	45,751	60,966	0	0	0	0	0	0	62,740
25-29	57,674	56,168	61,362	67,459	59,874	65,934	0	0	0	0	0	0	61,671
30-34	61,484	68,574	69,278	83,390	69,741	74,122	77,668	0	0	0	0	0	74,102
35-39	86,838	55,879	64,581	72,860	74,339	83,721	78,828	73,983	0	0	0	0	77,023
40-44	75,168	91,280	82,577	78,793	71,689	94,105	82,636	81,562	68,867	0	0	0	84,128
45-49	71,444	59,727	88,103	80,717	61,420	79,214	78,508	79,013	89,880	79,360	0	0	78,237
50-54	177,578	70,456	72,622	79,978	81,346	81,207	80,165	87,058	89,898	86,531	79,125	0	82,342
55-59	80,883	74,875	79,074	63,946	75,954	83,271	86,473	91,354	86,985	105,837	101,581	131,064	87,449
60-64	79,760	96,824	70,344	79,342	77,873	75,218	81,031	74,516	97,593	86,461	107,612	66,752	81,627
65-69	64,903	0	41,633	110,507	101,915	81,109	62,433	72,708	89,195	118,346	100,214	167,168	84,048
70+	0	0	0	0	49,530	55,175	60,420	64,440	66,164	77,565	160,186	0	69,151
Average	76,611	69,492	71,896	77,427	72,767	80,951	80,168	81,938	88,552	94,334	101,904	112,560	80,672

**Marin County  
Safety Active Members  
by Age and Service  
as of July 1, 2010**



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	1	1	0	0	0	0	0	0	0	0	3
25-29	5	5	6	4	3	6	0	0	0	0	0	0	29
30-34	4	1	1	4	9	32	5	0	0	0	0	0	56
35-39	2	0	1	4	5	25	24	6	0	0	0	0	67
40-44	1	1	2	2	3	14	20	18	10	0	0	0	71
45-49	0	1	0	0	0	6	10	18	12	10	0	0	57
50-54	1	1	0	0	0	4	3	3	15	4	1	0	32
55-59	0	0	1	0	0	4	3	3	6	3	2	1	23
60-64	0	0	0	0	0	3	1	1	0	1	0	0	6
65-69	0	0	0	0	0	1	0	0	0	0	0	0	1
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>10</b>	<b>12</b>	<b>15</b>	<b>20</b>	<b>95</b>	<b>66</b>	<b>49</b>	<b>43</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>345</b>

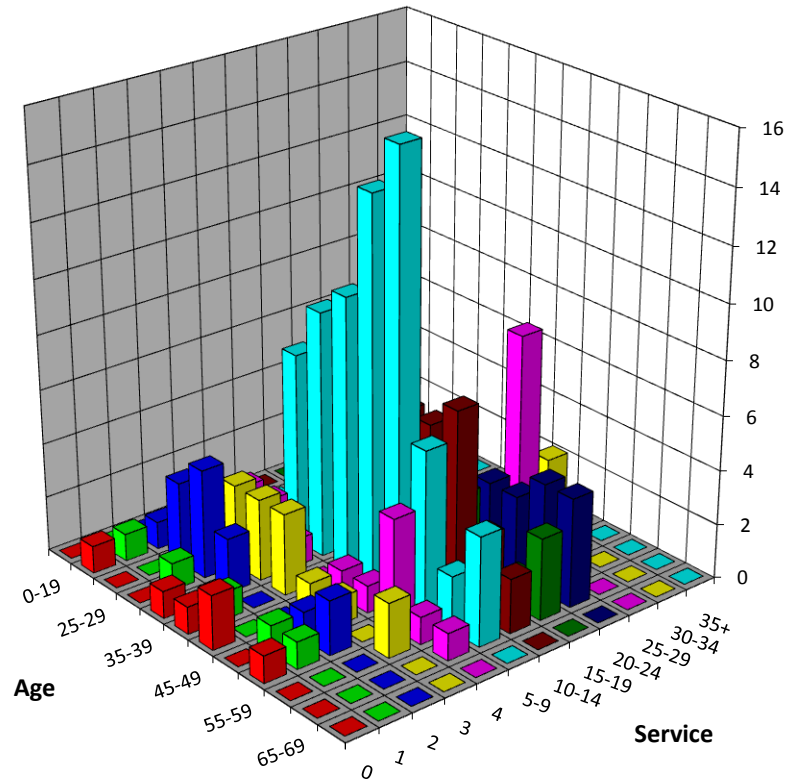
**Marin County  
Safety Active Members  
Payroll by Age and Service  
as of July 1, 2010**



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	86,800	93,274	91,993	0	0	0	0	0	0	0	0	90,689
25-29	43,714	82,552	81,724	99,050	100,351	90,041	0	0	0	0	0	0	81,351
30-34	30,034	79,649	88,362	90,666	91,509	97,385	109,786	0	0	0	0	0	91,779
35-39	79,473	0	99,081	92,652	106,802	91,405	100,454	107,022	0	0	0	0	97,027
40-44	73,890	87,433	75,197	100,096	101,374	94,798	98,950	112,062	116,575	0	0	0	102,888
45-49	0	106,234	0	0	0	107,470	104,211	106,851	114,322	129,369	0	0	111,966
50-54	15,544	103,280	0	0	0	74,248	99,007	116,672	117,801	129,315	147,049	0	109,193
55-59	0	0	98,333	0	0	75,072	86,881	92,373	105,140	101,501	109,896	190,753	99,229
60-64	0	0	0	0	0	90,207	75,429	128,880	0	211,780	0	0	114,452
65-69	0	0	0	0	0	95,570	0	0	0	0	0	0	95,570
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	45,160	87,616	84,982	94,777	98,138	93,444	100,213	108,951	114,778	129,291	122,280	190,753	100,051

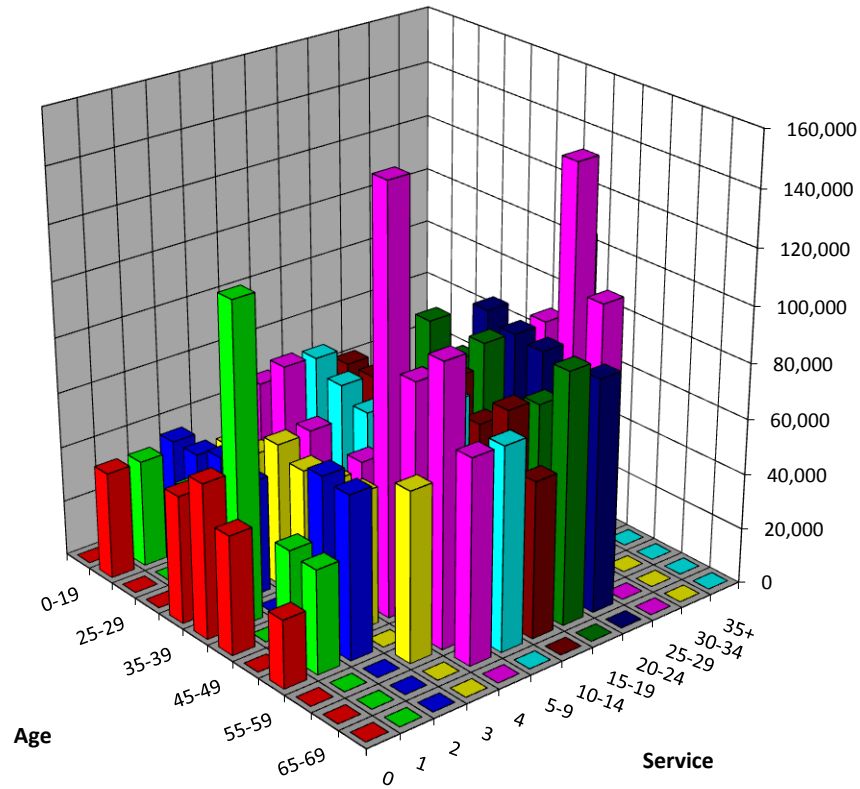


**Marin Special Districts  
Miscellaneous Active Members  
by Age and Service  
as of July 1, 2010**



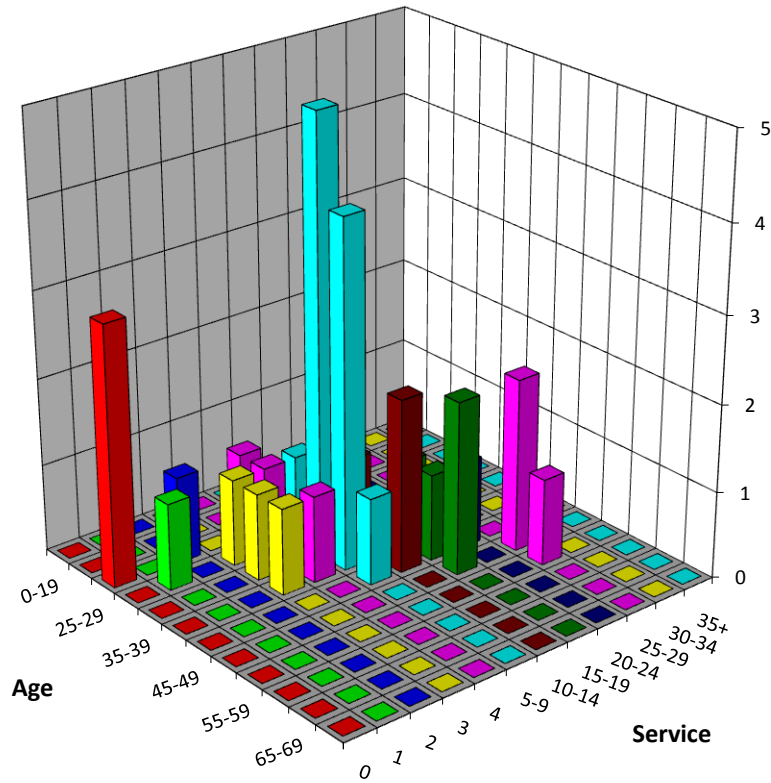
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	
20-24	1	1	1	0	0	0	0	0	0	0	0	0	3
25-29	0	0	3	2	2	1	0	0	0	0	0	0	8
30-34	0	1	4	3	2	7	2	0	0	0	0	0	19
35-39	1	0	2	3	1	9	4	0	0	0	0	0	20
40-44	1	1	0	3	0	10	1	2	1	0	0	0	19
45-49	2	0	0	1	1	14	6	3	2	1	0	0	30
50-54	0	1	1	1	1	16	6	3	3	8	3	0	43
55-59	1	1	2	0	4	6	7	0	3	1	0	0	25
60-64	0	0	0	2	1	2	3	1	4	1	0	0	14
65-69	0	0	0	0	1	4	2	3	4	0	0	0	14
70+	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Total</b>	<b>6</b>	<b>5</b>	<b>13</b>	<b>15</b>	<b>13</b>	<b>69</b>	<b>31</b>	<b>12</b>	<b>17</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>195</b>

**Marin Special Districts  
Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2010**



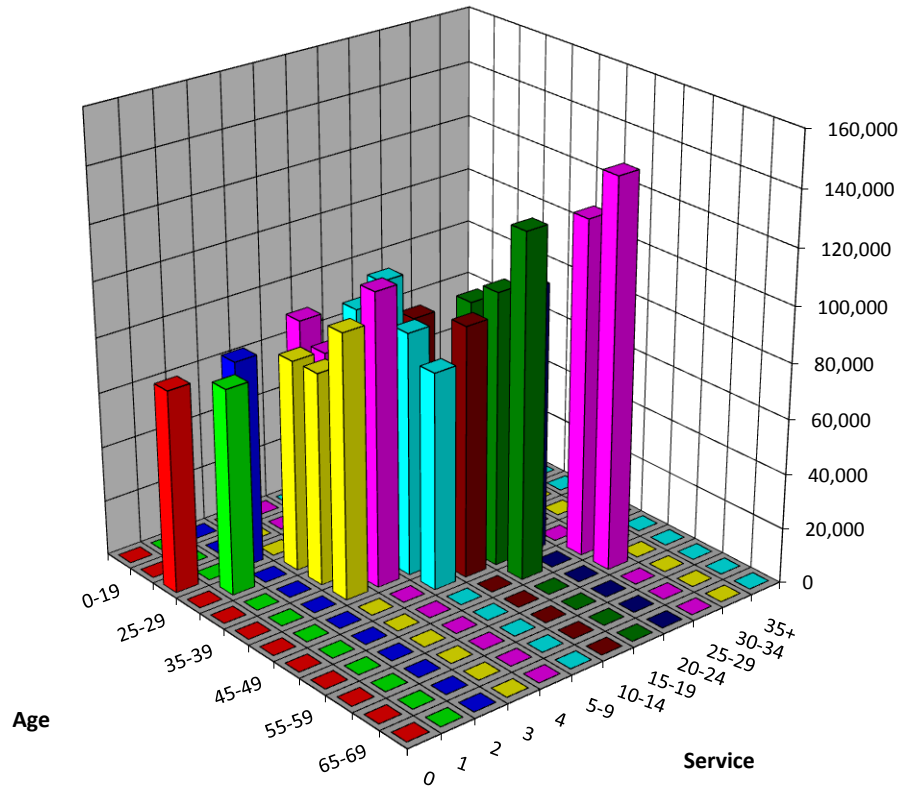
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	38,649	38,649	41,925	0	0	0	0	0	0	0	0	0	39,741
25-29	0	0	42,107	41,156	59,872	51,110	0	0	0	0	0	0	47,436
30-34	0	38,649	46,117	43,092	70,838	70,049	63,964	0	0	0	0	0	58,544
35-39	46,157	0	41,795	51,745	52,537	64,943	64,098	0	0	0	0	0	58,920
40-44	55,933	114,941	0	47,420	0	59,851	53,378	84,981	59,495	0	0	0	62,867
45-49	42,949	0	0	48,750	51,376	66,205	71,496	75,799	89,497	60,197	0	0	66,949
50-54	0	38,649	60,283	49,361	152,006	63,716	77,839	86,193	85,529	86,119	111,134	0	77,310
55-59	24,577	37,440	59,019	0	89,401	78,077	66,478	0	84,061	145,655	0	0	74,772
60-64	0	0	0	61,175	101,109	61,262	76,305	74,194	56,597	101,355	0	0	69,774
65-69	0	0	0	0	73,445	73,232	56,501	90,535	83,924	0	0	0	77,620
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	41,869	53,666	47,279	48,636	80,731	66,010	69,064	83,478	77,020	90,560	111,134	0	67,946

