

San Diego County Employees
Retirement Association

*Actuarial Valuation and Review
as of June 30, 2008*

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October 31, 2008

*Board of Retirement
San Diego County Employees Retirement Association
2275 Rio Bonito Way, Suite 200
San Diego, CA 92108-1685*

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of June 30, 2008. It summarizes the actuarial data used in the valuation, establishes the funding requirements for fiscal 2009-2010 and analyzes the preceding year's experience.

The census information on which our calculations were based was prepared by SDCERA and the financial information was provided by the Retirement Association. That assistance is gratefully acknowledged. The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, Enrolled Actuary.

This actuarial valuation has been completed in accordance with generally accepted actuarial principles and practices. To the best of our knowledge, the information supplied in this actuarial valuation is complete and accurate. Further, in our opinion, the assumptions as approved by the Board of Retirement are reasonably related to the experience of and the expectations for the Plan. The undersigned are members of the American Academy of Actuaries and meet the qualification standards to render the actuarial opinion herein.

We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

THE SEGAL COMPANY

By: _____
*Paul Angelo, FSA, EA, MAAA, FCA
Senior Vice President and Actuary*

CZI/hy

By: _____
*Andy Yeung, ASA, EA, MAAA
Vice President and Associate Actuary*

SECTION 1

VALUATION SUMMARY

Purpose	i
Significant Issues in Valuation Year	ii
Summary of Key Valuation Results	iv
Summary of Key Valuation Demographic and Financial Data	v

SECTION 2

VALUATION RESULTS

A. Member Data	1
B. Financial Information	4
C. Actuarial Experience	9
D. Employer and Member Contributions	14
E. Information Required by GASB	20

SECTION 3

SUPPLEMENTAL INFORMATION

EXHIBIT A Table of Plan Coverage	
i. General	21
ii. Safety	22
EXHIBIT B Members in Active Service and Projected Average Compensation as of June 30, 2008	
i. General Tier 1	23
ii. General Tier A	24
iii. Safety	25
EXHIBIT C Reconciliation of Member Data – June 30, 2007 to June 30, 2008	26
EXHIBIT D Summary Statement of Income and Expenses on an Actuarial Value Basis	27
EXHIBIT E Summary Statement of Plan Assets	28
EXHIBIT F Actuarial Balance Sheet	29
EXHIBIT G Summary of Reported Reserve Information as of June 30, 2008	30
EXHIBIT H Development of Unfunded Actuarial Accrued Liability for Year Ended June 30, 2008	31
EXHIBIT I Section 415 Limitations	32
EXHIBIT J Definitions of Pension Terms	33

SECTION 4

REPORTING INFORMATION

EXHIBIT I Supplementary Information Required by GASB – Schedule of Employer Contributions	35
EXHIBIT II Supplementary Information Required by GASB – Schedule of Funding Progress	36
EXHIBIT III Supplementary Information Required by GASB	37
EXHIBIT IV Actuarial Assumptions and Actuarial Cost Method	38
EXHIBIT V Summary of Plan Provisions	47
Appendix A Member Contribution Rates	
i. General Tier 1	53
ii. General Tier A	55
iii. Safety	57
Appendix B Unfunded Actuarial Accrued Liability Amortization Schedule As of June 30, 2008	59

SECTION 1: Valuation Summary for the San Diego County Employees Retirement Association

Purpose

This report has been prepared by The Segal Company to present a valuation of the San Diego County Employees Retirement Association as of June 30, 2008. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits. The contribution requirements presented in this report are based on:

- The benefit provisions of the Retirement Association, as administered by the Board of Retirement;
- The characteristics of covered active members, deferred terminated members, retired members and beneficiaries as of June 30, 2008, provided by the Retirement Association;
- The assets of the Plan as of June 30, 2008, provided by the Retirement Association;
- Economic assumptions regarding future salary increases and investment earnings; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc.

One of the general goals of an actuarial valuation is to establish contributions that fully fund the Association's liabilities, and that, as a percentage of payroll, remain as level as possible for each generation of active members. Annual actuarial valuations measure the progress toward this goal, as well as test the adequacy of the contribution rates.

In preparing this valuation, we have employed generally accepted actuarial methods and assumptions to evaluate the Association's assets, liabilities and future contribution requirements. Our calculations are based upon member data and financial information provided to us by the Association's staff. This information has not been audited by us, but it has been reviewed and found to be reasonably consistent, both internally and with prior year's information.

The contribution requirements are determined as a percentage of payroll. The Association's employer rates provide for both normal cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. Effective with the June 30, 2004 valuation, we have modified our calculations to reflect the Board's new funding policy to amortize the Association's unfunded actuarial accrued liability as 20-year fixed (i.e., decreasing) layered amortization periods.

The rates calculated in this report may be adopted by the Board for the fiscal year that extends from July 1, 2009 through June 30, 2010.

SECTION 1: Valuation Summary for the San Diego County Employees Retirement Association

Significant Issues in This Valuation

The following key findings were the result of this actuarial valuation:

- The ratio of the valuation value of assets to actuarial accrued liabilities increased from 89.7% to 94.4%. The Association's unfunded actuarial accrued liability has decreased from \$832.1 million as of June 30, 2007 to \$485.4 million as of June 30, 2008. A complete reconciliation of the Association's unfunded actuarial accrued liability is provided in Section 3, Exhibit H.
- The total employer contribution rate calculated in this valuation has decreased from 20.62% of payroll to 18.23% of payroll primarily as a result of a reduction in the Unfunded Actuarial Accrued Liability component of the rate. This decrease was mainly due to higher than expected returns on the valuation value of assets after "smoothing".

The decrease in the employer contribution rate was offset to some degree by higher than expected actual salary increases during 2007-2008 and a new assumption that we are recommending to the Board to recognize "other premium pays" that are used in calculating final compensation but have not been included in the pay rates reported to us as compensation in the actuarial valuation.

A complete reconciliation of the Association's aggregate employer rate is provided in Section 2, Subsection D (see Chart 15).

- The average member rate calculated in this valuation has remained unchanged at 10.38% of payroll. A complete reconciliation of the Association's average member rate is provided in Section 2, Subsection D (see Chart 16).
- As indicated in Section 2, Subsection B (see Chart 7) of this report, the total unrecognized investment loss as of June 30, 2008 was \$99.0 million (versus an unrecognized gain of \$905.2 million in the June 30, 2007 valuation). This investment loss will be recognized in the determination of the actuarial value of assets for funding purposes over the next few years, to the extent it is not offset by recognition of investment gains derived from future experience. This implies that earning the assumed rate of investment return of 8.25% per year (net of expenses) on a **market value** basis will result in investment losses on the actuarial value of assets in the next few years. Therefore, if the actual market return is equal to the assumed 8.25% rate and all other actuarial assumptions are met, the contribution requirements would increase in each of the next few years as those losses are recognized.

SECTION 1: Valuation Summary for the San Diego County Employees Retirement Association

Impact of Future Experience on Contribution Rates

Future contribution requirements may differ from those determined in the valuation because of:

- difference between actual experience and anticipated experience;
- changes in actuarial assumptions or methods;
- changes in statutory provisions; and
- difference between the contribution rates determined by the valuation and those adopted by the Board.

SECTION 1: Valuation Summary for the San Diego County Employees Retirement Association

Summary of Key Valuation Results (Dollar amounts in thousands)

	June 30, 2008		June 30, 2007	
Employer Contribution Rates:⁽¹⁾				
	Total Rate	Estimated Annual Amount ⁽²⁾	Total Rate	Estimated Annual Amount ⁽²⁾
General Combined	16.45%	\$146,233	18.70%	\$166,234
Safety	24.64%	60,732	27.55%	67,905
All Categories combined	18.23%	206,965	20.62%	234,139
Average Member Contribution Rates:⁽¹⁾				
	Total Rate	Estimated Annual Amount ⁽²⁾	Total Rate	Estimated Annual Amount ⁽²⁾
General Tier 1	9.18%	\$319	9.18%	\$319
General Tier A	9.95%	88,105	9.95%	88,105
Safety Members	11.93%	29,405	11.93%	29,405
All Categories combined	10.38%	117,829	10.38%	117,829
Funded Status:				
Actuarial accrued liability	\$8,722,294		\$8,082,517	
Valuation value of assets	8,236,926		7,250,404	
Funded percentage	94.4%		89.7%	
Unfunded Actuarial Accrued Liability	\$485,368		\$832,113	
Key Assumptions:				
Interest rate	8.25%		8.25%	
Inflation rate	3.75%		3.75%	
Across the board inflation	0.50%		0.50%	

⁽¹⁾ Before reflection of any member rate that may be "picked-up" by the employer.

⁽²⁾ Based on June 30, 2008 projected annual compensation.

SECTION 1: Valuation Summary for the San Diego County Employees Retirement Association

Summary of Key Valuation Demographic and Financial Data

	June 30, 2008	June 30, 2007	Percentage Change
Active Members:			
Number of members	18,041	17,733	1.7%
Average age	44.5	44.6	N/A
Average service	10.2	10.2	N/A
Projected total compensation	\$1,135,431,988	\$1,062,396,028	6.9%
Average projected compensation	\$62,936	\$59,911	5.0%
Retired Member and Beneficiaries:			
Number of members:			
Service retired	10,131	9,726	4.2%
Disability retired	1,555	1,502	3.5%
Beneficiaries	1,305	1,276	2.3%
Total	12,991	12,504	3.9%
Average age	68.6	68.6	N/A
Average monthly benefit	\$2,357	\$2,258	4.4%
Deferred Terminated Members:			
Number of deferred terminated members ⁽¹⁾	5,147	4,908	4.9%
Average age	45.0	44.9	N/A
Summary of Financial Data (dollar amounts in thousands):			
Market value of assets	\$8,408,016	\$8,444,505	-0.4%
Return on market value of assets	-0.18%	15.12%	N/A
Actuarial value of assets	\$8,507,057	\$7,539,284	12.8%
Return on actuarial value of assets	13.14%	14.02%	N/A
Valuation value of assets	\$8,236,926	\$7,250,404	13.6%
Return on valuation value of assets	13.65%	13.78%	N/A

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

A. MEMBER DATA

The Actuarial Valuation and Review considers the number and demographic characteristics of covered members, including active members, deferred terminated members, retired members and beneficiaries.

This section presents a summary of significant statistical data on these member groups.

More detailed information for this valuation year and the preceding valuation can be found in Section 3, Exhibits A, B, and C.

A historical perspective of how the member population has changed over the past ten valuations can be seen in this chart.

CHART 1
Member Population: 1999– 2008

Year Ended June 30	Active Members	Deferred Terminated Members	Retired Members and Beneficiaries	Ratio of Non-Actives to Actives
1999	16,579	2,653	8,292	0.66
2000	16,669	3,081	8,703	0.71
2001	17,346	3,290	8,921	0.70
2002	18,276	3,323	9,657	0.71
2003	18,466	3,910	10,253	0.77
2004	17,717	4,280	10,770	0.85
2005	16,980	4,673	11,436	0.95
2006	17,451	4,687	12,049	0.96
2007	17,733	4,908	12,504	0.98
2008	18,041	5,147	12,991	1.01

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Active Members

Plan costs are affected by the age, years of service and compensation of active members. In this year's valuation, there were 18,041 active members with an average age of 44.5, average years of service of 10.2 years and average projected compensation of \$62,936. The 17,733 active members in the prior valuation had an average age of 44.6, average service of 10.2 years and average projected compensation of \$59,911.

Among the active members, there were none with unknown age.

Deferred Terminated Members

In this year's valuation, there were 5,147 members with a vested right to a deferred or immediate vested benefit or entitled to a return of their member contributions versus 4,908 in the prior valuation.

These graphs show a distribution of active members by age and by years of service.

CHART 2
Distribution of Active Members by Age as of June 30, 2008

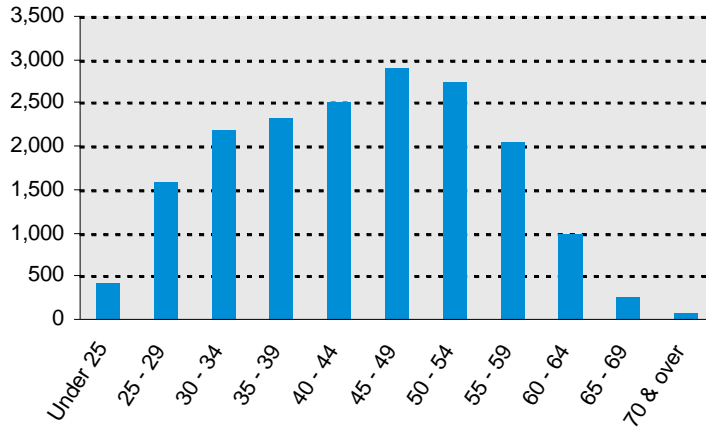
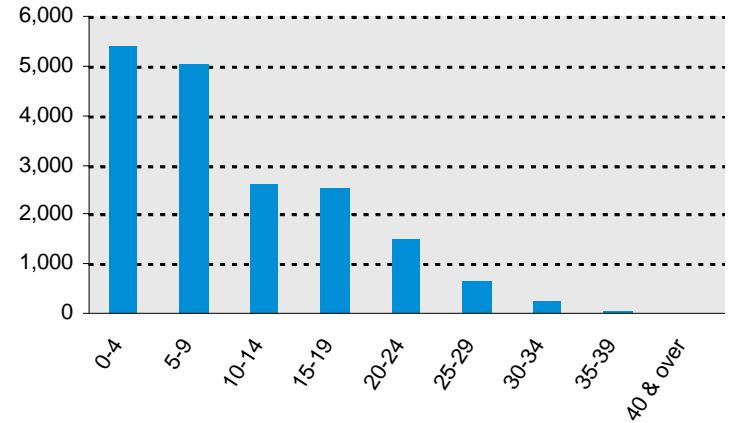


CHART 3
Distribution of Active Members by Years of Service as of June 30, 2008



SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Retired Members and Beneficiaries

As of June 30, 2008, 11,686 retired members and 1,305 beneficiaries were receiving total monthly benefits of \$30,620,399. For comparison, in the previous valuation, there were 11,228 retired members and 1,276 beneficiaries receiving monthly benefits of \$28,223,347.

These graphs show a distribution of the current retired members based on their monthly amount and age, by type of pension.

CHART 4
Distribution of Retired Members by Type and by Monthly Amount as of June 30, 2008

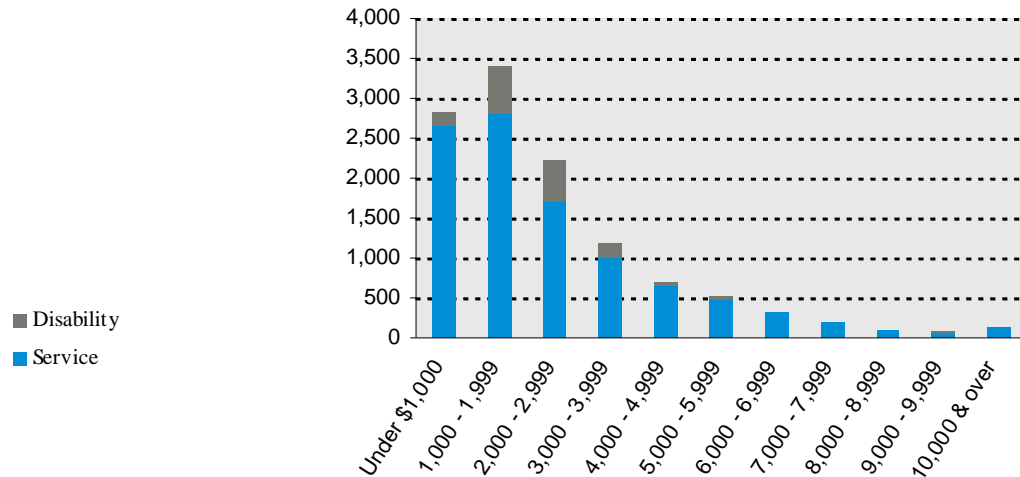
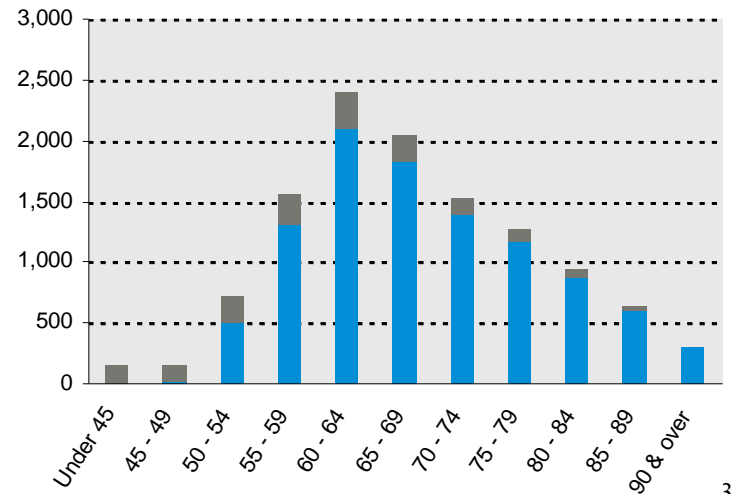


CHART 5
Distribution of Retired Members by Type and by Age as of June 30, 2008



SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

B. FINANCIAL INFORMATION

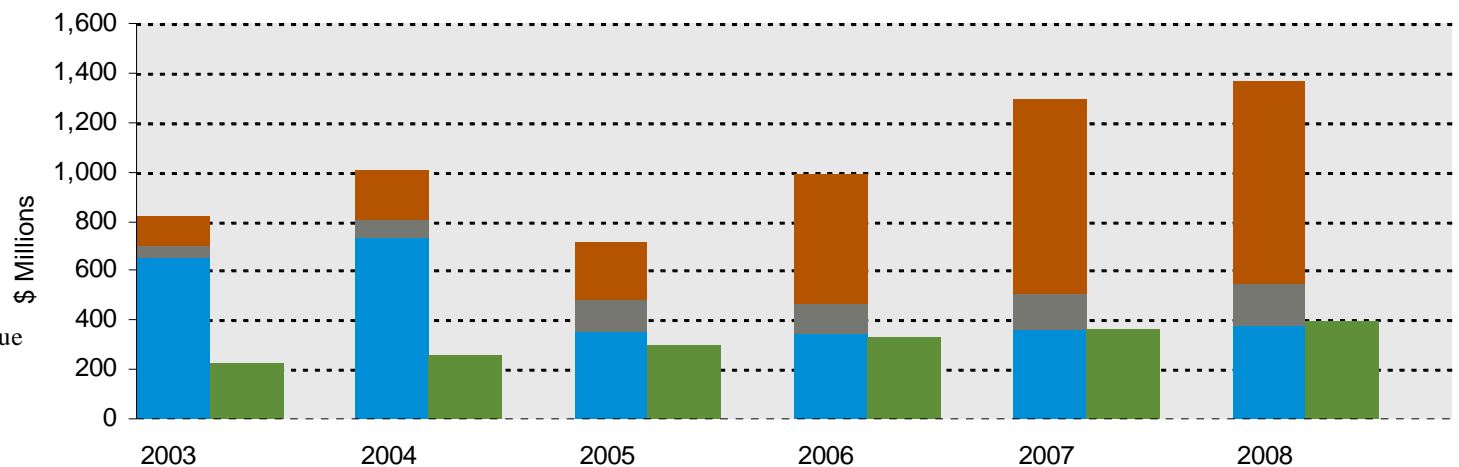
Retirement plan funding anticipates that, over the long term, both contributions and net investment earnings (less investment fees and administrative expenses) will be needed to cover benefit payments.

Retirement plan assets change as a result of the net impact of these income and expense components. The adjustment toward market value shown in the chart is the “non-cash” earnings on investments implicitly included in the actuarial value of assets. Additional financial information, including a summary of these transactions for the valuation year, is presented in Section 3, Exhibits D, E and F.

The chart depicts the components of changes in the actuarial value of assets over the last six years. Note: The first bar represents increases in assets during each year while the second bar details the decreases. The net contributions in 2003-2004 include \$450 million from issuance of Pension Obligation Bonds.

- Adjustment toward market value
- Benefits paid
- Net interest and dividends
- Net contributions

CHART 6
Comparison of Increases and Decreases in the Actuarial Value of Assets for Years Ended June 30, 2003 – 2008



SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board of Retirement has approved an asset valuation method that gradually adjusts to market value. Under this method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable.

The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

The determination of the actuarial and valuation value of assets is provided on the following page.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

The chart shows the determination of the actuarial and valuation value of assets as of the valuation date.

CHART 7

Determination of Actuarial and Valuation Value of Assets for Year Ended June 30, 2008

Six Month Period		Total Actual Market Return (net)	Expected Market Return (net)	Investment Gain (Loss)	Deferred Factor	Deferred Return
From	To					
7/2003	12/2003	\$464,531,812	\$182,773,793	\$281,758,019	0.0	\$0
1/2004	6/2004	464,531,812	182,773,793	281,758,019	0.0	0
7/2004	12/2004	393,633,977	228,521,789	165,112,188	0.2	33,022,438
1/2005	6/2005	393,633,977	228,521,789	165,112,188	0.2	33,022,438
7/2005	12/2005	565,517,934	262,672,774	302,845,160	0.4	121,138,064
1/2006	6/2006	388,653,398	286,420,193	102,233,205	0.5	51,116,603
7/2006	12/2006	556,128,897	302,680,212	253,448,685	0.6	152,069,211
1/2007	6/2007	552,867,341	325,757,782	227,109,559	0.7	158,976,691
7/2007	12/2007	311,315,142	348,358,000	(37,042,857)	0.8	(29,634,286)
1/2008	6/2008	(326,670,408)	360,831,645	(687,502,053)	0.9	(618,751,847)
1. Total Deferred Return						(\$99,040,689)
2. Net Market Value of Assets						8,408,016,256
3. Actuarial Value of Assets (Item 2 – Item 1)						8,507,056,945
4. Non-valuation reserves						
a. Supplemental Benefit Reserve						\$148,925,633
b. 401(h) Reserve						18,206,156
c. Disability Supplemental Benefit Reserve						18,919,020
d. Contingency Reserve						84,080,163
e. Undistributed Reserve						0
f. Subtotal						\$270,130,972
5. Valuation Value of Assets (Item 3 – Item 4f)						8,236,925,973
6. Amount of Deferred Returns to be recognized in the following valuations:						
June 30, 2009						\$98,263,215
June 30, 2010						32,218,340
June 30, 2011						(38,574,013)
June 30, 2012						(122,198,026)
June 30, 2013						(68,750,205)

Note: Results may not add due to rounding..