**Marin Special Districts  
Safety Active Members  
by Age and Service  
as of July 1, 2010**

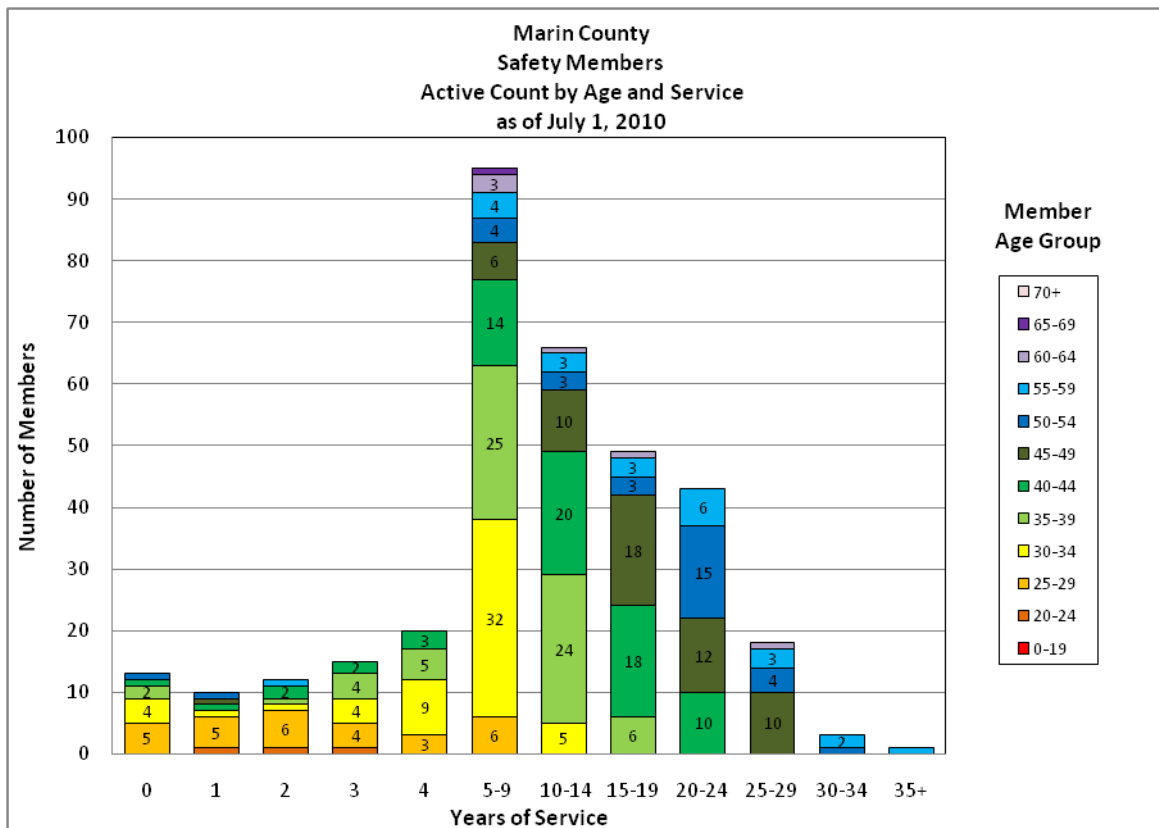
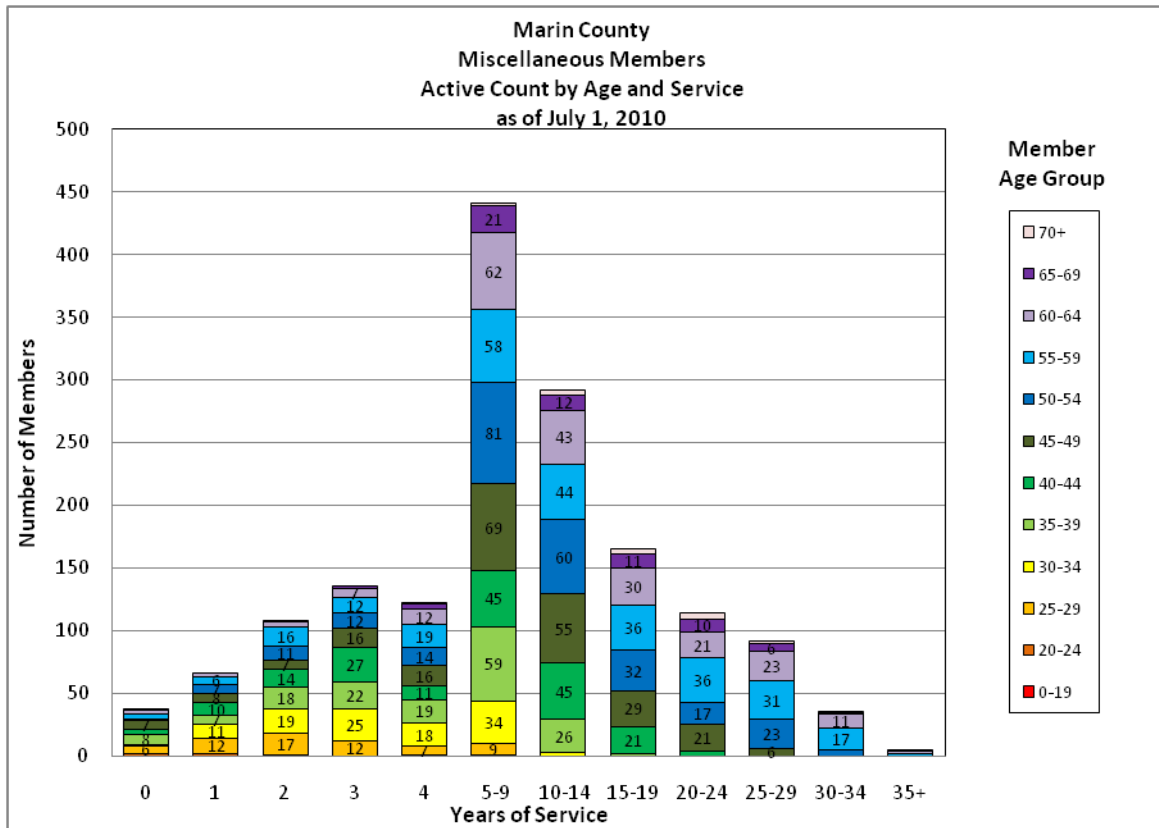


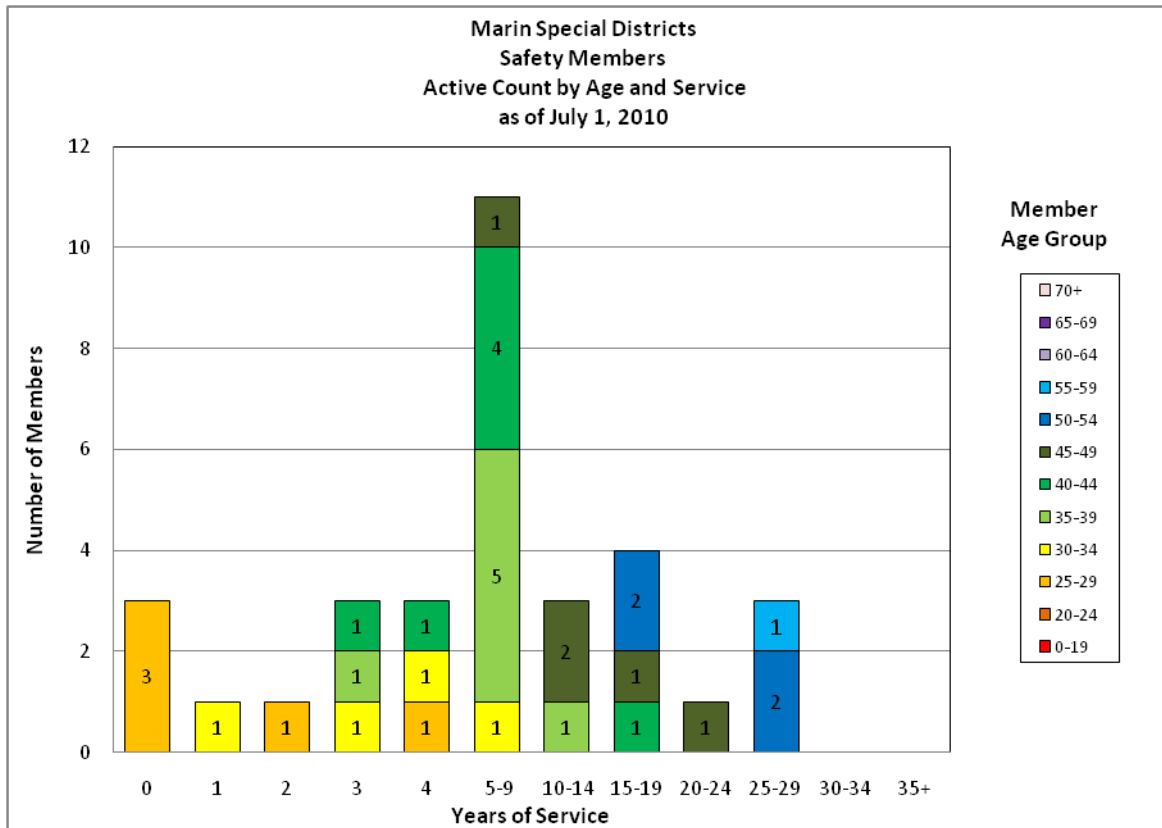
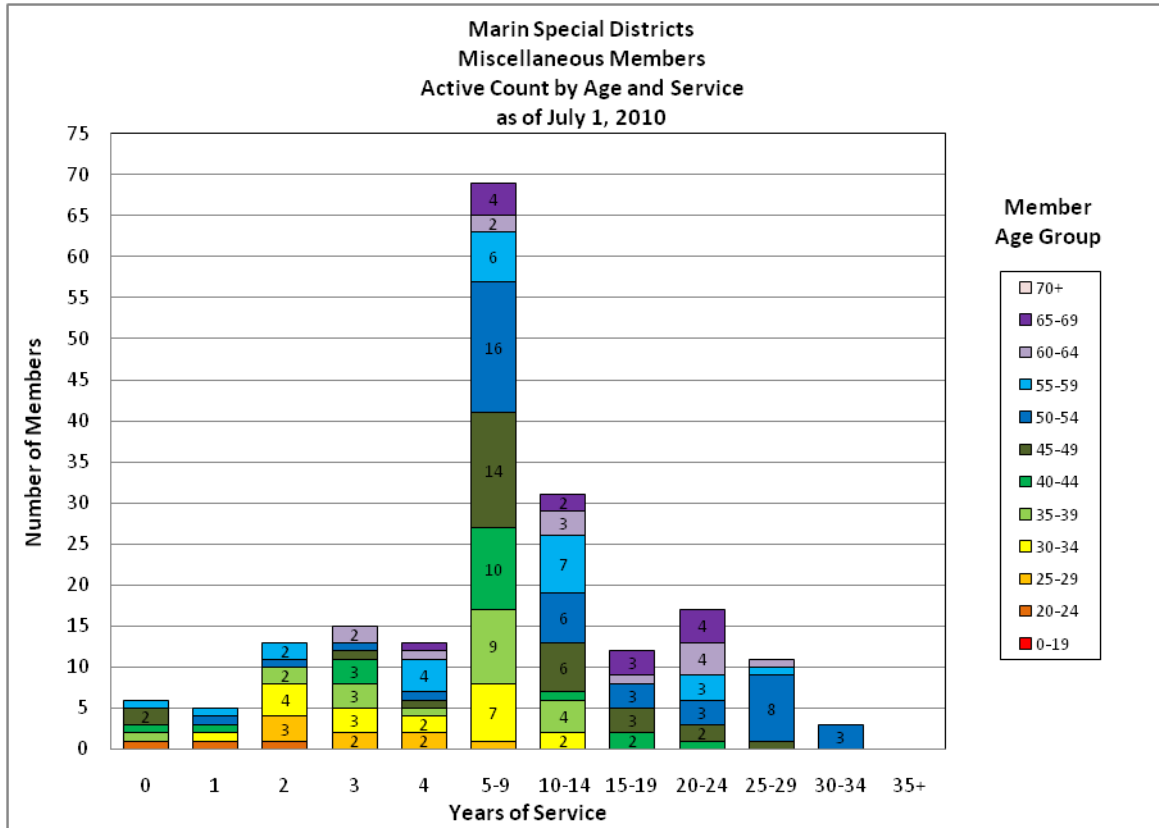
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	3	0	1	0	1	0	0	0	0	0	0	0	5
30-34	0	1	0	1	1	1	0	0	0	0	0	0	4
35-39	0	0	0	1	0	5	1	0	0	0	0	0	7
40-44	0	0	0	1	1	4	0	1	0	0	0	0	7
45-49	0	0	0	0	0	1	2	1	1	0	0	0	5
50-54	0	0	0	0	0	0	0	2	0	2	0	0	4
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
<b>Total</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>33</b>

**Marin Special Districts  
Safety Active Members  
Payroll by Age and Service  
as of July 1, 2010**



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	73,565	0	75,772	0	82,828	0	0	0	0	0	0	0	75,859
30-34	0	74,861	0	76,856	75,772	87,586	0	0	0	0	0	0	78,769
35-39	0	0	0	77,232	0	101,938	85,093	0	0	0	0	0	96,002
40-44	0	0	0	96,104	106,497	88,213	0	91,588	0	0	0	0	92,434
45-49	0	0	0	0	0	78,876	91,400	99,508	96,831	0	0	0	91,603
50-54	0	0	0	0	0	0	0	124,903	0	122,219	0	0	123,561
55-59	0	0	0	0	0	0	0	0	0	140,885	0	0	140,885
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	73,565	74,861	75,772	83,397	88,366	93,546	89,298	110,226	96,831	128,441	0	0	94,138





### 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, 2009	1,684	0	197	66	213	28	80	1,137	202	3,607
New Entrants	43	-	-	-	-	-	-	-	-	43
Rehires	7	-	(1)	(3)	(2)	-	-	-	-	1
Duty Disabilities	(1)	-	-	-	-	-	1	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(49)	-	(6)	-	(10)	-	-	65	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	(14)	-	-	-	14	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	(1)	-	-	-	-	(1)	-	(14)	16	0
Died, Without Beneficiary, and Other Terminations	(33)	-	(2)	31	-	(2)	(1)	(26)	-	(33)
Transfers	(3)	-	4	-	(1)	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	(12)	(12)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(20)	-	(2)	(9)	(3)	-	-	-	-	(34)
Data Corrections	-	-	(3)	65	(62)	1	5	(1)	1	6
June 30, 2010	<b>1,613</b>	<b>0</b>	<b>187</b>	<b>150</b>	<b>149</b>	<b>26</b>	<b>85</b>	<b>1,161</b>	<b>207</b>	<b>3,578</b>

### 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, 2009	358	0	51	7	17	3	87	159	43	725
New Entrants	16	-	-	-	-	-	-	-	-	16
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	(1)	-	-	-	-	-	1	-	-	0
Ordinary Disabilities	(1)	-	-	-	-	1	-	-	-	0
Retirements	(15)	-	(2)	-	(1)	-	-	18	-	0
Retirements from Miscellaneous with Safety Service	-	-	(1)	-	-	-	-	-	-	(1)
Vested Terminations	(3)	-	-	-	3	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	(1)	1	0
Died, Without Beneficiary, and Other Terminations	(5)	-	-	4	-	-	-	-	-	(1)
Transfers	1	-	3	(2)	-	-	-	-	-	2
Beneficiary Deaths	-	-	-	-	-	-	-	-	(2)	(2)
Domestic Relations Orders	-	-	-	-	1	-	-	-	1	2
Withdrawals Paid	(4)	-	-	(1)	(1)	-	-	-	-	(6)
Data Corrections	(1)	-	-	4	(4)	-	1	(3)	1	(2)
June 30, 2010	<b>345</b>	<b>0</b>	<b>51</b>	<b>12</b>	<b>15</b>	<b>4</b>	<b>89</b>	<b>173</b>	<b>44</b>	<b>733</b>



### 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, 2009	210	0	18	16	26	2	3	58	2	335
New Entrants	7	-	-	-	-	-	-	-	-	7
Rehires	2	-	-	-	-	-	-	(1)	-	1
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(10)	-	(1)	-	(3)	-	-	14	-	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	(7)	-	-	7	-	-	-	-	-	0
Transfers	(1)	-	1	-	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(3)	-	-	(2)	(1)	-	-	-	-	(6)
Data Corrections	(1)	-	(1)	10	(9)	-	(1)	(2)	-	(4)
June 30, 2010	195	0	17	31	15	2	2	69	2	333

### 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, 2009	34	0	10	1	2	0	15	18	5	85
New Entrants	3	-	-	-	-	-	-	-	-	3
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	(2)	-	-	-	-	-	2	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(1)	-	(1)	-	-	-	-	2	-	0
Retirements from Miscellaneous with Safety Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	-	-	-	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	(2)	-	2	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	-	-	-	0
Transfers	(1)	-	2	(1)	-	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	-	-	-	-	-	-	0
Data Corrections	-	-	-	-	-	-	2	(2)	-	0
June 30, 2010	33	0	11	0	2	0	17	18	7	88