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

CHART 8

Allocation of Valuation Value of Assets as of June 30, 2008

The allocation of the valuation reserves between General and Safety is provided below:

	General	Safety	Total
1 Beginning of Year Asset Allocation	\$5,297,912,439	\$1,952,492,030	\$7,250,404,469
2 Percentage of Total Employee Contributions Excluding Pickups	80.49%	19.51%	100.00%
3 Employee Contributions, Allocated in Proportion to (2)	\$36,606,594	\$8,872,589	\$45,479,183
4.1 Percentage of Total Employer Contributions Including Pickups	72.17%	27.83%	100.00%
4.2 Employer Contributions Including Pickups, Allocated in Proportion to (4.1)	\$220,461,808	\$85,016,601	\$305,478,409
5 Annual Allowances for Retired Members (From Last Year's Valuation Report)	\$259,043,232	\$79,687,800	\$338,731,032
6.1 Benefit Payments Allocated in Proportion to (5)	\$268,551,091	\$82,612,641	\$351,163,732
6.2 Refunds, Allocated in Proportion to (2)	\$2,202,462	\$533,826	\$2,736,288
7 Subtotal = (1) + (3) + (4.2) – (6.1) – (6.2)	\$5,284,227,288	\$1,963,234,753	\$7,247,462,041
8 Total Valuation Value of Assets			\$8,236,925,973
9 Residual to Allocate = (8) – (7)			\$989,463,932
10 Allocate Residual in Proportion to (7)	\$721,432,176	\$268,031,756	\$989,463,932
11 End of Year Asset Allocation = (7) + (10)	\$6,005,659,464	\$2,231,266,509	\$8,236,925,973

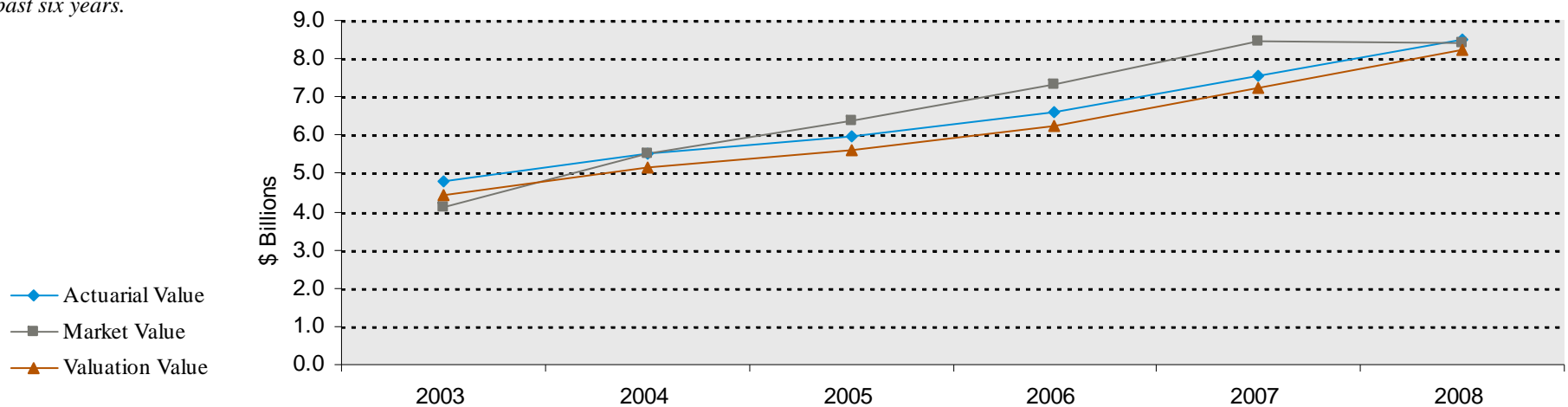
SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

The market value, actuarial value, and valuation value of assets are representations of the SDCERA's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets, but with less volatility. The valuation value of assets is the actuarial value, excluding any non-valuation reserves. The valuation asset value is significant because the SDCERA's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.

This chart shows the change in market value, actuarial value and valuation value over the past six years.

CHART 9

Market Value, Actuarial Value and Valuation Value of Assets as of June 30, 2003 –2008



SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

C. ACTUARIAL EXPERIENCE

To calculate the required contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), the contribution requirement will decrease from the previous year. On the other hand, the contribution requirement will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience.

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years.

The total experience gain was \$367.0 million, a gain of \$391.4 million from investments and a loss of \$24.4 million from all other sources. The loss from all other sources was 0.3% of the actuarial accrued liability. A discussion of the major components of the actuarial experience is on the following pages.

This chart provides a summary of the actuarial experience during the past year.

CHART 10
Actuarial Experience for Year Ended June 30, 2008

1. Net gain from investments on valuation value of assets ⁽¹⁾	\$391,427,000
2. Net loss from other experience ⁽²⁾	<u>-24,387,000</u>
3. Net experience gain: (1) + (2)	\$367,040,000

⁽¹⁾ Details in Chart 11

⁽²⁾ See Section 3, Exhibit H.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Investment Rate of Return

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the SDCERA’s investment policy. For valuation purposes, the assumed rate of return on the valuation value of assets was 8.25%. The actual rate of return on a valuation basis for the 2007/2008 plan year was 13.65%.

Since the actual return for the year was greater than the assumed return, the SDCERA experienced an actuarial gain during the year ended June 30, 2008 with regard to its investments.

CHART 11

Investment Experience for Year Ended June 30, 2008 – Valuation Value and Actuarial Value of Assets

This chart shows the gain/(loss) due to investment experience.

	Valuation Value	Actuarial Value
1. Actual return	\$989,464,000	\$988,906,000
2. Average value of assets	7,248,933,000	7,528,717,000
3. Actual rate of return: (1) ÷ (2)	13.65%	13.14%
4. Assumed rate of return	8.25%	8.25%
5. Expected return: (2) x (4)	598,037,000	621,119,000
6. Actuarial gain/(loss): (1) – (5)	<u>\$391,427,000</u>	<u>\$367,787,000</u>

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Because actuarial planning is long term, it is useful to see how the assumed investment rate of return has followed actual experience over time. The chart below shows the rate of return on an actuarial, valuation and market basis for the last six years.

Based upon this experience, future expectations and discussions with the Board, we have maintained the assumed rate of return at 8.25%.

CHART 12

Investment Return – Actuarial Value, Valuation Value and Market Value: 2003 – 2008 (Dollar amount in thousands)

Year Ended June 30	Valuation Value Investment Return		Actuarial Value Investment Return		Market Value Investment Return	
	Amount	Percent	Amount	Percent	Amount	Percent
2003	\$128,191	3.05%	\$167,213	3.69%	\$142,954	3.68%
2004	235,037	5.28%	272,339	5.69%	929,064	22.57%
2005	339,407	6.50%	359,888	6.48%	787,268	14.21%
2006	588,807	10.43%	642,588	10.79%	954,171	14.98%
2007	866,669	13.78%	926,575	14.02%	1,108,996	15.12%
2008	989,464	13.65%	988,906	13.14%	-15,355	-0.18%
Total	\$3,147,575		\$3,357,509		\$3,907,098	
Average Last 6 Years		8.70%		8.90%		11.46%

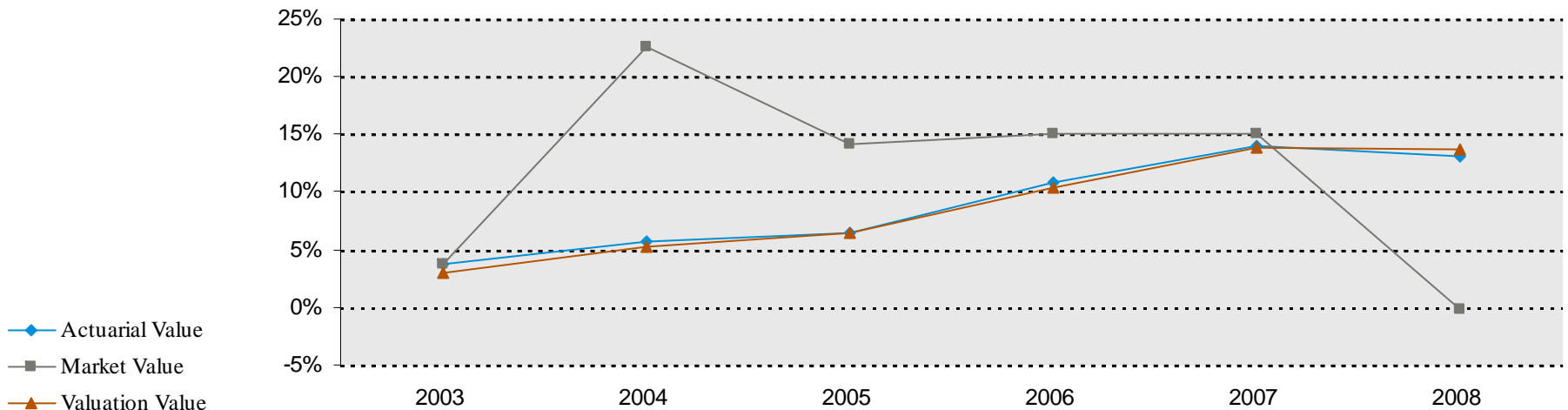
SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Subsection B described the actuarial asset valuation method that gradually takes into account fluctuations in the market value rate of return. The effect of this is to stabilize the actuarial rate of return, which contributes to leveling pension plan costs.

This chart illustrates how this leveling effect has actually worked over the years 2003 - 2008.

CHART 13

Market, Actuarial and Valuation Rates of Return for Years Ended June 30, 2003 - 2008



SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Other Experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation.

These include:

- the extent of turnover among the participants,
- retirement experience (earlier or later than expected),
- mortality (more or fewer deaths than expected),

- the number of disability retirements,
- salary increases different than assumed, and
- data adjustments for retiree benefits and active pay for performance.

The net loss from this other experience for the year ended June 30, 2008 amounted to \$24.4 million, which was 0.3% of the actuarial accrued liability. See Exhibit H for a detailed development of the Unfunded Actuarial Accrued Liability.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

D. EMPLOYER AND MEMBER CONTRIBUTIONS

Employer contributions consist of two components:

Normal Cost

The annual contribution rate that, if paid annually from a member's first year of membership through the year of retirement, would accumulate to the amount necessary to fully fund the member's retirement-related benefits. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution rate is expressed as a level percentage of the member's compensation.

Contribution to the Unfunded

Actuarial Accrued Liability (UAAL)

The annual contribution rate that, if paid annually over the UAAL amortization period, would accumulate to the amount necessary to fully fund the UAAL. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution (or rate credit in the case of a negative unfunded actuarial accrued liability) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the Association) assuming a constant number of active members. In order to remain as a level percentage of payroll, amortization payments (credits) are scheduled to increase at the combined annual inflation and across the board salary increase rate of 4.25%. Effective with the June 30, 2004 actuarial valuation, the Association's UAAL will be amortized over 20-year fixed (i.e. decreasing) layered amortization periods.

The recommended employer contributions are provided on Charts 14a and 14b.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

Member Contributions

Articles 6 and 6.8 of the 1937 Act define the methodology to be used in the calculation of member basic contribution rates for General members and Safety members, respectively. The basic contribution rate is determined so that the accumulation of a member's basic contributions made in a given year until a certain age will be sufficient to fund an annuity at that age that is equal to 1/100 of Final Average Compensation for General and Safety members. That age is 60 for General Tier 1 members, 55 for General Tier A members and 50 for Safety members. It is assumed that contributions are made annually at the same rate, starting at entry age. In addition to their basic contributions, members pay one-half of the total normal cost necessary to fund their cost-of-living benefits. Accumulation includes semi-annual crediting of interest at half of the assumed investment earning rate. The member contribution rates are provided in Appendix A. Please note that the member rates provided in the report are the full rate before reflecting any employer pickup.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

CHART 14a

Recommended Employer Contribution Rates (Dollar Amounts in Thousands)

	<u>June 30, 2008 Actuarial Valuation</u>		<u>June 30, 2007 Actuarial Valuation</u>	
	Rate	Estimated Annual Amount*	Rate	Estimated Annual Amount*
General Members				
Normal Cost – Basic Only	9.66%	\$85,873	9.71%	\$86,317
Normal Cost – COLA Only	2.80%	\$24,891	2.81%	\$24,980
Normal Cost – Total **	12.46%	\$110,764	12.52%	\$111,297
UAAL (Basic and COLA)**	3.99%	\$35,469	6.18%	\$54,937
Total Contribution	16.45%	\$146,233	18.70%	\$166,234
Safety Members				
Normal Cost – Basic Only	14.43%	\$35,567	14.34%	\$35,345
Normal Cost – COLA Only	4.34%	\$10,697	4.32%	\$10,648
Normal Cost – Total **	18.77%	\$46,264	18.66%	\$45,993
UAAL (Basic and COLA)**	5.87%	\$14,468	8.89%	\$21,912
Total Contribution	24.64%	\$60,732	27.55%	\$67,905
All Categories Combined				
Normal Cost – Basic Only	10.70%	\$121,440	10.72%	\$121,662
Normal Cost – COLA Only	3.13%	\$35,588	3.13%	\$35,628
Normal Cost – Total **	13.83%	\$157,028	13.85%	\$157,290
UAAL (Basic and COLA)**	4.40%	\$49,937	6.77%	\$76,849
Total Contribution	18.23%	\$206,965	20.62%	\$234,139

*Amounts are in thousands and are based on June 30, 2008 projected annual payroll (Also in thousands):

General Tier 1	\$3,477
General Tier A	885,477
Subtotal	\$888,954
Safety	\$246,478
Total	\$1,135,432

**A breakdown of the employer's total Normal Cost and UAAL to fund for each type of benefit is provided in Chart 14b.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

CHART 14b

Breakdown of the Employer’s Normal Cost and UAAL Contributions to Fund for Each Type of Benefit (% of Payroll)

Normal Cost	Elements of Normal Cost		
	General	Safety	Overall
Service Retirement*	6.97%	7.90%	7.18%
Vested Termination and Ordinary Withdrawal	3.21%	2.84%	3.13%
Non Service and Service Connected Disability	1.88%	7.06%	3.00%
Non Service and Service Connected Death	0.40%	0.97%	0.52%
Total Employer Normal Cost	12.46%	18.77%	13.83%
Total Employee Normal Cost*	9.94%	11.93%	10.38%
Employer Plus Employee Normal Cost	22.40%	30.70%	24.21%

**Assuming that employee normal cost is only used to fund service retirement benefit.*

Unfunded Actuarial Accrued Liability**	Elements of UAAL**		
	General	Safety	Overall
Service Retirement	3.80%	5.08%	4.08%
Vested Termination and Ordinary Withdrawal	0.02%	0.03%	0.02%
Non Service and Service Connected Disability	0.12%	0.68%	0.24%
Non Service and Service Connected Death	0.05%	0.08%	0.06%
Total Employer Unfunded Actuarial Accrued Liability	3.99%	5.87%	4.40%

***Assuming that the liability for all inactive members is fully funded.*

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

The contribution rates as of June 30, 2008 are based on all of the data described in the previous sections, the actuarial assumptions described in Section 4, and the Plan provisions adopted at the time of preparation of the Actuarial Valuation. They include all changes affecting future costs, adopted benefit changes, actuarial gains and losses and changes in the actuarial assumptions.

Reconciliation of Recommended Contribution

The chart below details the changes in the recommended contribution from the prior valuation to the current year's valuation.

The chart reconciles the contribution from the prior valuation to the amount determined in this valuation.

CHART 15

Reconciliation of Recommended Contribution from June 30, 2007 to June 30, 2008 (Dollar Amounts in Thousands)

	<u>Contribution Rate</u>	<u>Estimated Annual Dollar Cost⁽¹⁾</u>
Recommended Average Employer Contribution Rate as of June 30, 2007, Before Reflecting Any Employer Pickups	20.62%	\$234,139
Effect of investment gain ⁽²⁾	-2.51%	-\$28,499
Effect of difference in actual versus expected total and individual salary increases	0.10%	\$1,181
Effect of recognition of other premium pays for actives	0.26%	\$2,952
Effect of one-year delay in implementation of contribution rates calculated in June 30, 2007 valuation	-0.20%	-\$2,271
Effect of other actuarial gains or losses including change in data for retirees ⁽³⁾	-0.04%	-\$537
Subtotal	-2.39%	-\$27,174
Recommended Average Employer Contribution Rate as of June 30, 2008, Before Reflecting Any Employer Pickups	18.23%	\$206,965

(1) Based on June 30, 2008 projected annual payroll of \$1,135,431,988.

(2) Return on valuation assets was 13.65% and greater than the 8.25% assumed in the valuation.

(3) Data changes for calculating continuance benefits.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

The member contribution rates as of June 30, 2008 have remained unchanged from those calculated in the June 30, 2007 valuation.

Reconciliation of Recommended Contribution Rate
 The chart below details the changes in the aggregate member contribution rate from the prior valuation to the current year’s valuation.

The chart reconciles the member contribution from the prior valuation to the amount determined in this valuation.

CHART 16
Reconciliation of Recommended Member Contribution from June 30, 2007 to June 30, 2008 (Dollar Amounts in Thousands)

	<u>Contribution</u> Rate	<u>Estimated Annual</u> Dollar Cost ⁽¹⁾
Recommended Average Member Contribution Rate as of June 30, 2007, Before Reflecting Any Employer Pickups	10.38%	\$117,829
Recommended Average Member Contribution Rate as of June 30, 2008, Before Reflecting Any Employer Pickups	10.38%	\$117,829

(1) Based on June 30, 2008 projected annual payroll of \$1,135,431,988.

SECTION 2: Valuation Results for the San Diego County Employees Retirement Association

E. INFORMATION REQUIRED BY GASB

Governmental Accounting Standards Board (GASB) reporting information provides standardized information for comparative purposes of governmental pension plans. This information allows a reader of the financial statements to compare the funding status of one governmental plan to another on relatively equal terms.

Critical information to GASB is the historical comparison of the GASB required contributions to the actual contributions. This comparison demonstrates whether a plan is being funded on an actuarially sound basis and in accordance with the GASB funding requirements. Chart 17 below presents a graphical representation of this information for the Plan.

The other critical piece of information regarding the Plan's financial status is the funded ratio. This ratio compares the actuarial value of assets to the actuarial accrued liabilities of the plan as calculated under GASB. High ratios indicate a well-funded plan with assets sufficient to pay most benefits. Lower ratios may indicate recent changes to benefit structures, funding of the plan below actuarial requirements, poor asset performance, or a variety of other changes.

The details regarding the calculations of these values and other GASB numbers may be found in Section 4, Exhibits I, II, and III.

These graphs show key GASB factors.

CHART 17
Required Versus Actual Contributions

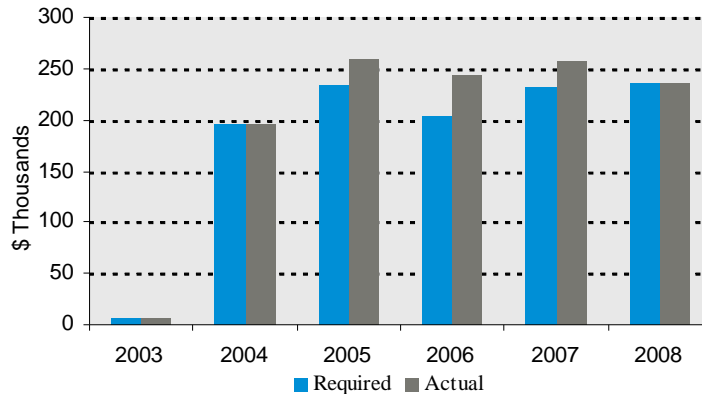
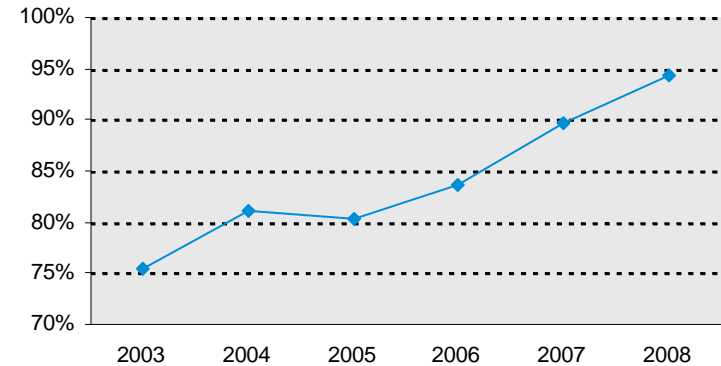


CHART 18
Funded Ratio



SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT A

Table of Plan Coverage

i. General

Category	Year Ended June 30		Change From Prior Year
	2008	2007	
Active members in valuation			
Number	14,617	14,461	1.1%
Average age	45.4	45.5	N/A
Average service	10.0	10.0	N/A
Projected total compensation	\$888,953,550	\$836,686,923	6.2%
Projected average compensation	\$60,816	\$57,858	5.1%
Account balances	\$253,105,554	\$220,391,605	14.8%
Total active vested members	10,089	9,908	1.8%
Deferred terminated members	4,568	4,366	4.6%
Retired members			
Number in pay status	9,042	8,720	3.7%
Average age	69.7	69.7	N/A
Average monthly benefit	\$2,244	\$2,152	4.3%
Disabled members			
Number in pay status	953	926	2.9%
Average age	62.8	62.6	N/A
Average monthly benefit	\$1,693	\$1,612	5.0%
Beneficiaries			
Number in pay status	1,204	1,178	2.2%
Average age	76.0	75.7	N/A
Average monthly benefit	\$1,177	\$1,128	4.3%