### 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, 2009	2,286	0	276	90	258	33	185	1,372	252	4,752
New Entrants	69	0	0	0	0	0	0	0	0	69
Rehires	9	0	(1)	(3)	(2)	0	0	(1)	0	2
Duty Disabilities	(4)	0	0	0	0	0	4	0	0	0
Ordinary Disabilities	(1)	0	0	0	0	1	0	0	0	0
Retirements	(75)	0	(10)	0	(14)	0	0	99	0	0
Retirements from Miscellaneous with Safety Service	0	0	(1)	0	0	0	0	0	0	(1)
Vested Terminations	(19)	0	0	0	19	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	(1)	0	0	0	0	(1)	(2)	(15)	19	0
Died, Without Beneficiary, and Other Terminations	(45)	0	(2)	42	0	(2)	(1)	(26)	0	(34)
Transfers	(4)	0	10	(3)	(1)	0	0	0	0	2
Beneficiary Deaths	0	0	0	0	0	0	0	0	(14)	(14)
Domestic Relations Orders	0	0	0	0	1	0	0	0	1	2
Withdrawals Paid	(27)	0	(2)	(12)	(5)	0	0	0	0	(46)
Data Corrections	(2)	0	(4)	79	(75)	1	7	(8)	2	0
June 30, 2010	<b>2,186</b>	<b>0</b>	<b>266</b>	<b>193</b>	<b>181</b>	<b>32</b>	<b>193</b>	<b>1,421</b>	<b>260</b>	<b>4,732</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	\$29,929	0	\$0	1	\$18,206	4	\$26,998
50-54	26	\$16,540	33	\$50,612	5	\$15,200	5	\$79,319	69	\$37,287
55-59	68	\$21,170	36	\$70,898	12	\$33,420	4	\$59,015	120	\$38,575
60-64	199	\$33,561	35	\$62,627	22	\$35,847	4	\$70,727	260	\$38,239
65-69	256	\$34,909	36	\$66,411	16	\$28,671	3	\$80,310	311	\$38,673
70-74	197	\$30,586	16	\$67,706	9	\$40,248	0	\$0	222	\$33,653
75-79	168	\$27,680	12	\$41,402	4	\$26,780	0	\$0	184	\$28,555
80-84	111	\$25,058	2	\$43,905	0	\$0	1	\$6,450	114	\$25,225
85-89	99	\$21,416	0	\$0	1	\$17,159	0	\$0	100	\$21,373
90-94	33	\$21,113	0	\$0	0	\$0	0	\$0	33	\$21,113
95+	4	\$29,078	0	\$0	0	\$0	0	\$0	4	\$29,078
<b>All Ages</b>	<b>1,161</b>	<b>\$29,178</b>	<b>173</b>	<b>\$61,058</b>	<b>69</b>	<b>\$32,042</b>	<b>18</b>	<b>\$65,619</b>	<b>1,421</b>	<b>\$33,660</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	1	\$40,845	0	\$0	0	\$0	1	\$40,845
35-39	2	\$27,838	1	\$32,148	0	\$0	0	\$0	3	\$29,275
40-44	1	\$30,705	8	\$32,415	0	\$0	1	\$47,230	10	\$33,726
45-49	7	\$27,225	14	\$32,568	0	\$0	0	\$0	21	\$30,787
50-54	6	\$30,069	10	\$36,783	0	\$0	4	\$35,010	20	\$34,414
55-59	19	\$27,105	16	\$41,591	0	\$0	4	\$37,188	39	\$34,082
60-64	21	\$33,819	9	\$53,219	0	\$0	4	\$33,842	34	\$38,957
65-69	9	\$25,342	12	\$47,261	2	\$16,844	4	\$49,843	27	\$38,084
70-74	11	\$50,333	8	\$32,806	0	\$0	0	\$0	19	\$42,953
75-79	6	\$22,700	6	\$34,630	0	\$0	0	\$0	12	\$28,665
80-84	2	\$16,941	3	\$37,809	0	\$0	0	\$0	5	\$29,462
85-89	1	\$25,730	1	\$32,950	0	\$0	0	\$0	2	\$29,340
90-94	0	\$0	0	\$0	0	\$0	0	\$0	2	\$ 0
95+	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>85</b>	<b>\$31,295</b>	<b>89</b>	<b>\$39,149</b>	<b>2</b>	<b>\$16,844</b>	<b>17</b>	<b>\$39,457</b>	<b>193</b>	<b>\$35,486</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	3	\$34,444	0	\$0	0	\$0	3	\$34,444
50-54	3	\$18,086	0	\$0	0	\$0	0	\$0	3	\$18,086
55-59	3	\$20,440	0	\$0	0	\$0	0	\$0	3	\$20,440
60-64	5	\$18,010	1	\$20,794	1	\$12,051	0	\$0	7	\$17,556
65-69	9	\$17,581	0	\$0	0	\$0	0	\$0	9	\$17,581
70-74	1	\$16,947	0	\$0	0	\$0	0	\$0	1	\$16,947
75-79	2	\$7,627	0	\$0	0	\$0	0	\$0	2	\$7,627
80-84	1	\$43,050	0	\$0	0	\$0	0	\$0	1	\$43,050
85-89	2	\$10,458	0	\$0	0	\$0	0	\$0	2	\$10,458
90-94	0	\$0	0	\$0	1	\$33,762	0	\$0	1	\$33,762
95+	0	\$0	0	\$0	0	\$0	0	\$0	0	\$ 0
All Ages	26	\$17,693	4	\$31,032	2	\$22,907	0	\$0	32	\$19,686

### 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	0	\$0	0	\$0	0	\$0	0	\$ 0
30-34	2	\$6,307	1	\$24,305	0	\$0	0	\$0	3	\$12,306
35-39	0	\$0	0	\$0	0	\$0	1	\$37,230	1	\$37,230
40-44	2	\$45,235	1	\$40,062	0	\$0	0	\$0	3	\$43,511
45-49	3	\$16,888	2	\$46,855	0	\$0	1	\$65,859	6	\$35,039
50-54	7	\$21,221	2	\$23,386	1	\$11,593	0	\$0	10	\$20,691
55-59	11	\$18,951	6	\$35,803	0	\$0	1	\$49,905	18	\$26,288
60-64	24	\$25,447	2	\$40,314	0	\$0	1	\$34,492	27	\$26,883
65-69	18	\$21,541	8	\$31,916	1	\$10,260	1	\$41,927	28	\$24,830
70-74	20	\$32,734	4	\$23,638	0	\$0	1	\$27,824	25	\$31,082
75-79	31	\$17,587	7	\$38,108	0	\$0	0	\$0	38	\$21,367
80-84	38	\$17,622	4	\$26,419	0	\$0	0	\$0	42	\$18,460
85-89	31	\$14,848	4	\$35,375	0	\$0	1	\$44,342	42	\$15,384
90-94	16	\$15,826	3	\$18,577	0	\$0	0	\$0	36	\$8,582
95+	4	\$15,128	0	\$0	0	\$0	0	\$0	4	\$15,128
All Ages	207	\$20,061	44	\$32,269	2	\$10,926	7	\$43,083	260	\$22,677

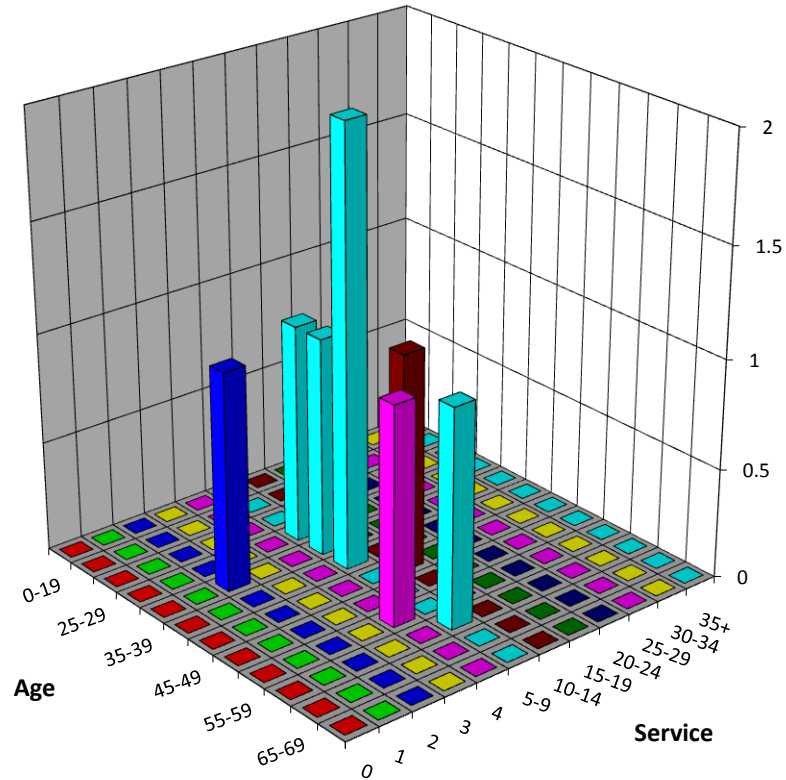
## Benefit Form Elections: Marin County and Special Districts

	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)	443	44	31	5	523
Unmodified (60% to Spouse)	635	113	31	10	789
Option #1 (Cash Refund)	50	4	3	0	57
Option #2 (100% Continuance)	29	10	4	2	45
Option #3 (50% Continuance)	3	2	0	1	6
Continuance to 18	1	0	0	0	1
<b>Total Service Retired</b>	1,161	173	69	18	1,421
<b>Ordinary Disability</b>					
Unmodified (No Continuance)	11	0	2	0	13
Unmodified (60% to Spouse)	12	4	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>	26	4	2	0	32
<b>Duty Disability</b>					
Unmodified (No Continuance)	40	27	0	6	73
Unmodified (60% to Spouse)	43	58	1	10	112
Option #1 (Cash Refund)	1	2	1	0	4
Option #2 (100% Continuance)	1	1	0	1	3
Option #3 (50% Continuance)	0	1	0	0	1
<b>Total Duty Disability</b>	85	89	2	17	193
<b>Total</b>	1,272	266	73	35	1,646

## 5.2: Participant Data as of June 30, 2010: Novato Fire Protection District

	Miscellaneous		Safety		Total	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>						
Number	8	8	77	74	85	82
Average Age	43.54	44.54	40.53	40.37	40.81	40.78
Average Service	5.58	6.58	11.23	10.85	10.70	10.44
Average Pay	\$69,284	\$72,018	\$112,795	\$111,773	\$108,700	\$107,894
<b>Service Retired</b>						
Number	2	2	48	52	50	54
Average Age	68.85	69.85	63.33	63.60	63.55	63.83
Average Annual Total Benefit	\$50,883	\$51,137	\$80,945	\$83,388	\$79,743	\$82,194
<b>Beneficiaries</b>						
Number	0	0	8	8	8	8
Average Age	0.00	0.00	61.05	62.05	61.05	62.05
Average Annual Total Benefit	\$0	\$0	\$35,908	\$36,190	\$35,908	\$36,190
<b>Duty Disabled</b>						
Number	0	0	26	26	26	26
Average Age	0.00	0.00	62.76	63.76	62.76	63.76
Average Annual Total Benefit	\$0	\$0	\$46,970	\$47,334	\$46,970	\$47,334
<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	86	84	88
Average Age	68.85	69.85	62.93	63.50	63.07	63.65
Average Annual Total Benefit	\$50,883	\$51,137	\$65,779	\$68,098	\$65,424	\$67,712
<b>Terminated Vested</b>						
Number	2	2	6	1	8	3
Average Age	54.12	55.12	37.14	43.73	41.38	51.32
Average Service	5.73	5.73	2.43	6.85	3.26	6.10
<b>Transfers</b>						
Number	2	2	8	10	10	12
Average Age	47.08	48.08	38.63	40.43	40.32	41.70
Average Service	3.80	3.80	4.40	4.32	4.28	4.23
<b>Total Inactive</b>						
Number	4	4	14	11	18	15
Average Age	50.60	51.60	37.99	40.73	40.79	43.63
Average Service	4.77	4.77	3.56	4.55	3.83	4.61

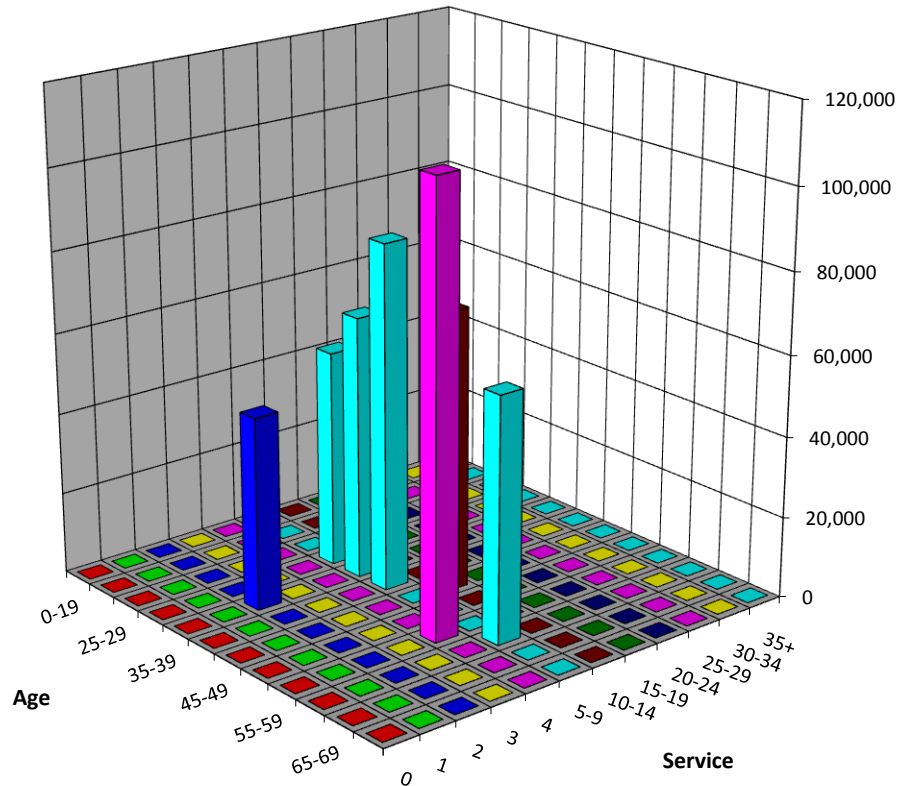
**Miscellaneous Active Members  
by Age and Service  
as of July 1, 2010**



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	0	0	0	0	0	1	0	0	0	0	0	0	1
35-39	0	0	1	0	0	1	0	0	0	0	0	0	2
40-44	0	0	0	0	0	2	0	0	0	0	0	0	2
45-49	0	0	0	0	0	0	1	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	0	0	1	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>	0	0	1	0	1	5	1	0	0	0	0	0	8

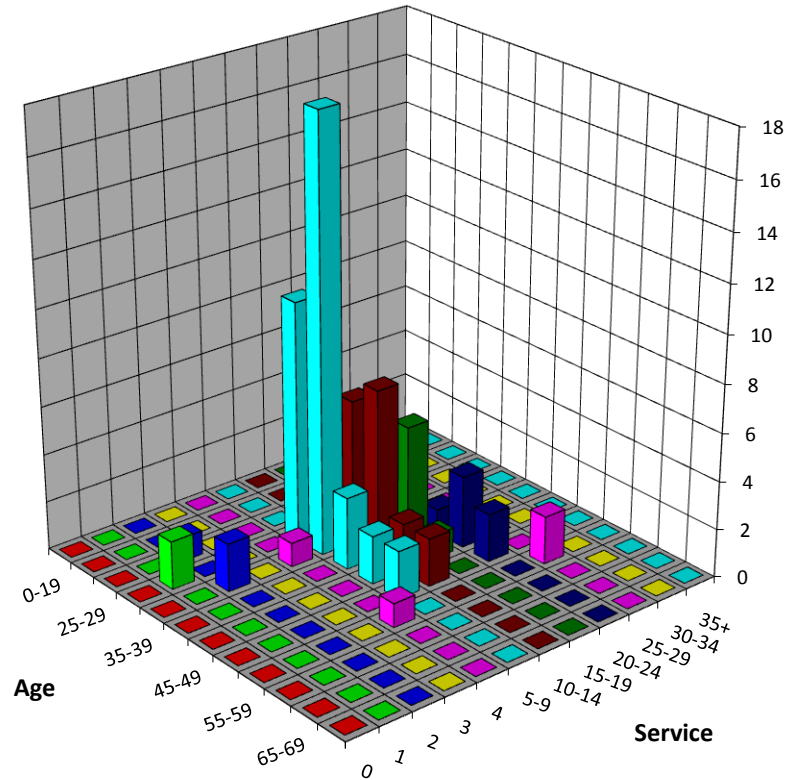


**Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2010**



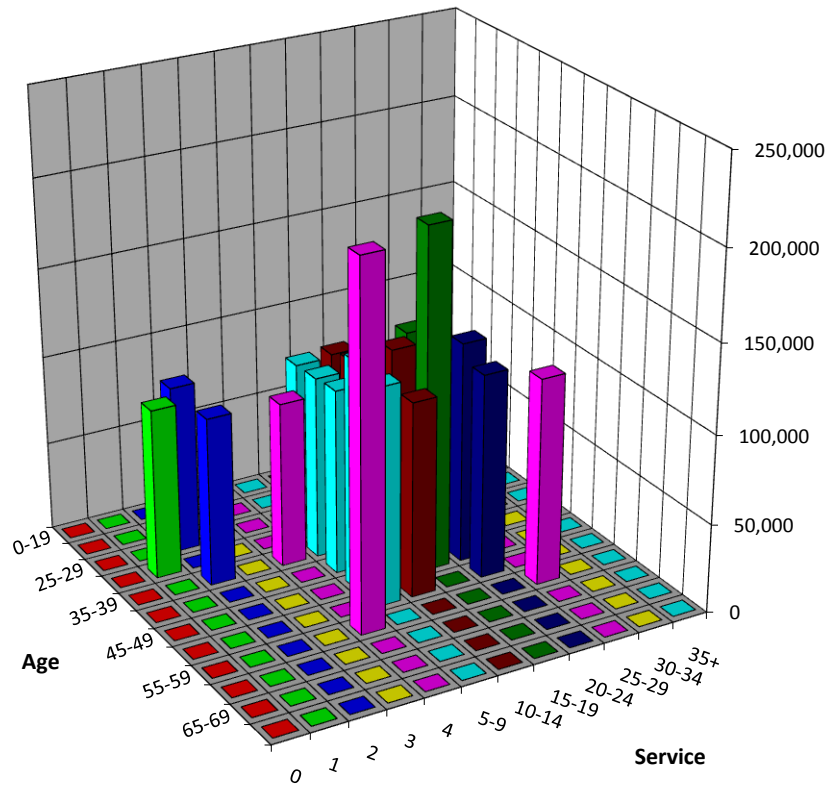
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	53,534	0	0	0	0	0	0	53,534
35-39	0	0	47,556	0	0	64,911	0	0	0	0	0	0	56,234
40-44	0	0	0	0	0	85,359	0	0	0	0	0	0	85,359
45-49	0	0	0	0	0	0	69,300	0	0	0	0	0	69,300
50-54	0	0	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	109,836	0	0	0	0	0	0	0	109,836
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	0	0	47,556	0	109,836	69,891	69,300	0	0	0	0	0	72,018

**Safety Active Members  
by Age and Service  
as of July 1, 2010**

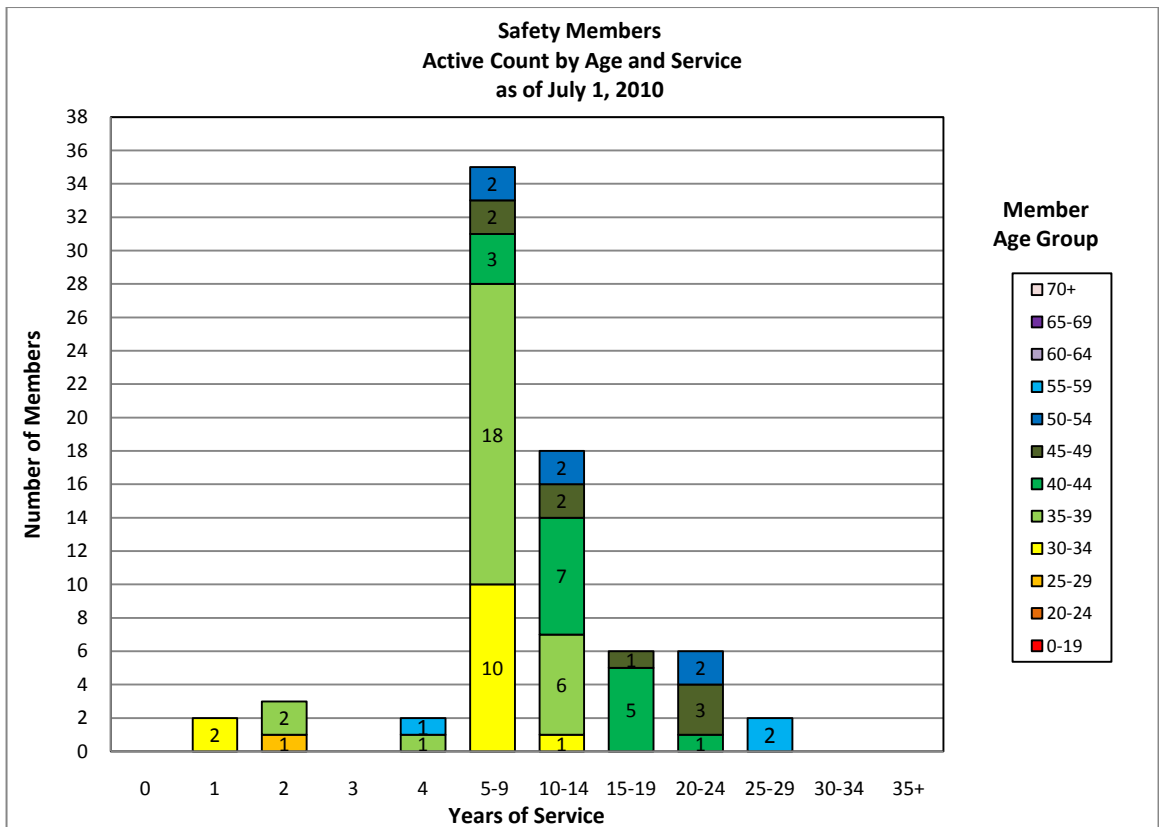
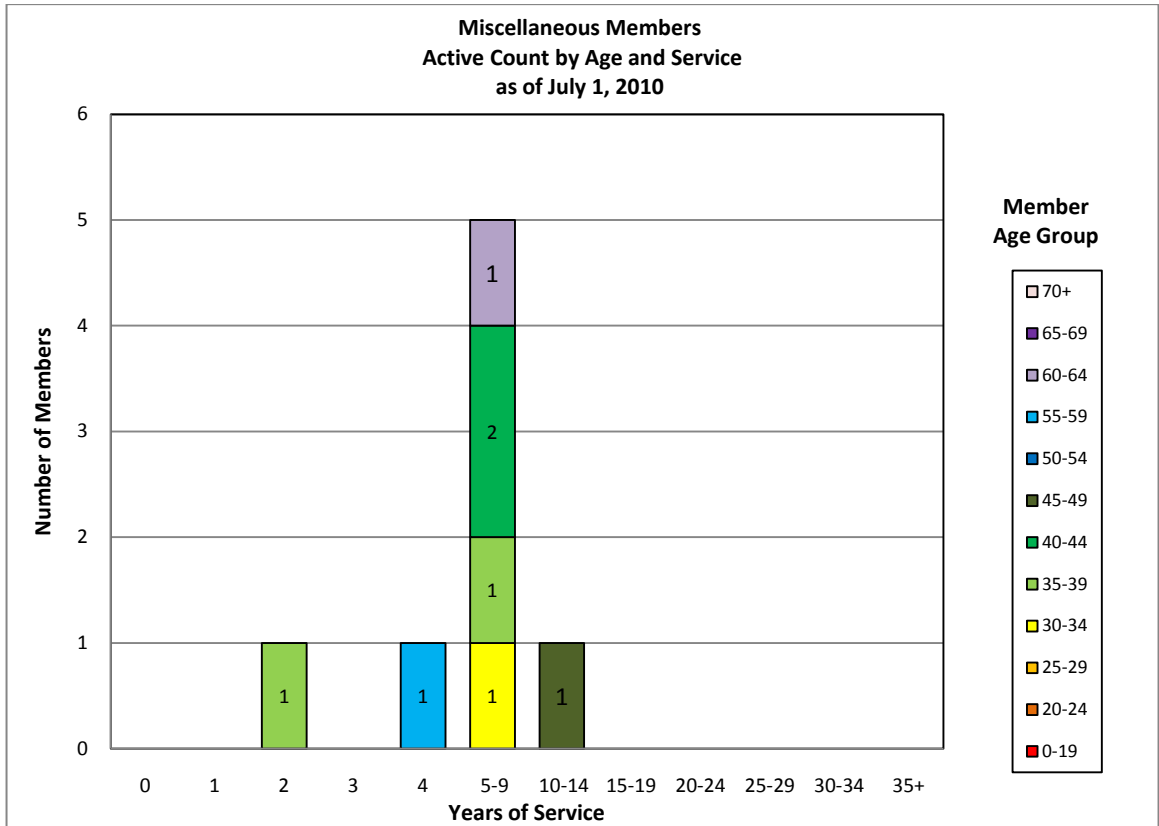


Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	1	0	0	0	0	0	0	0	0	0	1
30-34	0	2	0	0	0	10	1	0	0	0	0	0	13
35-39	0	0	2	0	1	18	6	0	0	0	0	0	27
40-44	0	0	0	0	0	3	7	5	1	0	0	0	16
45-49	0	0	0	0	0	2	2	1	3	0	0	0	8
50-54	0	0	0	0	0	2	2	0	2	0	0	0	6
55-59	0	0	0	0	1	0	0	0	0	2	0	0	3
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	2	3	0	2	35	18	6	6	2	0	0	74

**Safety Active Members  
Payroll by Age and Service  
as of July 1, 2010**



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	94,900	0	0	0	0	0	0	0	0	0	94,900
30-34	0	95,893	0	0	0	101,899	103,360	0	0	0	0	0	101,087
35-39	0	0	94,917	0	93,140	102,751	107,674	0	0	0	0	0	102,909
40-44	0	0	0	0	0	104,328	114,294	127,097	113,123	0	0	0	116,353
45-49	0	0	0	0	0	128,750	130,515	193,556	124,549	0	0	0	135,717
50-54	0	0	0	0	0	123,086	110,051	0	115,454	0	0	0	116,197
55-59	0	0	0	0	205,449	0	0	0	0	116,808	0	0	146,355
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	95,893	94,911	0	149,295	105,290	112,811	138,174	119,613	116,808	0	0	111,773



### 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, 2009	8	2	1	2	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	-	-	-	-	-	-	-	-	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, 2010	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, 2009	77	8	1	6	0	26	48	8	174
New Entrants	3	-	-	-	-	-	-	-	3
Rehires	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	0
Retirements	(5)	-	-	-	-	-	5	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	-	-	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	-	-	-	-	-	-	-	-	0
Died, Without Beneficiary, and Other Terminations	-	-	-	-	-	-	(1)	-	(1)
Transfers	-	1	-	-	-	-	-	-	1
Beneficiary Deaths	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(1)	-	(1)	-	-	-	-	-	(2)
Data Corrections	-	1	5	(5)	-	-	-	-	1
June 30, 2010	74	10	5	1	0	26	52	8	176

### 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, 2009	85	10	2	8	0	26	50	8	189
New Entrants	3	0	0	0	0	0	0	0	3
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	(5)	0	0	0	0	0	5	0	0
Retirements from Miscellaneous with Safety Service	0	0	0	0	0	0	0	0	0
Vested Terminations	0	0	0	0	0	0	0	0	0
Died, With Beneficiaries' Benefit Payable	0	0	0	0	0	0	0	0	0
Died, Without Beneficiary, and Other Terminations	0	0	0	0	0	0	(1)	0	(1)
Transfers	0	1	0	0	0	0	0	0	1
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	1	5	(5)	0	0	0	0	1
June 30, 2010	82	12	6	3	0	26	54	8	191

### 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	4	\$84,929	4	\$84,929
55-59	0	\$0	12	\$88,785	12	\$88,785
60-64	0	\$0	15	\$86,691	15	\$86,691
65-69	1	\$86,008	15	\$85,766	16	\$85,781
70-74	1	\$16,266	5	\$58,629	6	\$51,569
75-79	0	\$0	0	\$0	0	\$ 0
80-84	0	\$0	0	\$0	0	\$ 0
85-89	0	\$0	1	\$51,058	1	\$51,058
90-94	0	\$0	0	\$0	0	\$ 0
95+	0	\$0	0	\$0	0	\$ 0
<b>All Ages</b>	<b>2</b>	<b>\$51,137</b>	<b>52</b>	<b>\$83,388</b>	<b>54</b>	<b>\$82,194</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	2	\$39,592	2	\$39,592
45-49	0	\$0	1	\$37,753	1	\$37,753
50-54	0	\$0	5	\$36,183	5	\$36,183
55-59	0	\$0	5	\$63,587	5	\$63,587
60-64	0	\$0	9	\$47,676	9	\$47,676
65-69	0	\$0	3	\$49,329	3	\$49,329
70-74	0	\$0	1	\$37,826	1	\$37,826
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>26</b>	<b>\$47,334</b>	<b>26</b>	<b>\$47,334</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	\$62,516	1	\$62,516
45-49	0	\$0	1	\$21,340	1	\$21,340
50-54	0	\$0	0	\$0	0	\$ 0
55-59	0	\$0	2	\$31,690	2	\$31,690
60-64	0	\$0	2	\$39,560	2	\$39,560
65-69	0	\$0	0	\$0	0	\$ 0
70-74	0	\$0	0	\$0	0	\$ 0
75-79	0	\$0	1	\$24,392	1	\$24,392
80-84	0	\$0	1	\$38,772	1	\$38,772
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>\$36,190</b>	<b>8</b>	<b>\$36,190</b>

### Benefit Form Elections: Novato Fire Protection District

	Miscellaneous	Safety	Total
<b>Service Retired</b>			
Unmodified (No Continuance)	1	8	9
Unmodified (60% to Spouse)	1	43	44
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>	2	52	54
<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>	0	0	0
<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>	0	26	26
<b>Total</b>	2	78	80