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT A

Table of Plan Coverage

ii. Safety

Category	Year Ended June 30		Change From Prior Year
	2008	2007	
Active members in valuation			
Number	3,424	3,272	4.6%
Average age	40.5	40.8	N/A
Average service	11.2	11.4	N/A
Projected total compensation	\$246,478,438	\$225,709,106	9.2%
Projected average compensation	\$71,986	\$68,982	4.4%
Account balances	\$82,380,041	\$74,668,268	10.3%
Total active vested members	2,552	2,514	1.5%
Deferred terminated members			
	579	542	6.8%
Retired members			
Number in pay status	1,089	1,006	8.3%
Average age	62.8	62.6	N/A
Average monthly benefit	\$4,722	\$4,611	2.4%
Disabled members			
Number in pay status	602	576	4.5%
Average age	57.0	56.7	N/A
Average monthly benefit	\$3,146	\$3,051	3.1%
Beneficiaries			
Number in pay status	101	98	3.1%
Average age	67.1	66.7	N/A
Average monthly benefit	\$2,609	\$2,496	4.5%

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of June 30, 2008
By Age and Years of Service**

i. General Tier 1

Age	Total	Years of Service								
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over
Under 25	--	--	--	--	--	--	--	--	--	--
25 - 29	1	--	1	--	--	--	--	--	--	--
	\$41,643	--	\$41,643	--	--	--	--	--	--	--
30 - 34	8	2	6	--	--	--	--	--	--	--
	67,650	\$62,774	69,276	--	--	--	--	--	--	--
35 - 39	9	--	9	--	--	--	--	--	--	--
	55,049	--	55,049	--	--	--	--	--	--	--
40 - 44	7	1	5	1	--	--	--	--	--	--
	55,276	23,461	63,053	\$48,204	--	--	--	--	--	--
45 - 49	5	--	2	3	--	--	--	--	--	--
	42,853	--	47,862	39,515	--	--	--	--	--	--
50 - 54	9	--	7	1	--	1	--	--	--	--
	49,453	--	49,809	48,204	--	\$48,204	--	--	--	--
55 - 59	16	1	11	3	--	1	--	--	--	--
	42,110	16,182	47,951	34,320	--	27,151	--	--	--	--
60 - 64	7	1	5	1	--	--	--	--	--	--
	65,567	229,063	37,048	44,669	--	--	--	--	--	--
65 - 69	4	--	1	2	1	--	--	--	--	--
	54,981	--	36,628	58,079	\$67,137	--	--	--	--	--
70 & over	--	--	--	--	--	--	--	--	--	--
	--	--	--	--	--	--	--	--	--	--
Total	66	5	47	11	1	2	--	--	--	--
	\$52,685	\$78,851	\$52,377	\$43,522	\$67,137	\$37,677	--	--	--	--

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of June 30, 2008
By Age and Years of Service**

ii. General Tier A

Age	Total	Years of Service									
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over	
Under 25	305	299	6	--	--	--	--	--	--	--	--
	\$38,048	\$37,960	\$42,431	--	--	--	--	--	--	--	--
25 - 29	1,189	974	215	--	--	--	--	--	--	--	--
	48,048	47,368	51,128	--	--	--	--	--	--	--	--
30 - 34	1,657	875	718	64	--	--	--	--	--	--	--
	56,431	53,492	59,372	\$63,635	--	--	--	--	--	--	--
35 - 39	1,670	601	685	285	97	2	--	--	--	--	--
	61,354	55,942	63,791	67,636	\$59,420	\$52,125	--	--	--	--	--
40 - 44	1,863	502	577	330	334	118	2	--	--	--	--
	62,541	53,849	60,996	69,816	71,121	62,490	\$60,211	--	--	--	--
45 - 49	2,366	455	594	387	519	322	86	3	--	--	--
	63,197	53,135	57,960	63,420	72,604	71,794	62,512	\$66,805	--	--	--
50 - 54	2,395	382	592	393	442	318	194	68	6	--	--
	65,024	52,099	59,877	63,674	70,327	76,399	75,916	69,922	\$82,973	--	--
55 - 59	1,874	296	426	283	350	245	158	104	12	--	--
	65,802	57,420	59,024	64,077	69,969	71,159	72,099	85,881	65,951	--	--
60 - 64	923	114	263	160	197	114	45	24	6	--	--
	62,376	58,773	54,537	60,435	70,225	66,987	68,283	78,505	72,004	--	--
65 - 69	246	25	91	45	49	20	12	4	--	--	--
	60,080	51,532	60,788	61,152	63,650	56,182	62,319	54,401	--	--	--
70 & over	63	14	18	5	15	6	3	--	1	1	1
	52,993	49,093	50,470	44,177	56,453	67,792	48,256	--	52,181	\$71,422	\$71,422
Total	14,551	4,537	4,185	1,952	2,003	1,145	500	203	25	1	1
	\$60,853	\$51,729	\$59,396	\$64,924	\$70,182	\$71,172	\$71,162	\$78,761	\$70,938	\$71,422	\$71,422

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of June 30, 2008
By Age and Years of Service**

iii. Safety

Age	Total	Years of Service								
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & over	
Under 25	118	118	--	--	--	--	--	--	--	--
	\$47,672	\$47,672	--	--	--	--	--	--	--	--
25 - 29	393	321	72	--	--	--	--	--	--	--
	53,319	51,605	\$60,959	--	--	--	--	--	--	--
30 - 34	518	179	259	80	--	--	--	--	--	--
	62,901	53,646	66,124	\$73,176	--	--	--	--	--	--
35 - 39	653	90	204	286	72	1	--	--	--	--
	71,403	56,812	66,771	76,142	\$83,733	\$86,687	--	--	--	--
40 - 44	645	87	97	147	247	66	1	--	--	--
	76,690	62,535	68,241	76,315	82,150	88,012	\$86,687	--	--	--
45 - 49	538	37	83	71	146	168	33	--	--	--
	80,731	63,951	69,909	76,147	80,669	88,755	96,054	--	--	--
50 - 54	336	27	56	41	41	83	73	15	--	--
	85,669	67,736	69,885	77,110	85,038	89,893	97,834	\$119,410	--	--
55 - 59	157	10	23	26	31	21	36	10	--	--
	83,562	68,674	65,973	74,974	85,524	84,273	95,774	109,701	--	--
60 - 64	55	3	12	8	14	9	5	4	--	--
	88,078	58,498	96,298	73,790	91,540	83,201	94,870	104,540	--	--
65 - 69	10	--	1	1	2	3	2	--	1	--
	83,465	--	60,558	67,147	80,845	87,309	100,251	--	\$82,828	--
70 & over	1	--	--	1	--	--	--	--	--	--
	208,487	--	--	208,487	--	--	--	--	--	--
Total	3,424	872	807	661	553	351	150	29	1	
	\$71,986	\$54,363	\$67,169	\$75,994	\$82,601	\$88,455	\$96,807	\$114,011	\$82,828	

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT C

Reconciliation of Member Data – June 30, 2007 to June 30, 2008

	Active Members	Deferred Terminated Members	Disabled Pensioners	Retired Members	Beneficiaries	Total
Number as of June 30, 2007	17,733	4,908	1,502	9,726	1,276	35,145
New members	1,566	103	N/A	N/A	N/A	1,669
Terminations – with vested rights	-530	530	0	0	0	0
Contribution refunds	-201	-140	N/A	N/A	N/A	-341
Retirements	-508	-168	N/A	676	N/A	0
New disabilities	-68	-2	86	-16	N/A	0
Return to work	74	-72	0	-2	N/A	0
Died with or without beneficiary	-23	-12	-33	-260	29	-299
Data adjustments	<u>-2</u>	<u>0</u>	<u>0</u>	<u>7</u>	<u>0</u>	<u>5</u>
Number as of June 30, 2008	18,041	5,147	1,555	10,131	1,305	36,179

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT D

Summary Statement of Income and Expenses on an Actuarial Value Basis

	Year Ended June 30, 2008	Year Ended June 30, 2007
Contribution income:		
Employer contributions	\$329,094,618	\$320,533,227
Employee contributions	<u>45,479,183</u>	<u>44,503,572</u>
Net contribution income	\$374,573,801	\$365,036,799
Investment income:		
Interest, dividends and other income	\$261,101,440	\$241,110,948
Recognition of capital appreciation	816,046,361	782,905,857
Less investment fees and administrative expenses	<u>-88,241,530</u>	<u>-97,441,311</u>
Net investment income	<u>988,906,271</u>	<u>926,575,494</u>
Total income available for benefits	\$1,363,480,072	\$1,291,612,293
Less benefit payments:		
Service retirement and disability benefits	-\$350,222,029	-\$310,989,508
Death benefits	-941,703	-1,238,024
Health benefits	-24,397,076	-35,308,118
STAR cost of living allowance	0	-10,366,635
Supplemental retirement benefits	-17,410,323	0
Member refunds	<u>-2,736,288</u>	<u>-2,574,073</u>
Net benefit payments	-\$395,707,419	-\$360,476,358
Change in assets held for future benefits	\$967,772,653	\$931,135,935

Note: Results may not add due to rounding.

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT E

Summary Statement of Plan Assets

	Year Ended June 30, 2008	Year Ended June 30, 2007
Cash equivalents	\$214,932,759	\$271,308,982
Accounts receivable:		
Contributions	\$9,035,009	\$ 7,574,172
Accrued interest and dividends	28,129,178	31,039,210
Settlement of securities sold	<u>292,285,394</u>	<u>204,214,125</u>
Total accounts receivable	329,449,581	242,827,507
Investments:		
Domestic equity securities and cash	\$1,893,089,339	\$2,229,038,426
International equity securities and cash	1,833,090,389	2,150,334,845
Bonds and cash	2,864,003,079	2,417,225,240
Securities lending collateral	720,580,407	889,362,847
Other investments	<u>2,026,309,101</u>	<u>1,645,358,053</u>
Total investments at market value	<u>9,337,072,315</u>	<u>9,331,319,411</u>
Total assets	\$9,881,454,655	\$9,845,455,900
Less accounts payable:		
Securities lending & settlement of securities purchased	-\$1,461,674,419	-\$1,387,269,492
Professional service	-13,084,525	-10,203,384
Cash in transit	-3,036,069	-416,942
Others	<u>-1,715,524</u>	<u>-3,060,942</u>
Total accounts payable	-\$1,473,438,399	-\$1,400,950,760
Net assets at market value	<u>\$8,408,016,256</u>	<u>\$8,444,505,140</u>
Net assets at actuarial value	<u>\$8,507,056,945</u>	<u>\$7,539,284,291</u>
Net assets at valuation value	<u>\$8,236,925,973</u>	<u>\$7,250,404,469</u>

Note: Results may not add due to rounding.

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT F

Actuarial Balance Sheet

An overview of the Plan’s funding is given by an Actuarial Balance Sheet. In this approach, we first determine the amount and timing of all future payments that are anticipated to be made by the Plan for current participants. We then discount these payments at the valuation interest rate to the date of the valuation, thereby determining their present value. We refer to this present value as the “liability” of the Plan.

Second, we determine how this liability will be met. These actuarial “assets” include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments.