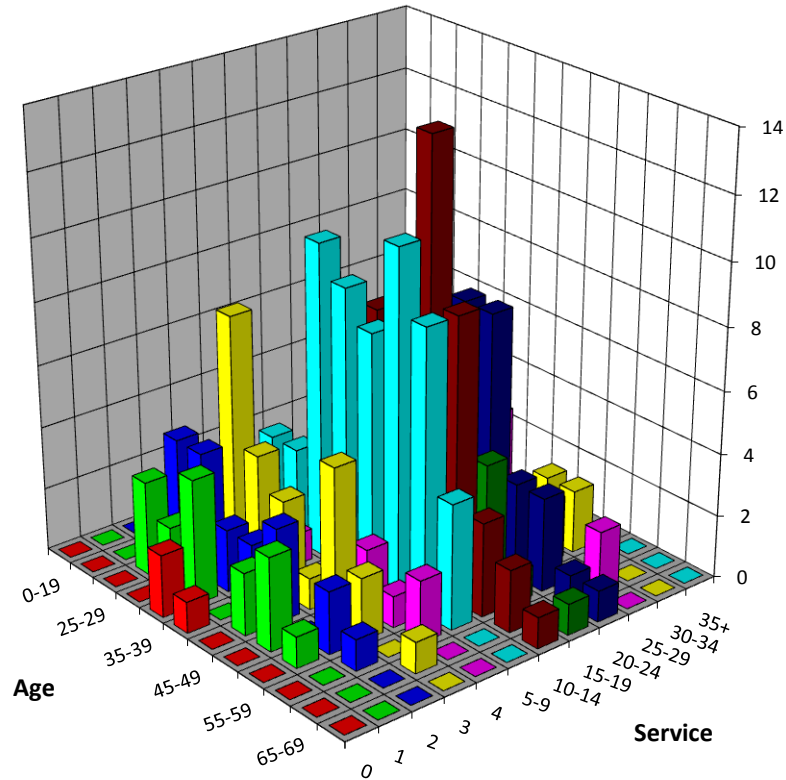
### 5.3: Participant Data as of June 30, 2010: City of San Rafael

	Miscellaneous		Redevelopment		Total Miscellaneous		Police		Fire		Total Safety		All Members	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Active Participants</b>														
Number	254	228	5	5	259	233	72	67	61	60	133	127	392	360
Average Age	47.22	47.82	53.00	54.00	47.33	47.95	40.16	39.87	46.01	44.04	42.84	41.84	45.81	45.80
Average Service	9.72	10.66	11.85	12.85	9.76	10.71	11.51	10.79	17.36	15.27	14.19	12.91	11.26	11.49
Average Pay*	\$69,528	\$70,56	\$111,49	\$110,90	\$70,338	\$71,433	\$110,09	\$111,59	\$113,17	\$112,22	\$111,508	\$111,890	\$84,306	\$85,705
<b>Service Retired</b>														
Number	159	172	2	1	161	173	24	31	94	99	118	130	279	303
Average Age	68.89	67.96	73.09	63.14	68.94	67.93	55.63	57.70	66.62	66.97	64.38	64.76	67.01	66.57
Average Total Benefit*	\$27,920	\$28,37	\$11,253	\$12,731	\$27,713	\$28,284	\$81,518	\$81,769	\$57,760	\$60,826	\$62,592	\$65,820	\$42,465	\$44,389
<b>Beneficiaries</b>														
Number	32	34	0	1	32	35	0	0	28	28	28	28	60	63
Average Age	75.54	74.89	0.00	85.19	75.54	75.19	0.00	0.00	72.66	72.40	72.66	72.40	74.20	73.95
Average Total Benefit*	\$13,160	\$12,90	\$0	\$6,118	\$13,160	\$12,712	\$0	\$0	\$25,197	\$25,657	\$25,197	\$25,657	\$18,777	\$18,465
<b>Duty Disabled</b>														
Number	18	17	1	1	19	18	3	4	45	46	48	50	67	68
Average Age	61.64	61.94	53.20	54.20	61.20	61.51	40.29	38.97	59.82	60.49	58.60	58.77	59.34	59.49
Average Total Benefit*	\$23,535	\$24,09	\$6,590	\$6,656	\$22,643	\$23,129	\$55,619	\$53,953	\$41,945	\$46,648	\$42,799	\$47,232	\$37,083	\$40,852
<b>Ordinary Disabled</b>														
Number	3	3	0	0	3	3	0	0	0	0	0	0	3	3
Average Age	70.93	71.93	0.00	0.00	70.93	71.93	0.00	0.00	0.00	0.00	0.00	0.00	70.93	71.93
Average Total Benefit*	\$13,341	\$13,51	\$0	\$0	\$13,341	\$13,517	\$0	\$0	\$0	\$0	\$0	\$0	\$13,341	\$13,517
<b>Total In Pay</b>														
Number	212	226	3	3	215	229	27	35	167	173	194	208	409	437
Average Age	69.30	68.60	66.46	67.51	69.26	68.59	53.92	55.56	65.80	66.13	64.15	64.35	66.84	66.57
Average Total Benefit*	\$25,113	\$25,52	\$9,698	\$8,502	\$24,898	\$25,305	\$78,640	\$78,590	\$48,039	\$51,364	\$52,298	\$55,945	\$37,895	\$39,889
<b>Terminated Vested</b>														
Number	43	20	0	0	43	20	10	7	2	1	12	8	55	28
Average Age	45.35	49.38	0.00	0.00	45.35	49.38	42.82	43.90	55.72	50.81	44.97	44.76	45.26	48.06
Average Service	4.63	7.36	0.00	0.00	4.63	7.36	6.55	8.30	3.23	6.45	6.00	8.07	4.93	7.56
<b>Transfers</b>														
Number	66	62	5	5	71	67	37	37	2	2	39	39	110	106
Average Age	46.07	45.35	50.90	51.90	46.41	45.84	44.85	45.88	45.62	46.62	44.89	45.92	45.87	45.87
Average Service	4.21	3.96	2.21	2.21	4.07	3.83	6.09	6.20	5.77	5.77	6.08	6.18	4.78	4.70

	Miscellaneous		Redevelopment		Total Miscellaneous		Police		Fire		Total Safety		All Members	
	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10	6/30/09	6/30/10
<b>Total Inactive</b>														
Number	109	82	5	5	114	87	47	44	4	3	51	47	165	134
Average Age	45.79	46.33	50.90	51.90	46.01	46.65	44.42	45.57	50.67	48.02	44.91	45.72	45.67	46.33
Average Service	4.38	4.79	2.21	2.21	4.28	4.64	6.19	6.54	4.50	6.00	6.06	6.50	4.83	5.30

\*All payroll and benefit figures shown are annual

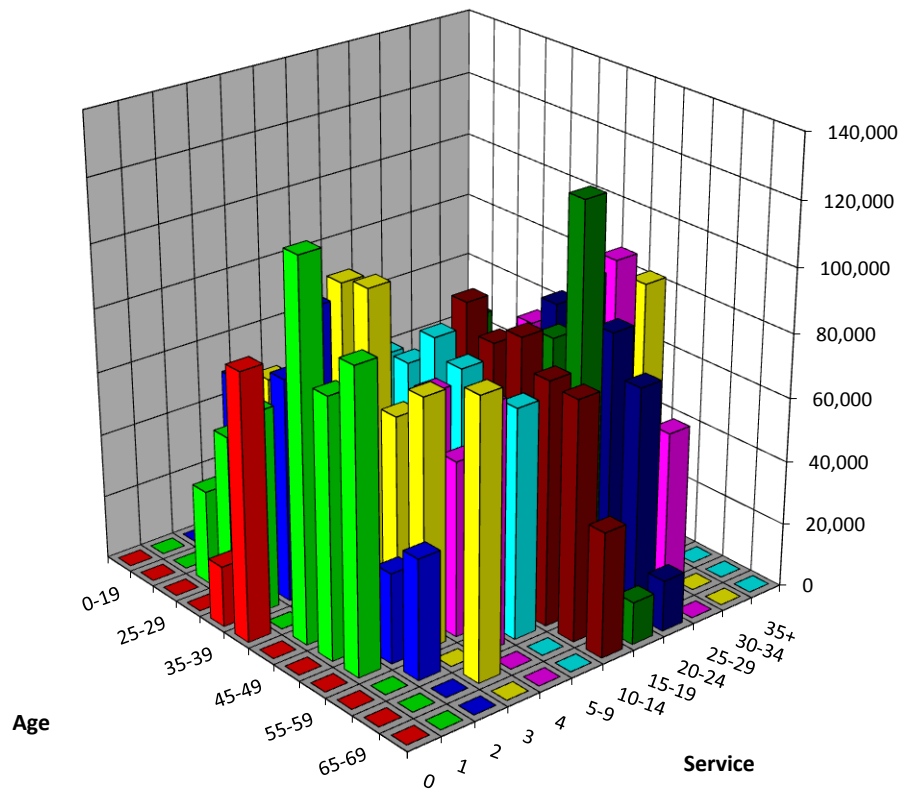
**Miscellaneous Active Members  
by Age and Service  
as of July 1, 2010**



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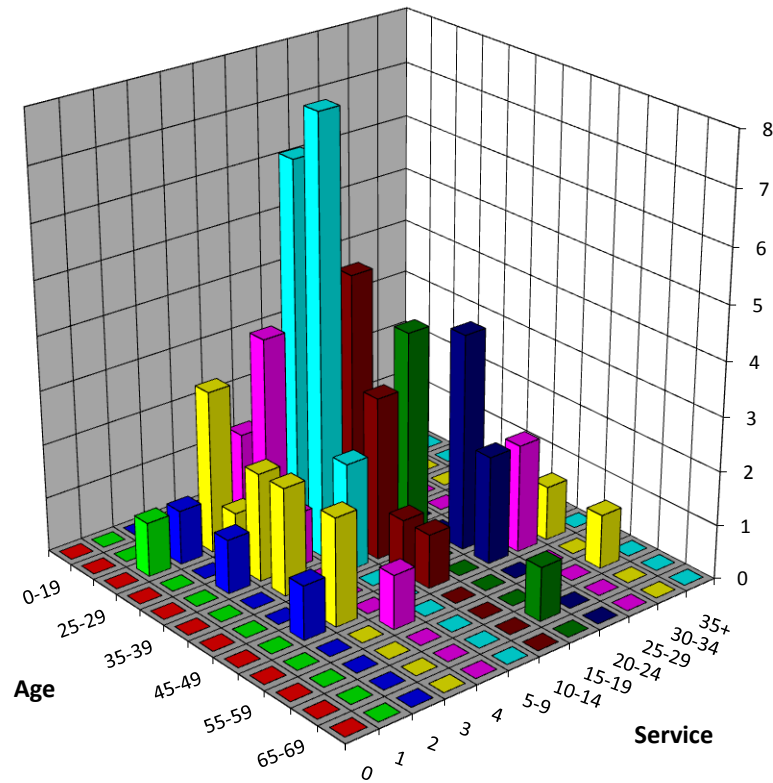
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	3	4	1	1	3	0	0	0	0	0	0	12
30-34	0	2	4	8	0	3	2	0	0	0	0	0	19
35-39	2	4	2	4	1	10	4	0	0	0	0	0	27
40-44	1	0	2	3	0	9	8	4	0	2	0	0	29
45-49	0	2	3	1	0	8	9	4	8	4	0	0	39
50-54	0	3	0	5	2	11	14	3	8	1	2	0	49
55-59	0	1	2	2	1	9	9	4	3	2	2	0	35
60-64	0	0	1	0	2	4	3	1	3	0	0	0	14
65-69	0	0	0	1	0	0	2	0	1	2	0	0	6
70+	0	0	0	0	0	0	1	1	1	0	0	0	3
<b>Total</b>	<b>3</b>	<b>15</b>	<b>18</b>	<b>25</b>	<b>7</b>	<b>57</b>	<b>52</b>	<b>17</b>	<b>24</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>233</b>

**Miscellaneous Active Members  
Payroll by Age and Service  
as of July 1, 2010**



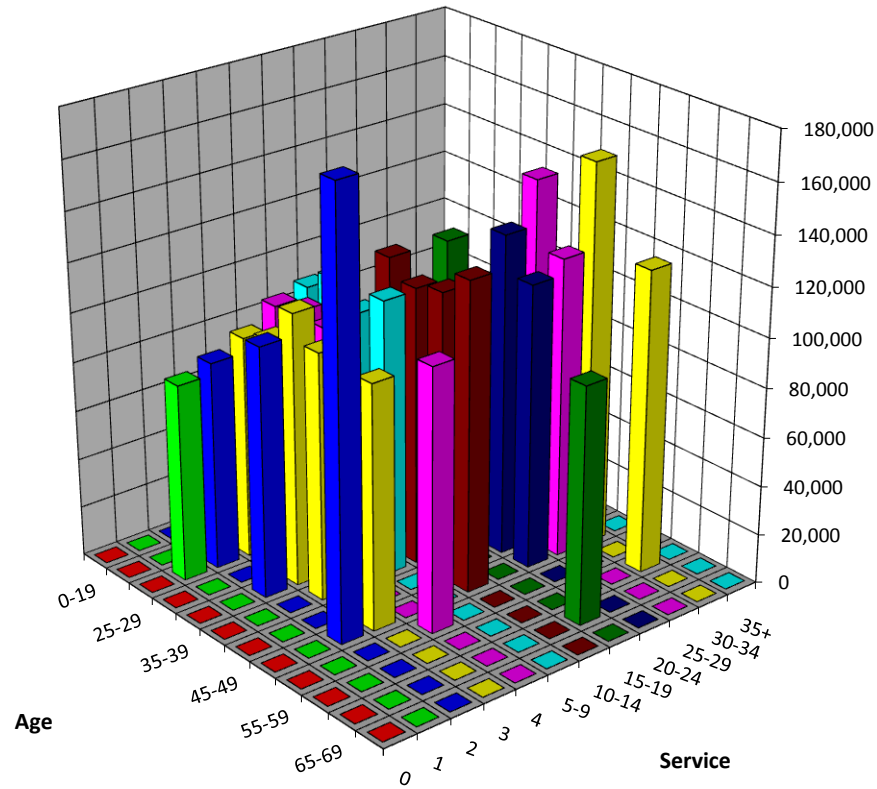
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Average
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	29,620	62,093	58,252	52,018	61,528	0	0	0	0	0	0	52,674
30-34	0	51,421	47,658	62,048	0	54,327	38,730	0	0	0	0	0	54,226
35-39	19,083	63,224	70,105	52,687	49,460	67,308	53,919	0	0	0	0	0	58,527
40-44	83,631	0	95,592	99,893	0	68,919	66,728	76,359	0	67,985	0	0	74,827
45-49	0	118,065	70,651	102,090	0	80,826	88,253	71,102	69,478	77,017	0	0	80,496
50-54	0	81,271	0	67,894	71,488	75,381	79,740	74,742	84,987	80,325	79,439	0	77,860
55-59	0	94,373	28,358	78,134	54,954	64,517	85,580	81,883	96,275	98,949	88,548	0	77,272
60-64	0	0	37,809	0	76,300	71,882	76,566	126,584	84,198	0	0	0	77,630
65-69	0	0	0	87,100	0	0	75,224	0	71,584	53,877	0	0	69,481
70+	0	0	0	0	0	0	39,272	13,321	15,991	0	0	0	22,861
Average	40,599	67,928	59,826	70,000	64,573	69,910	75,524	75,383	77,696	75,456	83,994	0	71,433

**Police Active Members  
 by Age and Service  
 as of July 1, 2010**



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	1	1	3	2	2	0	0	0	0	0	0	9
30-34	0	0	0	1	4	7	0	0	0	0	0	0	12
35-39	0	0	1	2	1	8	5	0	0	0	0	0	17
40-44	0	0	0	2	0	2	3	4	0	0	0	0	11
45-49	0	0	0	0	0	0	1	0	4	1	0	0	6
50-54	0	0	1	2	0	0	1	0	2	2	1	0	9
55-59	0	0	0	0	1	0	0	0	0	0	0	0	1
60-64	0	0	0	0	0	0	0	0	0	0	1	0	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>0</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>8</b>	<b>19</b>	<b>10</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>67</b>

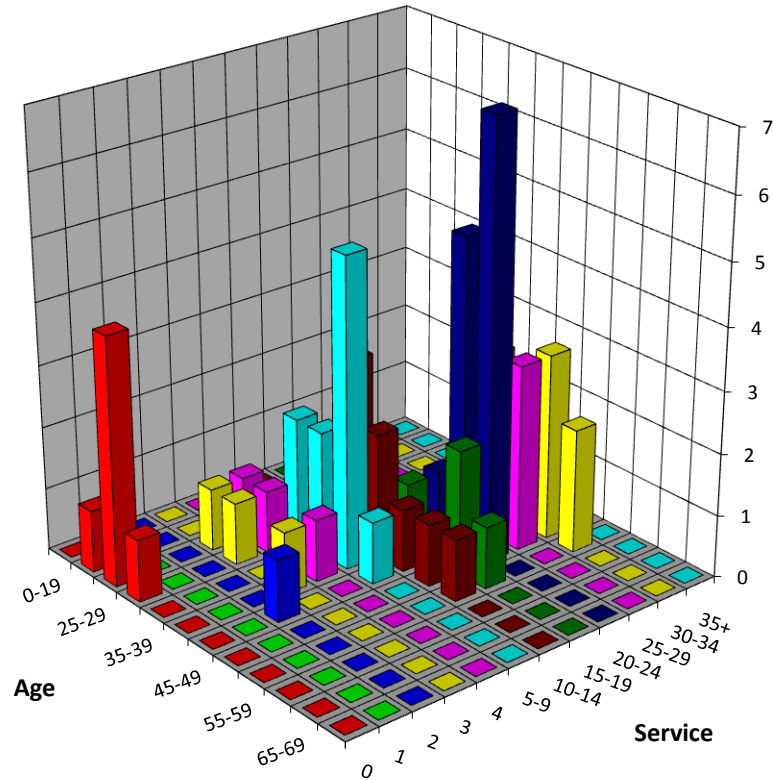
**Police Active Members  
Payroll by Age and Service  
as of July 1, 2010**



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	80,134	84,645	90,385	99,065	102,545	0	0	0	0	0	0	93,239
30-34	0	0	0	94,707	102,187	110,954	0	0	0	0	0	0	106,678
35-39	0	0	101,751	110,486	100,148	102,123	120,139	0	0	0	0	0	108,268
40-44	0	0	0	100,218	0	112,040	112,797	127,357	0	0	0	0	115,667
45-49	0	0	0	0	0	0	116,085	0	130,451	148,178	0	0	131,011
50-54	0	0	178,400	98,997	0	0	125,743	0	115,656	121,797	155,826	0	125,874
55-59	0	0	0	0	106,393	0	0	0	0	0	0	0	106,393
60-64	0	0	0	0	0	0	0	0	0	0	123,032	0	123,032
65-69	0	0	0	0	0	0	0	96,181	0	0	0	0	96,181
70+	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	0	80,134	121,599	98,526	101,677	106,465	118,091	121,122	125,519	130,591	139,429	0	111,593

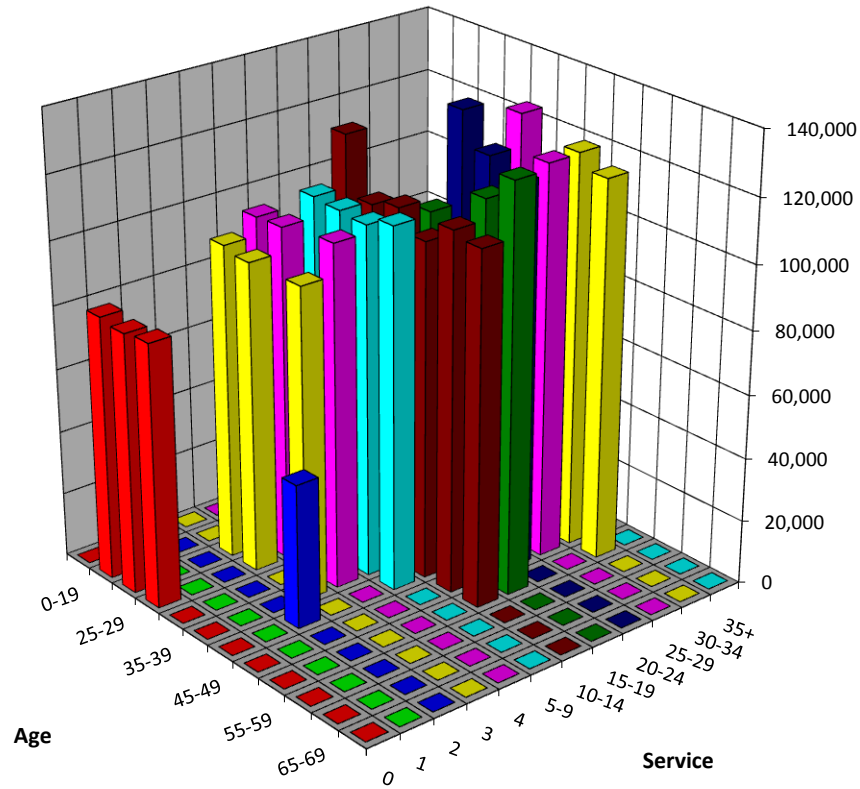


**Fire Active Members  
by Age and Service  
as of July 1, 2010**

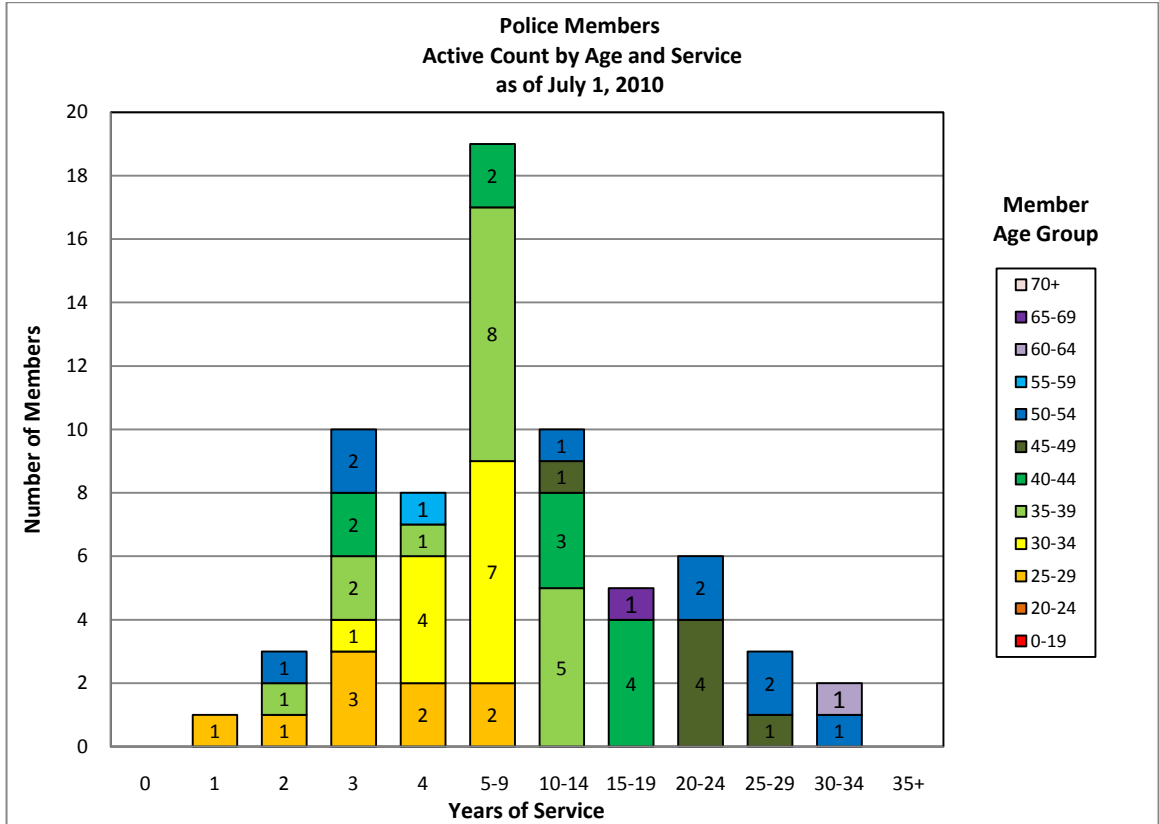
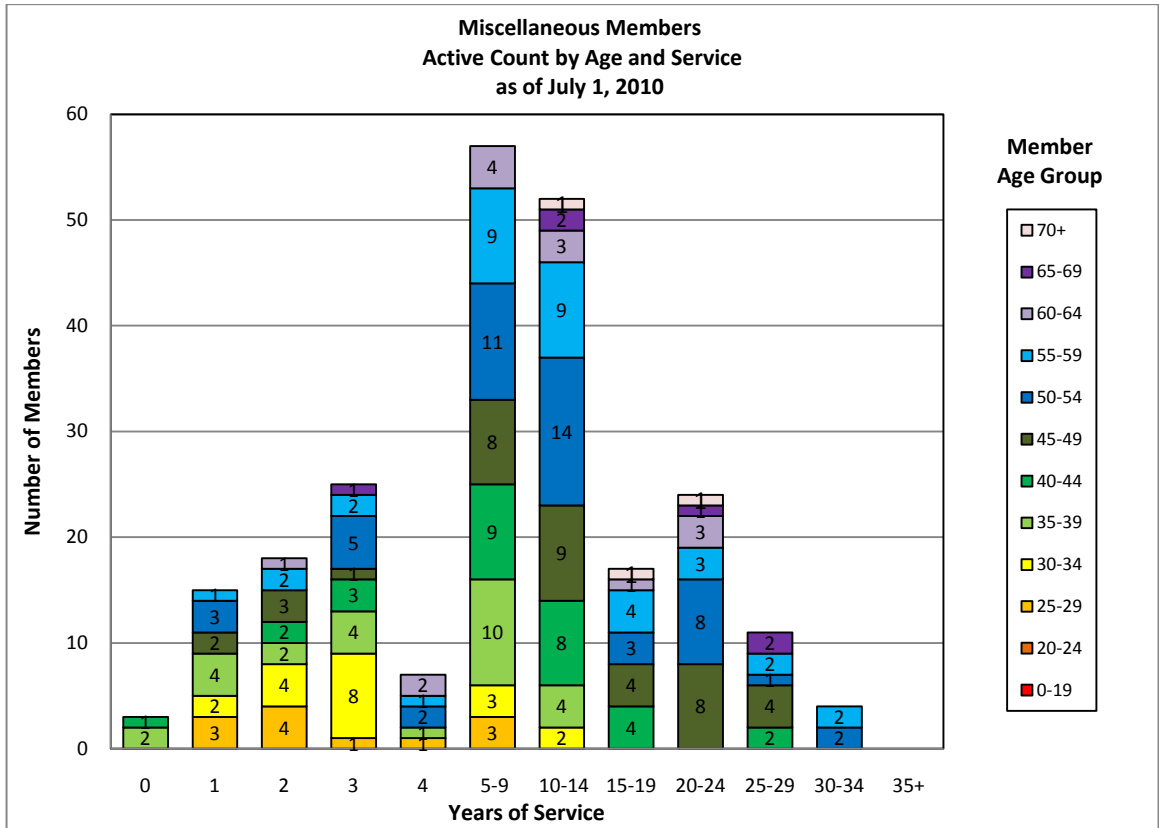


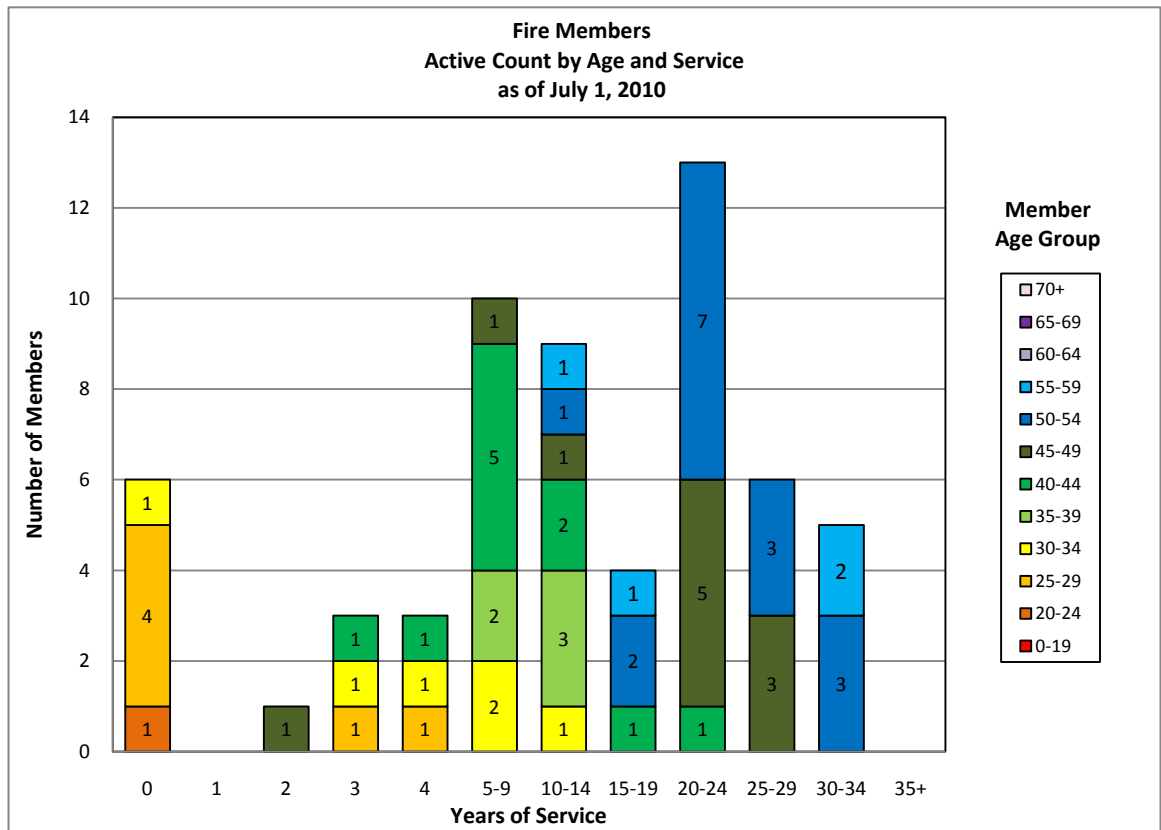
Service / Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
0-19	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	1	0	0	0	0	0	0	0	0	0	0	0	1
25-29	4	0	0	1	1	0	0	0	0	0	0	0	6
30-34	1	0	0	1	1	2	1	0	0	0	0	0	6
35-39	0	0	0	0	0	2	3	0	0	0	0	0	5
40-44	0	0	0	1	1	5	2	1	1	0	0	0	11
45-49	0	0	1	0	0	1	1	0	5	3	0	0	11
50-54	0	0	0	0	0	0	1	2	7	3	3	0	16
55-59	0	0	0	0	0	0	1	1	0	0	2	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>	6	0	1	3	3	10	9	4	13	6	5	0	60