Actuarial Balance Sheet (Dollar Amounts in Thousands)

	General	Safety	Total
Assets			
1 Total valuation assets	\$6,005,659	\$2,231,267	\$8,236,926
2 Present value of future contributions by members	\$668,334	\$240,797	\$909,131
3 Present value of future employer contributions for:			
a Entry age normal cost	\$779,146	\$354,723	\$1,133,869
b Unfunded actuarial accrued liability	<u>\$338,595</u>	<u>\$146,773</u>	<u>\$485,368</u>
4 Total current and future assets	\$7,791,734	\$2,973,560	\$10,765,294
Liabilities			
5 Present value of benefits for retirees and beneficiaries	\$3,079,050	\$1,180,975	\$4,260,025
6 Present value of benefits for deferred terminated members	\$275,544	\$47,880	\$323,424
7 Present value of benefits for active members	<u>\$4,437,140</u>	<u>\$1,744,705</u>	<u>\$6,181,845</u>
8 Total liabilities	\$7,791,734	\$2,973,560	\$10,765,294

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT G

Summary of Reported Reserve Information as of June 30, 2008

Reserves	
(Dollar Amounts in Thousands)	
Member contributions ⁽¹⁾	\$371,892
County contributions ⁽¹⁾	3,038,447
Retired member reserve ⁽¹⁾	4,266,027
Transition reserves ⁽¹⁾	560,560
Total valuation reserve ⁽¹⁾	<u>\$8,236,926</u>
Supplemental benefit, disability supplemental benefit and 401(h) health reserves ⁽²⁾	186,051
Undistributed reserve ⁽²⁾	0
Contingency reserve ⁽²⁾	84,080
Total reserves	<u>\$8,507,057</u>
Net deferred gains (losses) ⁽²⁾	<u>(99,041)</u>
Net market value	<u>\$8,408,016</u>

⁽¹⁾ Included in development of valuation value of assets.

⁽²⁾ Not included in development of valuation value of assets.

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT H

Development of Unfunded Actuarial Accrued Liability for Year Ended June 30, 2008

		(Dollar Amounts in Thousands)
1	Unfunded Actuarial Accrued Liability as of June 30, 2007	\$832,113
2	Normal Cost	266,207
3	Total employer and member contributions	-350,958
4	Interest	65,153
5	Expected Unfunded Actuarial Accrued Liability	\$812,515
6	Changes due to:	
	(a) Investment return	-\$391,427
	(b) Higher than expected salary increase	42,224
	(c) Recognition of other premium pays for actives	39,893
	(d) Other experience gains/losses including change in data for retirees ⁽¹⁾	<u>-17,837</u>
	(e) Total changes	<u>-327,147</u>
7	Unfunded Actuarial Accrued Liability as of June 30, 2008	\$485,368

⁽¹⁾ Including data changes for calculating continuance benefits.

Note: Net loss from other non-investment experience of \$24.4 million (as shown on page 9) is equal to: 6(b) + 6(d).

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT I

Section 415 Limitations

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar amount indexed for inflation. The amount of that limit is \$185,000 for 2008 and \$195,000 for 2009. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances for such things as age at retirement, form of benefits chosen and after-tax contributions.

Benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Contributions rates determined in this valuation have not been reduced for the Section 415 limitations. Actual limitations will result in gains as they occur.

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

EXHIBIT J

Definitions of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Assumptions or Actuarial Assumptions:

The estimates on which the cost of the Plan is calculated including:

- (a) Investment return — the rate of investment yield that the Plan will earn over the long-term future;
- (b) Mortality rates — the death rates of employees and pensioners; life expectancy is based on these rates;
- (c) Retirement rates — the rate or probability of retirement at a given age; and
- (d) Turnover rates — the rates at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement.

Normal Cost:

The amount of contributions required to fund the level cost allocated to the current year of service.

Actuarial Accrued Liability For Actives:

The equivalent of the accumulated normal costs allocated to the years before the valuation date.

Actuarial Accrued Liability For Pensioners:

The single sum value of lifetime benefits to existing pensioners. This sum takes account of life expectancies appropriate to the ages of the pensioners and the interest that the sum is expected to earn before it is entirely paid out in benefits.

Unfunded Actuarial Accrued Liability:

The extent to which the actuarial accrued liability of the Plan exceeds (or is exceeded by) the assets of the Plan. There are many approaches to recognizing the unfunded or overfunded actuarial accrued liability, from meeting the interest accrual only to amortizing it over a specific period of time.

SECTION 3: Supplemental Information for the San Diego County Employees Retirement Association

**Amortization of the Unfunded
(Overfunded) Actuarial
Accrued Liability:**

Payments made over a period of years equal in value to the Plan's unfunded or overfunded actuarial accrued liability.

Investment Return:

The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the market gains and losses to avoid significant swings in the value of assets from one year to the next.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

EXHIBIT I

Supplementary Information Required by GASB – Schedule of Employer Contributions (Dollar Amounts in Thousands)

Plan Year Ended June 30	Annual Required Contributions	Actual Contributions⁽¹⁾	Percentage Contributed
2003 ⁽²⁾	\$6,538	\$6,538	100.0%
2004	194,970	194,970	100.0%
2005	235,122	259,988	110.6%
2006	203,700	243,700	119.6%
2007	231,300	258,200	111.6%
2008	236,763	236,763	100.0%

⁽¹⁾ Excludes employer pickup of member contributions and proceeds from Pension Obligation Bonds.

⁽²⁾ As of June 30, 2002, there was a Net Pension Obligation (NPO) of \$7,686. That NPO was eliminated when the County issued Pension Obligation Bonds in October 2002.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

EXHIBIT II

Supplementary Information Required by GASB – Schedule of Funding Progress

Actuarial Valuation Date	Valuation Value of Assets⁽¹⁾ (a)	Actuarial Accrued Liability (AAL)⁽²⁾ (b)	Unfunded/ (Overfunded) AAL (UAAL) (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll [(b) - (a)] / (c)
06/30/2003	\$4,417,766,000	\$5,853,125,000	\$1,435,359,000	75.48%	\$906,140,000	158.40%
06/30/2004 ⁽³⁾	5,166,759,000	6,369,490,000	1,202,731,000	81.12%	917,081,000	131.15%
06/30/2005	5,612,320,000	6,990,726,000	1,378,406,000	80.28%	921,796,000	149.53%
06/30/2006	6,263,019,000	7,495,294,000	1,232,275,000	83.56%	979,368,000	125.82%
06/30/2007	7,250,404,000	8,082,517,000	832,113,000	89.70%	1,062,396,000	78.32%
06/30/2008	8,236,926,000	8,722,294,000	485,368,000	94.44%	1,135,432,000	42.75%

⁽¹⁾ Excludes assets for Health Benefit Reserve. Excludes assets for STAR COLA on and before June 30, 2006.

⁽²⁾ Excludes liabilities held for Health Benefit Reserve. Excludes liabilities for STAR COLA on and before June 30, 2006.

⁽³⁾ Reflects the issuance of Pension Obligation Bonds.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

EXHIBIT III

Supplementary Information Required by GASB

Valuation date	June 30, 2008
Actuarial cost method	Entry Age Normal Actuarial Cost Method
Amortization method	Level percent of payroll for total unfunded liability (assuming a 4.25% payroll increase)
Remaining amortization period	20-year fixed (decreasing or closed) layered amortization periods for all UAAL
Asset valuation method	Market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the expected return on market value (valuation value before July 1, 2004) and are recognized over a five-year period. The Actuarial Value of Assets is reduced by the value of the non-valuation reserves and designations.
Actuarial assumptions:	
Investment rate of return	8.25%
Inflation rate	3.75%
Across the board salary increase	0.50%
Projected salary increases (5+ years of service)	5.25%*
Cost of living adjustments	3.00% of retirement income
Plan membership:	
Retired members and beneficiaries receiving benefits	12,991
Deferred terminated members entitled to, but not yet receiving benefits	5,147
Active members	<u>18,041</u>
Total	36,179

* Includes inflation at 3.75%, across the board increase of 0.50%, plus merit and longevity increases. See Exhibit IV for increases during the first 5 years of employment.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**EXHIBIT IV
Actuarial Assumptions and Actuarial Cost Method**

Post-Retirement Mortality Rates:

Healthy Retirement: For General – 1994 Group Annuity Mortality Table.
For Safety – 1994 Group Annuity Mortality Table set back one year.

Disabled Retirement: For General – 1994 Group Annuity Mortality Table set forward seven years.
For Safety – same as Healthy Retirement.

The following are sample rates (%).

Age	Healthy Life Mortality				Disabled Life Mortality	
	General		Safety*		General	
	Male	Female	Male	Female	Male	Female
30	0.08	0.04	0.08	0.03	0.09	0.06
35	0.09	0.05	0.08	0.04	0.13	0.08
40	0.11	0.07	0.10	0.07	0.19	0.11
45	0.16	0.10	0.15	0.09	0.32	0.17
50	0.26	0.14	0.23	0.13	0.56	0.29
55	0.44	0.23	0.40	0.21	1.01	0.58
60	0.80	0.44	0.71	0.39	1.80	1.08

* Includes Disabled Retirement

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Employee Contribution Rates: For General – 1994 Group Annuity Mortality Table for Males weighted 30% and 1994 Group Annuity Mortality Table for Females weighted 70%.

For Safety – 1994 Group Annuity Mortality Table for Males set back one year weighted 75% and 1994 Group Annuity Mortality Table for Females set back one year weighted 25%.

Termination Rates Before Retirement:

Mortality Rates: 1994 Group Annuity Mortality Table.

For General members, out of the total probability of mortality before retirement, 100% is assumed to be non-service connected death.

For Safety and Probation members, 100% is assumed to be service connected death.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Disability Rates:	Rate (%)					
	Non Service Connected Disability			Service Connected Disability		
	General		Safety	General		Safety
	Age	Male		Female	Males	
20	0.00	0.00	0.00	0.01	0.00	0.03
25	0.00	0.00	0.00	0.01	0.01	0.08
30	0.01	0.01	0.04	0.02	0.04	0.22
35	0.02	0.03	0.06	0.04	0.08	0.48
40	0.03	0.08	0.06	0.11	0.16	0.72
45	0.06	0.13	0.08	0.19	0.23	0.92
50	0.10	0.18	0.10	0.30	0.28	1.48
55	0.17	0.23	0.10	0.38	0.33	2.28
60	0.23	0.28	0.10	0.43	0.38	2.84

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Withdrawal Rates:

		Rate (%)		
		Ordinary Withdrawals (< 5 Years of Service)		
		General		Safety
Years of Service		Male	Female	
0		16.00	17.00	12.00
1		10.00	11.00	11.00
2		7.50	8.00	6.00
3		6.00	7.00	4.50
4		5.50	6.50	4.00

		Ordinary Withdrawal (5+ Years of Service) *		
		General		Safety
Age		Male	Female	
20		1.00	1.80	0.83
25		1.00	1.80	0.75
30		0.94	1.53	0.65
35		0.84	1.02	0.67
40		0.74	0.68	0.65
45		0.58	0.42	0.53
50		0.44	0.30	0.41
55		0.34	0.30	0.36
60		0.30	0.30	0.14

* No withdrawal is assumed after a member is eligible for retirement.

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Withdrawal Rates (continued):

Age	Rate (%)		
	Vested Termination (5+ Years of Service) *		
	General		Safety
	Male	Female	
20	8.40	8.40	3.56
25	7.40	7.40	2.99
30	6.40	5.80	2.41
35	5.10	4.40	1.91
40	3.60	3.40	1.46
45	2.70	2.40	0.99
50	2.20	2.00	0.68
55	1.40	1.40	0.48
60	1.00	1.00	0.16

* No vested termination is assumed after a member is eligible for retirement.