**Fire Active Members  
Payroll by Age and Service  
as of July 1, 2010**



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	82,941	0	0	0	0	0	0	0	0	0	0	0	82,941
25-29	81,880	0	0	99,033	104,633	0	0	0	0	0	0	0	88,531
30-34	82,941	0	0	97,529	105,122	111,409	127,316	0	0	0	0	0	105,954
35-39	0	0	0	0	0	110,751	109,536	0	0	0	0	0	110,022
40-44	0	0	0	97,999	107,618	110,019	112,131	107,930	135,623	0	0	0	111,230
45-49	0	0	45,267	0	0	113,331	105,628	0	125,296	135,010	0	0	117,794
50-54	0	0	0	0	0	0	112,696	118,918	120,397	123,655	123,970	0	121,012
55-59	0	0	0	0	0	0	110,919	127,782	0	0	119,604	0	119,477
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	82,234	0	45,267	98,187	105,791	110,775	112,159	118,387	123,452	129,333	122,224	0	112,222





### 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, 2009	259	0	71	16	43	3	19	161	32	604
New Entrants	3	-	-	-	-	-	-	-	-	3
Rehires	1	-	-	-	(1)	-	-	(1)	-	(1)
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(13)	-	(6)	-	(1)	-	-	20	-	0
Retirements from Safety with Miscellaneous Service	-	-	-	-	-	-	-	-	-	0
Vested Terminations	-	-	(1)	-	1	-	-	-	-	0
Died, With Beneficiaries' Benefit Payable	(1)	-	-	-	-	-	(1)	(2)	5	1
Died, Without Beneficiary, and Other Terminations	(8)	-	-	8	-	-	-	(6)	-	(6)
Transfers	-	-	2	(1)	(1)	-	-	-	-	0
Beneficiary Deaths	-	-	-	-	-	-	-	-	(2)	(2)
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	(8)	-	-	(5)	(2)	-	-	-	-	(15)
Data Corrections	-	-	1	20	(19)	-	-	1	-	3
June 30, 2010	233	0	67	38	20	3	18	173	35	587

### 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, 2009	72	0	37	4	10	0	3	24	0	150
New Entrants	-	-	-	-	-	-	-	-	-	0
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(5)	-	(2)	-	-	-	-	7	-	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	-	-	-	-	-	-	-	-	-	0
Domestic Relations Orders	-	-	-	-	-	-	-	-	-	0
Withdrawals Paid	-	-	-	(3)	(1)	-	-	-	-	(4)
Data Corrections	-	-	2	2	(2)	-	1	-	-	3
June 30, 2010	67	0	37	3	7	0	4	31	0	149

### 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, 2009	61	0	2	3	2	0	45	94	28	235
New Entrants	6	-	-	-	-	-	-	-	-	6
Rehires	-	-	-	-	-	-	-	-	-	0
Duty Disabilities	-	-	-	-	-	-	-	-	-	0
Ordinary Disabilities	-	-	-	-	-	-	-	-	-	0
Retirements	(7)	-	-	-	-	-	-	7	-	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	-	-	-	-	-	-	2	(2)	-	0
June 30, 2010	60	0	2	3	1	0	46	99	28	239

### 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, 2009	392	0	110	23	55	3	67	279	60	989
New Entrants	9	0	0	0	0	0	0	0	0	9
Rehires	1	0	0	0	(1)	0	0	(1)	0	(1)
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	(25)	0	(8)	0	(1)	0	0	34	0	0
Retirements from Miscellaneous with Safety Service	0	0	0	0	0	0	0	0	0	0
Vested Terminations	0	0	(1)	0	0	0	0	0	1	0
Died, With Beneficiaries' Benefit Payable	(1)	0	0	0	0	0	(1)	(2)	5	1
Died, Without Beneficiary, and Other Terminations	(8)	0	0	8	0	0	(1)	(6)	0	(7)
Transfers	0	0	2	(1)	(1)	0	0	0	0	0
Beneficiary Deaths	0	0	0	0	0	0	0	0	(3)	(3)
Domestic Relations Orders	0	0	0	0	0	0	0	0	0	0
Withdrawals Paid	(8)	0	0	(8)	(3)	0	0	0	0	(19)
Data Corrections	0	0	3	22	(21)	0	3	(1)	0	6
June 30, 2009	<b>360</b>	<b>0</b>	<b>106</b>	<b>44</b>	<b>28</b>	<b>3</b>	<b>68</b>	<b>303</b>	<b>63</b>	<b>975</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	0	\$0	0	\$0	0	\$ 0
40-44	0	\$0	0	\$0	0	\$0	0	\$ 0
45-49	1	\$30,299	0	\$0	0	\$0	1	\$30,299
50-54	6	\$20,627	6	\$18,630	5	\$88,121	17	\$39,773
55-59	31	\$33,444	17	\$87,107	14	\$89,148	62	\$60,736
60-64	49	\$32,799	8	\$117,779	29	\$62,014	86	\$50,556
65-69	27	\$31,626	0	\$0	16	\$49,441	43	\$38,255
70-74	20	\$19,221	0	\$0	19	\$55,131	39	\$36,716
75-79	11	\$36,749	0	\$0	10	\$44,586	21	\$40,481
80-84	15	\$17,126	0	\$0	5	\$40,989	20	\$23,092
85-89	7	\$14,184	0	\$0	1	\$45,355	8	\$18,080
90-94	5	\$15,258	0	\$0	0	\$0	5	\$15,258
95+	1	\$20,143	0	\$0	0	\$0	1	\$20,143
<b>All Ages</b>	<b>173</b>	<b>\$28,284</b>	<b>31</b>	<b>\$81,769</b>	<b>99</b>	<b>\$60,826</b>	<b>303</b>	<b>\$44,389</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	3	\$48,411	0	\$0	3	\$48,411
35-39	0	\$0	0	\$0	1	\$46,075	1	\$46,075
40-44	1	\$29,406	0	\$0	4	\$40,102	5	\$37,963
45-49	0	\$0	0	\$0	1	\$33,685	1	\$33,685
50-54	3	\$11,403	0	\$0	5	\$37,583	8	\$27,766
55-59	4	\$21,729	1	\$70,577	6	\$49,098	11	\$41,098
60-64	2	\$34,202	0	\$0	14	\$54,355	16	\$51,836
65-69	6	\$24,940	0	\$0	10	\$49,659	16	\$40,389
70-74	2	\$23,876	0	\$0	4	\$34,603	6	\$31,027
75-79	0	\$0	0	\$0	1	\$27,147	1	\$27,147
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>18</b>	<b>\$23,129</b>	<b>4</b>	<b>\$53,953</b>	<b>46</b>	<b>\$46,648</b>	<b>68</b>	<b>\$40,852</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	0	\$0	0	\$0	0	\$0	0	\$ 0
60-64	1	\$20,406	0	\$0	0	\$0	1	\$20,406
65-69	1	\$13,479	0	\$0	0	\$0	1	\$13,479
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	\$6,667	0	\$0	0	\$0	1	\$6,667
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>\$13,517</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>3</b>	<b>\$13,517</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	0	\$0	0	\$ 0
40-44	1	\$10,940	0	\$0	1	\$17,715	2	\$14,328
45-49	1	\$102	0	\$0	1	\$14,891	2	\$7,497
50-54	2	\$11,947	0	\$0	1	\$2,590	3	\$8,828
55-59	1	\$71,829	0	\$0	2	\$57,848	3	\$62,508
60-64	3	\$34,614	0	\$0	4	\$36,001	7	\$35,407
65-69	2	\$9,799	0	\$0	2	\$21,548	4	\$15,674
70-74	3	\$14,671	0	\$0	4	\$36,719	7	\$27,270
75-79	4	\$9,770	0	\$0	4	\$17,944	8	\$13,857
80-84	8	\$7,187	0	\$0	5	\$19,739	13	\$12,015
85-89	8	\$7,881	0	\$0	0	\$0	8	\$7,881
90-94	1	\$9,894	0	\$0	2	\$22,342	3	\$18,193
95+	1	\$1,180	0	\$0	2	\$9,183	3	\$6,515
<b>All Ages</b>	<b>35</b>	<b>\$12,712</b>	<b>0</b>	<b>\$ 0</b>	<b>28</b>	<b>\$25,657</b>	<b>63</b>	<b>\$18,465</b>

## Benefit Form Elections: City of San Rafael

	Miscellaneous	Police	Fire	Total
<b>Service Retired</b>				
Unmodified (No Continuance)	53	8	31	92
Unmodified (60% to Spouse)	103	17	64	184
Option #1 (Cash Refund)	5	1	0	6
Option #2 (100% Continuance)	11	5	4	20
Option #3 (50% Continuance)	1	0	0	1
<b>Total Service Retired</b>	<b>173</b>	<b>31</b>	<b>99</b>	<b>303</b>
<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>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Duty Disability</b>				
Unmodified (No Continuance)	6	2	12	20
Unmodified (60% to Spouse)	11	2	32	45
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>	<b>18</b>	<b>4</b>	<b>46</b>	<b>68</b>
<b>Total</b>	<b>194</b>	<b>35</b>	<b>145</b>	<b>374</b>

## 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	64	62	1	1	0	0	0	0	64
Miscellaneous Tier 2	98	62	12	17	0	2	1	4	98
Miscellaneous Tier 3	1,394	370	83	78	69	64	83	330	1,077
Miscellaneous Tier 3A	57	0	0	0	0	0	0	21	21
Safety Tier 1	1	1	0	0	0	0	0	0	1
Safety Tier 1A	4	4	0	0	0	0	0	0	4
Safety Tier 2	77	25	1	3	4	2	2	17	54
Safety Tier 2A	263	49	13	16	4	14	11	59	166
<b>Total County</b>	<b>1,958</b>	<b>573</b>	<b>110</b>	<b>115</b>	<b>77</b>	<b>82</b>	<b>97</b>	<b>431</b>	<b>1,485</b>
<b>Courts</b>									
Courts Tier 1	6	5	0	0	1	0	0	0	6
Courts Tier 2	8	5	1	1	0	0	0	1	8
Courts Tier 3	123	29	8	6	5	8	5	26	87
Courts Tier 4	3	0	0	0	0	0	0	1	1
<b>Total Courts</b>	<b>140</b>	<b>39</b>	<b>9</b>	<b>7</b>	<b>6</b>	<b>8</b>	<b>5</b>	<b>28</b>	<b>102</b>
<b>Special Districts</b>									
South Marin Fire Miscellaneous	1	0	0	0	0	0	1	0	1
South Marin Fire Safety	33	6	0	0	2	2	1	7	18
Mosquito Abatement	37	8	4	0	2	0	9	4	27
LAFCO	2	1	0	0	0	0	0	1	2
Tamalpais CSD	11	3	1	0	1	1	1	3	10
Marin CSD	4	1	0	0	0	0	0	2	3
<b>Total Special Districts</b>	<b>88</b>	<b>19</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>12</b>	<b>17</b>	<b>61</b>
<b>Total County and Special Districts</b>	<b>2,186</b>	<b>631</b>	<b>124</b>	<b>122</b>	<b>88</b>	<b>93</b>	<b>114</b>	<b>476</b>	<b>1,648</b>
<b>Novato</b>									
Miscellaneous	8	0	1	1	0	0	0	3	5
Safety	74	10	3	5	2	1	1	18	40
<b>Total Novato</b>	<b>82</b>	<b>10</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>45</b>
<b>San Rafael</b>									
Miscellaneous	233	63	12	8	13	12	15	52	175
Fire	60	29	0	1	0	0	2	14	46
Safety	67	13	1	1	2	0	1	16	34
<b>Total San Rafael</b>	<b>360</b>	<b>105</b>	<b>13</b>	<b>10</b>	<b>15</b>	<b>12</b>	<b>18</b>	<b>82</b>	<b>255</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
20	4.71%	1.54%	1.54%	0.00%	6.25%
21	4.76%	1.60%	1.58%	0.00%	6.34%
22	4.81%	1.67%	1.58%	0.00%	6.39%
23	4.85%	1.74%	1.58%	0.00%	6.43%
24	4.89%	1.81%	1.58%	0.00%	6.47%
25	4.92%	1.88%	1.58%	0.00%	6.50%
26	4.95%	1.97%	1.58%	0.00%	6.53%
27	4.98%	2.05%	1.58%	0.00%	6.56%
28	5.00%	2.12%	1.58%	0.00%	6.58%
29	5.02%	2.19%	1.58%	0.00%	6.60%
30	5.03%	2.26%	1.58%	0.00%	6.61%
31	5.14%	2.32%	1.58%	0.00%	6.72%
32	5.24%	2.38%	1.58%	0.00%	6.82%
33	5.35%	2.45%	1.58%	0.00%	6.93%
34	5.47%	2.53%	1.58%	0.00%	7.05%
35	5.58%	2.60%	1.58%	0.00%	7.16%
36	5.70%	2.68%	1.58%	0.00%	7.28%
37	5.81%	2.76%	1.58%	0.00%	7.39%
38	5.93%	2.85%	1.58%	0.00%	7.51%
39	6.06%	2.93%	1.58%	0.00%	7.64%
40	6.18%	3.02%	1.58%	0.00%	7.76%
41	6.31%	3.09%	1.58%	0.00%	7.89%
42	6.44%	3.16%	1.58%	0.00%	8.02%
43	6.57%	3.22%	1.58%	0.00%	8.15%
44	6.70%	3.29%	1.58%	0.00%	8.28%
45	6.84%	3.34%	1.58%	0.00%	8.42%
46	6.98%	3.35%	1.58%	0.00%	8.56%
47	7.12%	3.38%	1.58%	0.00%	8.70%
48	7.27%	3.39%	1.58%	0.00%	8.85%
49	7.42%	3.39%	1.58%	0.00%	9.00%
50	7.58%	3.37%	1.58%	0.00%	9.16%
51	7.74%	3.35%	1.58%	0.00%	9.32%
52	7.91%	3.32%	1.58%	0.00%	9.49%
53	8.10%	3.21%	1.58%	0.00%	9.68%
54	8.30%	3.12%	1.58%	0.00%	9.88%
55	8.48%	3.03%	1.58%	0.00%	10.06%
56	8.61%	2.91%	1.58%	0.00%	10.19%
57	8.69%	2.81%	1.58%	0.00%	10.27%
58	8.70%	2.71%	1.58%	0.00%	10.28%
59+	8.67%	2.65%	1.58%	0.00%	10.25%

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

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



County Safety: Tier 1					
Entry Age	Basic	COL	COL Limited to 3.10%	Additional Cost Sharing <sup>16</sup>	Total
20	6.99%	3.32%	3.10%	3.64%	13.73%
21	7.12%	3.45%	3.10%	3.64%	13.86%
22	7.26%	3.59%	3.10%	3.64%	14.00%
23	7.40%	3.72%	3.10%	3.64%	14.14%
24	7.54%	3.84%	3.10%	3.64%	14.28%
25	7.68%	3.96%	3.10%	3.64%	14.42%
26	7.83%	4.09%	3.10%	3.64%	14.57%
27	7.97%	4.23%	3.10%	3.64%	14.71%
28	8.12%	4.40%	3.10%	3.64%	14.86%
29	8.28%	4.56%	3.10%	3.64%	15.02%
30	8.43%	4.71%	3.10%	3.64%	15.17%
31	8.59%	4.88%	3.10%	3.64%	15.33%
32	8.75%	5.04%	3.10%	3.64%	15.49%
33	8.91%	5.19%	3.10%	3.64%	15.65%
34	9.08%	5.33%	3.10%	3.64%	15.82%
35	9.24%	5.44%	3.10%	3.64%	15.98%
36	9.41%	5.59%	3.10%	3.64%	16.15%
37	9.59%	5.73%	3.10%	3.64%	16.33%
38	9.77%	5.87%	3.10%	3.64%	16.51%
39	9.95%	5.99%	3.10%	3.64%	16.69%
40	10.13%	6.10%	3.10%	3.64%	16.87%
41	10.33%	6.17%	3.10%	3.64%	17.07%
42	10.53%	6.27%	3.10%	3.64%	17.27%
43	10.73%	6.44%	3.10%	3.64%	17.47%
44	10.95%	6.63%	3.10%	3.64%	17.69%
45	11.19%	6.82%	3.10%	3.64%	17.93%
46	11.43%	6.93%	3.10%	3.64%	18.17%
47	11.67%	7.07%	3.10%	3.64%	18.41%
48	11.82%	7.22%	3.10%	3.64%	18.56%
49+	11.61%	7.40%	3.10%	3.64%	18.35%