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Retirement Rates:

Age	Rate (%)	
	Retirement Probability	
	General	Safety
48	-	4.0
49	-	4.0
50	8.0	15.0
51	5.0	15.0
52	5.0	15.0
53	6.0	15.0
54	8.0	15.0
55	12.0	20.0
56	13.0	25.0
57	15.0	30.0
58	17.0	35.0
59	20.0	35.0
60	20.0	45.0
61	25.0	45.0
62	27.0	45.0
63	29.0	45.0
64	30.0	45.0
65	30.0	100.0
66	30.0	100.0
67	30.0	100.0
68	40.0	100.0
69	40.0	100.0
70	100.0	100.0

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Retirement Age and Benefit for Deferred Vested Members:	<u>Reciprocal and Non-reciprocal Members</u> General: Age 57; Safety: Age 53. 35% of General and 40% of Safety (including Probation) deferred vested members are assumed to be reciprocal. For reciprocals, we assume 5.25% compensation increases per annum.
Future Benefit Accruals:	1.0 year of service per year.
Unknown Data for Members:	Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.
Definition of Active Members:	First day of pay period following employment.
Percent Married:	80% of male members and 55% of female members are assumed to be married at retirement or pre-retirement death.
Age of Spouse:	Females (or male) spouses are 3 years younger (older) than their spouses
Net Investment Return:	8.25%; net of administration and investment expenses.
Employee Contribution Crediting Rate:	½ of the net investment return credited semi-annually.

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Consumer Price Index: Increase of 3.75% per year; benefit increases due to CPI subject to 3.0% maximum.

Salary Scale:

Annual Rate of Compensation Increase

Inflation: 3.75% per year; plus “Across the Board” salary increases of 0.50% per year; plus Merit and Longevity as follows:

Years of Service	General	Safety
0	4.50%	7.50%
1	4.00	6.00
2	3.25	5.00
3	2.50	4.00
4	2.00	3.00
5+	1.00	1.00

Pay for Performance and Other Premium Pays: General members are assumed to be eligible for an average annual pay for performance and other premium pays of 4%.

Safety members are assumed to be eligible for an average annual pay for performance and other premium pays of 3%.

SECTION 4: Report Information for the San Diego County Employees Retirement Association

Actuarial Value of Assets:	Market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the expected return on market value (valuation value before July 1, 2004) and are recognized over a five-year period.
Valuation Value of Assets	The actuarial value of assets reduced by the following reserves: (1) 401(h) Health Benefit Reserve; (2) Undistributed Reserve; (3) Contingency Reserve; (4) Supplemental Benefit Reserve; and (5) Disability Supplemental Benefit Reserve.
Actuarial Cost Method:	Entry Age Normal Actuarial Cost Method. Entry Age is the age at the member's hire date. Actuarial Accrued Liability is calculated on an individual basis and is based on costs allocated as a level percentage of compensation. The Normal Cost is calculated on an aggregate basis by taking the Present Value of Future Normal Costs divided by the Present Value of Future Salaries to obtain a normal cost rate. This normal cost rate is then multiplied by the total of current salaries.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

EXHIBIT V

Summary of Plan Provisions

This exhibit summarizes the major provisions of the SDCERA included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Membership Eligibility:	All permanent employees of the County of San Diego or contracting district, scheduled to work 20 or more hours weekly, are eligible to become a member of the Retirement Association subject to classification below:
<i>General Tier 1</i>	All General members hired before March 8, 2002 who made a specific and irrevocable election to opt out of Tier A. This also included those General Members in deferred status on March 8, 2002.
<i>General Tier A</i>	All General members hired or continuing employment on or after March 8, 2002 except as noted above.
<i>Safety</i>	All Safety members.

Final Compensation for Benefit Determination:	
<i>General and Safety</i>	Highest consecutive 26 bi-weekly pay periods of compensation earnable (§31462.1) (FAC).

Service:	Years of service. (Yrs)
-----------------	-------------------------

Service Retirement Eligibility:	
<i>General</i>	Age 50 with 10 years of service credit, or age 70 regardless of service credit, or after 30 years of service credit, regardless of age (§31672).
<i>Safety</i>	Age 50 with 10 years of service credit, or age 70 regardless of service credit, or after 20 years of service credit, regardless of age (§31663.25).

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Benefit Formula:

	Retirement Age	Benefit Formula
<i>General Tier 1 (§31676.12)</i>	50	$(1.34\% \times \text{FAC} - 1/3 \times 1.34\% \times \$350 \times 12) \times \text{Yrs}$
	55	$(1.77\% \times \text{FAC} - 1/3 \times 1.77\% \times \$350 \times 12) \times \text{Yrs}$
	60	$(2.34\% \times \text{FAC} - 1/3 \times 2.34\% \times \$350 \times 12) \times \text{Yrs}$
	62	$(2.62\% \times \text{FAC} - 1/3 \times 2.62\% \times \$350 \times 12) \times \text{Yrs}$
	65	$(2.62\% \times \text{FAC} - 1/3 \times 2.62\% \times \$350 \times 12) \times \text{Yrs}$

	Retirement Age	Benefit Formula
<i>General Tier A (§31676.17)</i>	50	$(2.00\% \times \text{FAC} - 1/3 \times 2.00\% \times \$350 \times 12) \times \text{Yrs}$
	55	$(2.50\% \times \text{FAC} - 1/3 \times 2.50\% \times \$350 \times 12) \times \text{Yrs}$
	60	$(3.00\% \times \text{FAC} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
	62	$(3.00\% \times \text{FAC} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
	65	$(3.00\% \times \text{FAC} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$

	Retirement Age	Benefit Formula
<i>Safety (Non-Integrated) (§31664.1)</i>	50	$(3.00\% \times \text{FAC} \times \text{Yrs})$
	55	$(3.00\% \times \text{FAC} \times \text{Yrs})$
	60	$(3.00\% \times \text{FAC} \times \text{Yrs})$

Maximum Benefit: 100% of Final Average Compensation (§31676.12, §31676.17, §31664.1)

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Non Service Connected Disability:

General Members

Eligibility

Five years of service (§31720).

Benefit Formula

1.8% of FAC per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 62, and the total benefit cannot be more than one-third of Final Compensation (§31727.1).

Safety Members

Eligibility

Five years of service (§31720).

Benefit Formula

1.8% of FAC per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 55, and the total benefit cannot be more than one-third of Final Compensation (§31727.2).

Service Connected Disability:

All Members

Eligibility

No age or service requirements (§31720).

Benefit Formula

50% of the Final Compensation or 100% of Service Retirement benefit, if larger (§31727.4).

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Pre-Retirement Death:

Non Service Connected (Not Vested) Before Eligible to Retire

Eligibility

None.

Benefit

Refund of employee contributions with interest plus one month's eligible compensation for each year of service to a maximum of six month's compensation (§31781).

OR

Non Service Connected (Vested)

Eligibility

Five years of service.

Benefit

60% of the greater of Service or Non Service Connected Disability Retirement benefit payable to surviving eligible spouse or eligible children (§31765.1, §31781.1), in lieu of above. Additionally, the spouse may choose a combined benefit of:

- A lump sum payment of up to 6 month's compensation (see above), and
- A monthly (60%) benefit reduced by actuarial equivalent of the lump sum payment (31781.3).

Service Connected Death

50% of Final compensation or 100% of Service Retirement benefit, if greater, payable to spouse or minor children (§31787). In addition, safety members are entitled to benefits under sections 31787.5 and 31787.6.

Death After Retirement:

All Members

Service or Non Service Connected Disability Retirement

Unless another option was selected at retirement, 60% of member's unmodified allowance continued to eligible spouse (§31760.1) and \$3,500 lump sum benefit payable to member's beneficiary (§31789.3). An eligible spouse is a surviving spouse who was married to the member at least one year prior to the day of retirement (31760.1), or, at least two years prior to the date of death and has attained age 55 on or prior to the date of death (§31760.2).

Service Connected Disability Retirement

Unless another option was selected at retirement, 100% of member's unmodified allowance continued to eligible spouse (§31786).

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Withdrawal Benefits:

*Less than Five Years of SDCERA/
Reciprocal Service Credit*

Refund of accumulated employee contributions with interest or eligible for a retirement benefit at age 70 if actively working (§31628, 31629.5).

*Five or More Years of SDCERA/
Reciprocal Service Credit*

If accumulated employee contributions left on deposit, eligible for retirement benefits at any time after meeting eligibility criteria to retire (§31700).

**Post-retirement
Cost-of-Living Benefits:**

General and Safety

Future changes based on changes to the Consumer Price Index for the San Diego area to a maximum of 3% per year, excess “banked.” (§31870.1)

County Contributions:

Effective with the June 30, 2004 actuarial valuation, the amortization period for Unfunded Actuarial Accrued Liability has changed to a 20-year fixed (decreasing) layered amortization period.

Supplemental Benefit:

The Association provides a non-vested health insurance allowance for eligible retirees. This program does not provide funded benefits and is excluded from this valuation.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Member Contributions:

Please refer to Appendix A for the specific rates.

General Tier 1

Basic

Provide for an average annuity at age 60 equal to 1/100 of FAC. (§31621.2)

Cost-of-Living

Provide for one-half of future Cost-of-Living costs.

General Tier A

Basic

Provide for an average annuity at age 55 equal to 1/100 of FAC. (§31621.8)

Cost-of-Living

Provide for one-half of future Cost-of-Living costs.

Safety

Basic

Provide for an average annuity at age 50 equal to 1/100 of FAC. (§31639.25)

Cost-of-Living

Provide for one-half of future Cost-of-Living costs.

Other Information:

General and Safety members with 30 or more years of qualifying service credit are exempt from paying member contributions (31625.2 and 31625.3).

NOTE: *The summary of major plan provisions is designed to outline principal plan benefits as interpreted for purposes of the actuarial valuation. If the Association should find the plan summary not in accordance with the actual provisions, the Association should alert the actuary so they can both be sure the proper provisions are valued.*

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Appendix A

Member Contribution Rates

**General Tier 1 Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)**

Calculated Under Adopted Assumptions

Entry Age	Basic		COLA		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	3.37%	5.05%	1.09%	1.63%	4.46%	6.68%
16	3.37%	5.05%	1.09%	1.63%	4.46%	6.68%
17	3.43%	5.14%	1.11%	1.66%	4.54%	6.80%
18	3.49%	5.23%	1.13%	1.69%	4.62%	6.92%
19	3.55%	5.32%	1.15%	1.72%	4.70%	7.04%
20	3.61%	5.41%	1.17%	1.75%	4.78%	7.16%
21	3.67%	5.50%	1.19%	1.78%	4.86%	7.28%
22	3.73%	5.59%	1.21%	1.81%	4.94%	7.40%
23	3.79%	5.68%	1.23%	1.84%	5.02%	7.52%
24	3.85%	5.78%	1.25%	1.87%	5.10%	7.65%
25	3.92%	5.88%	1.27%	1.90%	5.19%	7.78%
26	3.98%	5.97%	1.29%	1.93%	5.27%	7.90%
27	4.05%	6.07%	1.31%	1.96%	5.36%	8.03%
28	4.11%	6.17%	1.33%	2.00%	5.44%	8.17%
29	4.18%	6.27%	1.35%	2.03%	5.53%	8.30%
30	4.25%	6.38%	1.37%	2.06%	5.62%	8.44%
31	4.32%	6.48%	1.40%	2.10%	5.72%	8.58%
32	4.39%	6.59%	1.42%	2.13%	5.81%	8.72%
33	4.46%	6.69%	1.44%	2.16%	5.90%	8.85%
34	4.53%	6.80%	1.47%	2.20%	6.00%	9.00%
35	4.61%	6.91%	1.49%	2.23%	6.10%	9.14%
36	4.69%	7.03%	1.51%	2.27%	6.20%	9.30%
37	4.76%	7.14%	1.54%	2.31%	6.30%	9.45%
38	4.83%	7.25%	1.56%	2.34%	6.39%	9.59%

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**General Tier 1 Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)
Calculated Under Adopted Assumptions**

Entry Age	Basic		COLA		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
39	4.91%	7.37%	1.59%	2.38%	6.50%	9.75%
40	4.99%	7.49%	1.61%	2.42%	6.60%	9.91%
41	5.07%	7.61%	1.64%	2.46%	6.71%	10.07%
42	5.15%	7.73%	1.67%	2.50%	6.82%	10.23%
43	5.24%	7.86%	1.69%	2.54%	6.93%	10.40%
44	5.32%	7.98%	1.72%	2.58%	7.04%	10.56%
45	5.41%	8.11%	1.75%	2.62%	7.16%	10.73%
46	5.49%	8.24%	1.77%	2.66%	7.26%	10.90%
47	5.59%	8.38%	1.81%	2.71%	7.40%	11.09%
48	5.68%	8.52%	1.84%	2.76%	7.52%	11.28%
49	5.77%	8.66%	1.87%	2.80%	7.64%	11.46%
50	5.87%	8.81%	1.90%	2.85%	7.77%	11.66%
51	5.97%	8.96%	1.93%	2.90%	7.90%	11.86%
52	6.09%	9.13%	1.97%	2.95%	8.06%	12.08%
53	6.20%	9.30%	2.01%	3.01%	8.21%	12.31%
54	6.33%	9.49%	2.05%	3.07%	8.38%	12.56%
55	6.41%	9.62%	2.07%	3.11%	8.48%	12.73%
56	6.48%	9.72%	2.09%	3.14%	8.57%	12.86%
57	6.51%	9.77%	2.11%	3.16%	8.62%	12.93%
58	6.52%	9.78%	2.11%	3.16%	8.63%	12.94%
59 & Over	6.51%	9.76%	2.11%	3.16%	8.62%	12.92%

Interest: 8.25%
 Inflation: 3.75%
 Across the board increase: 0.50%
 COLA: 3.00%
 COLA Loading Factor: 32.34%
 Mortality: 1994 Group Annuity Mortality Table weighted 30% male and 70% female
 Salary Increase: 5 Year Select and Ultimate Salary Increase Assumptions (see Exhibit IV)
 Note: These rates are determined before any pickups by the employer.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**General Tier A Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)**

Calculated Under Adopted Assumptions

Entry Age	Basic		COLA		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
15	3.91%	5.86%	1.42%	2.13%	5.33%	7.99%
16	3.91%	5.86%	1.42%	2.13%	5.33%	7.99%
17	3.97%	5.96%	1.45%	2.17%	5.42%	8.13%
18	4.04%	6.06%	1.47%	2.21%	5.51%	8.27%
19	4.11%	6.16%	1.49%	2.24%	5.60%	8.40%
20	4.17%	6.26%	1.52%	2.28%	5.69%	8.54%
21	4.24%	6.36%	1.55%	2.32%	5.79%	8.68%
22	4.31%	6.47%	1.57%	2.36%	5.88%	8.83%
23	4.38%	6.57%	1.59%	2.39%	5.97%	8.96%
24	4.45%	6.68%	1.62%	2.43%	6.07%	9.11%
25	4.53%	6.79%	1.65%	2.47%	6.18%	9.26%
26	4.60%	6.90%	1.67%	2.51%	6.27%	9.41%
27	4.68%	7.02%	1.71%	2.56%	6.39%	9.58%
28	4.75%	7.13%	1.73%	2.60%	6.48%	9.73%
29	4.83%	7.25%	1.76%	2.64%	6.59%	9.89%
30	4.91%	7.36%	1.79%	2.68%	6.70%	10.04%
31	4.99%	7.48%	1.81%	2.72%	6.80%	10.20%
32	5.07%	7.60%	1.85%	2.77%	6.92%	10.37%
33	5.15%	7.73%	1.87%	2.81%	7.02%	10.54%
34	5.23%	7.85%	1.91%	2.86%	7.14%	10.71%
35	5.32%	7.98%	1.94%	2.91%	7.26%	10.89%
36	5.41%	8.11%	1.97%	2.95%	7.38%	11.06%
37	5.49%	8.24%	2.00%	3.00%	7.49%	11.24%
38	5.58%	8.37%	2.03%	3.05%	7.61%	11.42%
39	5.67%	8.50%	2.06%	3.09%	7.73%	11.59%
40	5.76%	8.64%	2.10%	3.15%	7.86%	11.79%
41	5.85%	8.78%	2.13%	3.20%	7.98%	11.98%
42	5.95%	8.93%	2.17%	3.25%	8.12%	12.18%

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**General Tier A Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)**

Calculated Under Adopted Assumptions

Entry Age	Basic		COLA		Total	
	First \$350	Over \$350	First \$350	Over \$350	First \$350	Over \$350
43	6.05%	9.07%	2.20%	3.30%	8.25%	12.37%
44	6.15%	9.22%	2.24%	3.36%	8.39%	12.58%
45	6.25%	9.38%	2.27%	3.41%	8.52%	12.79%
46	6.37%	9.55%	2.32%	3.48%	8.69%	13.03%
47	6.48%	9.72%	2.36%	3.54%	8.84%	13.26%
48	6.61%	9.91%	2.41%	3.61%	9.02%	13.52%
49	6.74%	10.11%	2.45%	3.68%	9.19%	13.79%
50	6.83%	10.24%	2.49%	3.73%	9.32%	13.97%
51	6.90%	10.35%	2.51%	3.77%	9.41%	14.12%
52	6.94%	10.41%	2.53%	3.79%	9.47%	14.20%
53	6.95%	10.42%	2.53%	3.79%	9.48%	14.21%
54 & Over	6.93%	10.39%	2.52%	3.78%	9.45%	14.17%

Interest: 8.25%
 Inflation: 3.75%
 Across the board increase: 0.50%
 COLA: 3.00%
 COLA Loading Factor: 36.40%
 Mortality: 1994 Group Annuity Mortality Table weighted 30% male and 70% female
 Salary Increase: 5 Year Select and Ultimate Salary Increase Assumptions (see Exhibit IV)
 Note: These rates are determined before any pickups by the employer.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**Safety Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)**

Calculated Under Adopted Assumptions

Entry Age	Basic	COLA	Total
15	7.23%	3.78%	11.01%
16	7.23%	3.78%	11.01%
17	7.23%	3.78%	11.01%
18	7.23%	3.78%	11.01%
19	7.23%	3.78%	11.01%
20	7.23%	3.78%	11.01%
21	7.23%	3.78%	11.01%
22	7.35%	3.84%	11.19%
23	7.47%	3.90%	11.37%
24	7.59%	3.96%	11.55%
25	7.72%	4.03%	11.75%
26	7.85%	4.10%	11.95%
27	7.98%	4.17%	12.15%
28	8.11%	4.23%	12.34%
29	8.24%	4.30%	12.54%
30	8.38%	4.38%	12.76%
31	8.52%	4.45%	12.97%
32	8.66%	4.52%	13.18%
33	8.80%	4.60%	13.40%
34	8.95%	4.67%	13.62%
35	9.10%	4.75%	13.85%
36	9.26%	4.84%	14.10%
37	9.42%	4.92%	14.34%
38	9.59%	5.01%	14.60%
39	9.76%	5.10%	14.86%
40	9.95%	5.20%	15.15%
41	10.15%	5.30%	15.45%
42	10.36%	5.41%	15.77%
43	10.60%	5.54%	16.14%

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

**Safety Members' Contribution Rates from the June 30, 2008 Actuarial Valuation
(Expressed as a Percentage of Monthly Payroll)**

Calculated Under Adopted Assumptions

Entry Age	Basic	COLA	Total
44	10.87%	5.68%	16.55%
45	10.99%	5.74%	16.73%
46	11.04%	5.76%	16.80%
47	11.03%	5.76%	16.79%
48	10.95%	5.72%	16.67%
49 & Over	10.78%	5.63%	16.41%

Interest:	8.25%
Inflation:	3.75%
Across the board increase:	0.50%
COLA:	3.00%
COLA Loading Factor:	52.22%
Mortality:	1994 Group Annuity Mortality Table weighted 75% male and 25% female (with ages set back one year)
Salary Increase:	5 Year Select and Ultimate Salary Increase Assumptions (see Exhibit IV)
Note:	These rates are determined before any pickups by the employer.

SECTION 4: Reporting Information for the San Diego County Employees Retirement Association

Appendix B

Unfunded Actuarial Accrued Liability (UAAL) Amortization Schedule as of June 30, 2008

Unfunded Actuarial Accrued Liability Bases in the June 30, 2008 Actuarial Valuation

	Date Established	Description	Initial Amount	Outstanding Balance	Years Remaining	Payment
General	June 30, 2004	Reamortize UAAL	\$898,323,000	\$906,181,000	16	\$77,239,000
	June 30, 2005	Actuarial loss	128,924,000	130,522,000	17	10,649,000
	June 30, 2006	Actuarial gain	(122,837,000)	(124,206,000)	18	(9,733,000)
	June 30, 2007	Actuarial gain	(319,377,000)	(321,579,000)	19	(24,273,000)
	June 30, 2008	Actuarial gain	(252,322,000)	<u>(252,322,000)</u>	20	<u>(18,395,000)</u>
Subtotal				\$338,596,000		\$35,487,000
Safety	June 30, 2004	Reamortize UAAL	\$304,408,000	\$307,069,000	16	\$26,173,000
	June 30, 2005	Actuarial loss	40,271,000	40,770,000	17	3,326,000
	June 30, 2006	Actuarial gain	(29,564,000)	(29,894,000)	18	(2,342,000)
	June 30, 2007	Actuarial gain	(81,955,000)	(82,520,000)	19	(6,229,000)
	June 30, 2008	Actuarial gain	(88,653,000)	<u>(88,653,000)</u>	20	<u>(6,463,000)</u>
Subtotal				\$146,772,000		\$14,465,000
General and Safety	June 30, 2004	Reamortize UAAL	\$1,202,731,000	\$1,213,250,000	16	\$103,412,000
	June 30, 2005	Actuarial loss	169,195,000	171,292,000	17	13,975,000
	June 30, 2006	Actuarial gain	(152,401,000)	(154,100,000)	18	(12,075,000)
	June 30, 2007	Actuarial gain	(401,332,000)	(404,099,000)	19	(30,502,000)
	June 30, 2008	Actuarial gain	(340,974,000)	<u>(340,975,000)</u>	20	<u>(24,858,000)</u>
Grand Total				\$485,368,000		\$49,952,000

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