<sup>16</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>17</sup>	Total
20	6.70%	1.40%	1.40%	3.64%	11.74%
21	6.83%	1.48%	1.48%	3.64%	11.95%
22	6.96%	1.56%	1.56%	3.64%	12.16%
23	7.10%	1.64%	1.64%	3.64%	12.38%
24	7.23%	1.73%	1.73%	3.64%	12.60%
25	7.37%	1.80%	1.80%	3.64%	12.81%
26	7.51%	1.89%	1.89%	3.64%	13.04%
27	7.65%	1.98%	1.98%	3.64%	13.27%
28	7.80%	2.08%	2.08%	3.64%	13.52%
29	7.94%	2.18%	2.18%	3.64%	13.76%
30	8.09%	2.27%	2.27%	3.64%	14.01%
31	8.24%	2.37%	2.37%	3.64%	14.25%
32	8.39%	2.47%	2.47%	3.64%	14.50%
33	8.55%	2.56%	2.56%	3.64%	14.75%
34	8.71%	2.64%	2.64%	3.64%	14.98%
35	8.87%	2.70%	2.70%	3.64%	15.21%
36	9.03%	2.78%	2.78%	3.64%	15.45%
37	9.20%	2.85%	2.85%	3.64%	15.69%
38	9.37%	2.93%	2.93%	3.64%	15.94%
39	9.55%	3.00%	3.00%	3.64%	16.18%
40	9.72%	3.06%	3.06%	3.64%	16.42%
41	9.91%	3.10%	3.10%	3.64%	16.65%
42	10.10%	3.15%	3.10%	3.64%	16.84%
43	10.30%	3.24%	3.10%	3.64%	17.04%
44	10.50%	3.34%	3.10%	3.64%	17.24%
45	10.70%	3.44%	3.10%	3.64%	17.44%
46	10.84%	3.51%	3.10%	3.64%	17.58%
47	10.80%	3.58%	3.10%	3.64%	17.54%
48	11.20%	3.66%	3.10%	3.64%	17.94%
49+	11.61%	3.76%	3.10%	3.64%	18.35%

<sup>17</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
20	6.29%	1.80%	#N/A	0.00%	8.09%
21	6.33%	1.89%	#N/A	0.00%	8.23%
22	6.37%	1.98%	#N/A	0.00%	8.35%
23	6.40%	2.07%	#N/A	0.00%	8.47%
24	6.42%	2.16%	#N/A	0.00%	8.58%
25	6.43%	2.25%	#N/A	0.00%	8.69%
26	6.57%	2.32%	#N/A	0.00%	8.89%
27	6.71%	2.39%	#N/A	0.00%	9.09%
28	6.85%	2.45%	#N/A	0.00%	9.30%
29	6.99%	2.52%	#N/A	0.00%	9.51%
30	7.14%	2.59%	#N/A	0.00%	9.73%
31	7.29%	2.66%	#N/A	0.00%	9.94%
32	7.44%	2.72%	#N/A	0.00%	10.16%
33	7.59%	2.80%	#N/A	0.00%	10.39%
34	7.75%	2.88%	#N/A	0.00%	10.63%
35	7.90%	2.97%	#N/A	0.00%	10.87%
36	8.07%	3.05%	#N/A	0.00%	11.12%
37	8.23%	3.14%	#N/A	0.00%	11.37%
38	8.40%	3.23%	#N/A	0.00%	11.63%
39	8.57%	3.31%	#N/A	0.00%	11.88%
40	8.75%	3.40%	#N/A	0.00%	12.15%
41	8.92%	3.46%	#N/A	0.00%	12.39%
42	9.11%	3.52%	#N/A	0.00%	12.63%
43	9.30%	3.57%	#N/A	0.00%	12.87%
44	9.49%	3.61%	#N/A	0.00%	13.10%
45	9.69%	3.64%	#N/A	0.00%	13.34%
46	9.90%	3.58%	#N/A	0.00%	13.48%
47	10.12%	3.59%	#N/A	0.00%	13.71%
48	10.36%	3.58%	#N/A	0.00%	13.93%
49	10.61%	3.54%	#N/A	0.00%	14.16%
50	10.85%	3.49%	#N/A	0.00%	14.34%
51	11.01%	3.44%	#N/A	0.00%	14.46%
52	11.11%	3.40%	#N/A	0.00%	14.51%
53	11.13%	3.29%	#N/A	0.00%	14.42%
54+	11.08%	3.18%	#N/A	0.00%	14.27%

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

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

Marin City CSD, LAFCO Tier 7 (31676.11), Tamalpais CSD					
Entry Age	Basic	COL	COL Limit	Additional Cost Sharing	Total
20	5.24%	1.35%	#N/A	0.00%	6.60%
21	5.28%	1.41%	#N/A	0.00%	6.69%
22	5.31%	1.47%	#N/A	0.00%	6.77%
23	5.33%	1.52%	#N/A	0.00%	6.85%
24	5.35%	1.58%	#N/A	0.00%	6.93%
25	5.36%	1.65%	#N/A	0.00%	7.01%
26	5.47%	1.73%	#N/A	0.00%	7.20%
27	5.59%	1.81%	#N/A	0.00%	7.40%
28	5.71%	1.88%	#N/A	0.00%	7.59%
29	5.83%	1.96%	#N/A	0.00%	7.78%
30	5.95%	2.02%	#N/A	0.00%	7.97%
31	6.07%	2.09%	#N/A	0.00%	8.16%
32	6.20%	2.15%	#N/A	0.00%	8.35%
33	6.32%	2.22%	#N/A	0.00%	8.55%
34	6.45%	2.29%	#N/A	0.00%	8.75%
35	6.59%	2.37%	#N/A	0.00%	8.95%
36	6.72%	2.44%	#N/A	0.00%	9.16%
37	6.86%	2.51%	#N/A	0.00%	9.37%
38	7.00%	2.59%	#N/A	0.00%	9.59%
39	7.14%	2.67%	#N/A	0.00%	9.81%
40	7.29%	2.75%	#N/A	0.00%	10.04%
41	7.44%	2.82%	#N/A	0.00%	10.26%
42	7.59%	2.89%	#N/A	0.00%	10.48%
43	7.75%	2.96%	#N/A	0.00%	10.71%
44	7.91%	3.02%	#N/A	0.00%	10.93%
45	8.08%	3.08%	#N/A	0.00%	11.16%
46	8.25%	3.11%	#N/A	0.00%	11.36%
47	8.44%	3.15%	#N/A	0.00%	11.59%
48	8.63%	3.18%	#N/A	0.00%	11.81%
49	8.85%	3.20%	#N/A	0.00%	12.04%
50	9.04%	3.20%	#N/A	0.00%	12.24%
51	9.18%	3.20%	#N/A	0.00%	12.38%
52	9.26%	3.19%	#N/A	0.00%	12.45%
53	9.28%	3.13%	#N/A	0.00%	12.41%
54	9.24%	3.06%	#N/A	0.00%	12.30%
55	9.13%	2.99%	#N/A	0.00%	12.12%
56	9.02%	2.88%	#N/A	0.00%	11.90%
57	8.91%	2.77%	#N/A	0.00%	11.68%
58	8.79%	2.68%	#N/A	0.00%	11.48%
59+	8.67%	2.62%	#N/A	0.00%	11.29%

Mosquito Abatement District					
Entry Age	Basic	COL	COL Limit <sup>18</sup>	Additional Cost Sharing	Total
20	4.71%	1.52%	#N/A	0.00%	6.24%
21	4.76%	1.59%	#N/A	0.00%	6.35%
22	4.81%	1.65%	#N/A	0.00%	6.46%
23	4.85%	1.72%	#N/A	0.00%	6.57%
24	4.89%	1.79%	#N/A	0.00%	6.67%
25	4.92%	1.86%	#N/A	0.00%	6.78%
26	4.95%	1.95%	#N/A	0.00%	6.90%
27	4.98%	2.03%	#N/A	0.00%	7.00%
28	5.00%	2.10%	#N/A	0.00%	7.10%
29	5.02%	2.17%	#N/A	0.00%	7.19%
30	5.03%	2.24%	#N/A	0.00%	7.27%
31	5.14%	2.30%	#N/A	0.00%	7.44%
32	5.24%	2.36%	#N/A	0.00%	7.61%
33	5.35%	2.43%	#N/A	0.00%	7.79%
34	5.47%	2.50%	#N/A	0.00%	7.97%
35	5.58%	2.58%	#N/A	0.00%	8.16%
36	5.70%	2.66%	#N/A	0.00%	8.35%
37	5.81%	2.74%	#N/A	0.00%	8.55%
38	5.93%	2.82%	#N/A	0.00%	8.75%
39	6.06%	2.90%	#N/A	0.00%	8.96%
40	6.18%	2.99%	#N/A	0.00%	9.17%
41	6.31%	3.06%	#N/A	0.00%	9.37%
42	6.44%	3.13%	#N/A	0.00%	9.56%
43	6.57%	3.19%	#N/A	0.00%	9.76%
44	6.70%	3.25%	#N/A	0.00%	9.95%
45	6.84%	3.31%	#N/A	0.00%	10.15%
46	6.98%	3.32%	#N/A	0.00%	10.29%
47	7.12%	3.35%	#N/A	0.00%	10.47%
48	7.27%	3.36%	#N/A	0.00%	10.63%
49	7.42%	3.36%	#N/A	0.00%	10.78%
50	7.58%	3.34%	#N/A	0.00%	10.92%
51	7.74%	3.32%	#N/A	0.00%	11.06%
52	7.91%	3.29%	#N/A	0.00%	11.20%
53	8.10%	3.18%	#N/A	0.00%	11.28%
54	8.30%	3.09%	#N/A	0.00%	11.38%
55	8.48%	3.00%	#N/A	0.00%	11.48%
56	8.61%	2.89%	#N/A	0.00%	11.50%
57	8.69%	2.78%	#N/A	0.00%	11.46%
58	8.70%	2.69%	#N/A	0.00%	11.39%
59+	8.67%	2.62%	#N/A	0.00%	11.29%

<sup>18</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>19</sup>	Additional Cost Sharing	Total
20	4.53%	0.50%	#N/A	0.00%	5.04%
21	4.58%	0.55%	#N/A	0.00%	5.13%
22	4.62%	0.59%	#N/A	0.00%	5.21%
23	4.66%	0.63%	#N/A	0.00%	5.30%
24	4.70%	0.68%	#N/A	0.00%	5.38%
25	4.73%	0.73%	#N/A	0.00%	5.46%
26	4.76%	0.78%	#N/A	0.00%	5.54%
27	4.79%	0.82%	#N/A	0.00%	5.61%
28	4.81%	0.87%	#N/A	0.00%	5.68%
29	4.83%	0.92%	#N/A	0.00%	5.75%
30	4.84%	0.96%	#N/A	0.00%	5.80%
31	4.94%	1.00%	#N/A	0.00%	5.95%
32	5.04%	1.05%	#N/A	0.00%	6.09%
33	5.15%	1.10%	#N/A	0.00%	6.25%
34	5.26%	1.14%	#N/A	0.00%	6.40%
35	5.37%	1.19%	#N/A	0.00%	6.56%
36	5.48%	1.24%	#N/A	0.00%	6.72%
37	5.59%	1.29%	#N/A	0.00%	6.88%
38	5.71%	1.33%	#N/A	0.00%	7.04%
39	5.82%	1.38%	#N/A	0.00%	7.21%
40	5.94%	1.43%	#N/A	0.00%	7.37%
41	6.07%	1.47%	#N/A	0.00%	7.54%
42	6.19%	1.51%	#N/A	0.00%	7.70%
43	6.32%	1.54%	#N/A	0.00%	7.86%
44	6.45%	1.57%	#N/A	0.00%	8.02%
45	6.58%	1.60%	#N/A	0.00%	8.18%
46	6.71%	1.60%	#N/A	0.00%	8.31%
47	6.85%	1.62%	#N/A	0.00%	8.47%
48	6.99%	1.62%	#N/A	0.00%	8.62%
49	7.14%	1.62%	#N/A	0.00%	8.76%
50	7.29%	1.61%	#N/A	0.00%	8.90%
51	7.45%	1.60%	#N/A	0.00%	9.05%
52	7.61%	1.59%	#N/A	0.00%	9.21%
53	7.78%	1.55%	#N/A	0.00%	9.33%
54	7.92%	1.51%	#N/A	0.00%	9.42%
55	8.02%	1.47%	#N/A	0.00%	9.48%
56	8.06%	1.41%	#N/A	0.00%	9.48%
57	8.06%	1.36%	#N/A	0.00%	9.42%
58	8.36%	1.32%	#N/A	0.00%	9.68%
59+	8.67%	1.29%	#N/A	0.00%	9.96%

<sup>19</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
20	4.71%	1.53%	#N/A	0.00%	6.25%
21	4.76%	1.60%	#N/A	0.00%	6.36%
22	4.81%	1.66%	#N/A	0.00%	6.47%
23	4.85%	1.73%	#N/A	0.00%	6.58%
24	4.89%	1.80%	#N/A	0.00%	6.68%
25	4.92%	1.87%	#N/A	0.00%	6.79%
26	4.95%	1.94%	#N/A	0.00%	6.89%
27	4.98%	2.01%	#N/A	0.00%	6.99%
28	5.00%	2.08%	#N/A	0.00%	7.08%
29	5.02%	2.15%	#N/A	0.00%	7.16%
30	5.03%	2.21%	#N/A	0.00%	7.24%
31	5.14%	2.27%	#N/A	0.00%	7.41%
32	5.24%	2.33%	#N/A	0.00%	7.58%
33	5.35%	2.40%	#N/A	0.00%	7.75%
34	5.47%	2.47%	#N/A	0.00%	7.94%
35	5.58%	2.55%	#N/A	0.00%	8.13%
36	5.70%	2.62%	#N/A	0.00%	8.32%
37	5.81%	2.70%	#N/A	0.00%	8.51%
38	5.93%	2.78%	#N/A	0.00%	8.71%
39	6.06%	2.86%	#N/A	0.00%	8.92%
40	6.18%	2.94%	#N/A	0.00%	9.12%
41	6.31%	3.01%	#N/A	0.00%	9.32%
42	6.44%	3.07%	#N/A	0.00%	9.51%
43	6.57%	3.13%	#N/A	0.00%	9.70%
44	6.70%	3.19%	#N/A	0.00%	9.89%
45	6.84%	3.23%	#N/A	0.00%	10.07%
46	6.98%	3.22%	#N/A	0.00%	10.19%
47	7.12%	3.24%	#N/A	0.00%	10.36%
48	7.27%	3.25%	#N/A	0.00%	10.51%
49	7.42%	3.24%	#N/A	0.00%	10.66%
50	7.58%	3.21%	#N/A	0.00%	10.79%
51	7.74%	3.19%	#N/A	0.00%	10.93%
52	7.91%	3.16%	#N/A	0.00%	11.07%
53	8.10%	3.06%	#N/A	0.00%	11.16%
54	8.30%	2.97%	#N/A	0.00%	11.27%
55	8.48%	2.89%	#N/A	0.00%	11.37%
56	8.61%	2.78%	#N/A	0.00%	11.39%
57	8.69%	2.68%	#N/A	0.00%	11.36%
58	8.70%	2.59%	#N/A	0.00%	11.29%
59+	8.67%	2.53%	#N/A	0.00%	11.19%

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

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

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

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