Imperial County Employees' Retirement System

Actuarial Valuation and Review as of June 30, 2015

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December 9, 2015

Board of Retirement
Imperial County Employees' Retirement System
1221 West State Street
El Centro, CA 92243

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of June 30, 2015. It summarizes the actuarial data used in the valuation, establishes the funding requirements for fiscal 2016-2017 and analyzes the preceding year's experience.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Board to assist in administering the System. The census information and financial information on which our calculations were based was prepared by ICERS. That assistance is gratefully acknowledged. The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA, Enrolled Actuary.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law.

We are Members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the 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 System.

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

Segal Consulting, a Member of The Segal Group, Inc.

Sincerely,

By:

Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary

Paul Angelo, FSA, MAAA, FCA, EA
Senior Vice President and Actuary

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SECTION 1

VALUATION SUMMARY

SECTION 2

VALUATION RESULTS

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REPORTING INFORMATION

Purpose

This report has been prepared by Segal Consulting to present a valuation of the Imperial County Employees' Retirement System as of June 30, 2015. 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 System, as administered by the Board.
- The characteristics of covered active members, inactive vested members, retired members and beneficiaries as of June 30, 2015, provided by ICERS;
- The assets of the Plan as of June 30, 2015, provided by ICERS;
- 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 which fully fund the System’s liabilities, and which, 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 System’s assets, liabilities and future contribution requirements. Our calculations are based upon member data and financial information provided to us by the System’s staff. This information has not been audited by us, but it has been reviewed and found to be consistent, both internally and with prior year’s information.

The contribution requirements are determined as a percentage of payroll. The System’s employer rates provide for both normal cost and a payment or credit to amortize any unfunded or overfunded actuarial accrued liabilities. In this valuation, we have applied the funding policy adopted by the Board on March 21, 2012 which continues to amortize the System’s remaining outstanding balance of the June 30, 2012 unfunded actuarial accrued liability (UAAL) over a closed period of 19 years (with 16 years remaining as of June 30, 2015). Furthermore, effective with the June 30, 2013 valuation, any changes in UAAL that emerge after June 30, 2012 will be amortized over the periods specified in the Board’s funding policy. In particular, any change in UAAL as a result of actuarial gains or losses is amortized over a 15-year closed period.

The rates calculated in this report may be adopted by the Board for the fiscal year that extends from July 1, 2016 through June 30, 2017.

Please note that Actuarial Standard of Practice (ASOP) No. 4 provides guidelines that actuaries have to follow when selecting actuarial assumptions. For a plan such as that offered by the Retirement System that may utilize unallocated earnings on an ad-hoc basis to provide contribution rate relief and additional non-statutory benefits, we are required to indicate in the valuation report that the possible impact of any such application of future excess earnings on the future financial condition of the plan has not been explicitly measured in the valuation.[1]

Significant Issues in Valuation Year

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

Reference: Page 34

- As of June 30, 2015, the System has a zero balance in the Member and Retiree Non-valuation Reserves, Employee Benefit Enhancement Reserve, Employee COLA Contribution Relief Reserve and Unallocated Earnings Reserve. In order to credit interest to the valuation reserves at the assumed earnings rate, the balance of the Contingency Reserve decreased from negative $33.9 million as of June 30, 2014 to negative $40.4 million as of June 30, 2015. According to the Interest Crediting and Undistributed Earnings Policy updated by the Board in 2011, the Contingency Reserve has to be restored to 1% of the assets in the future before the System will accumulate unallocated earnings that could be used to provide contribution rate relief and/or non-statutory benefits.

Reference: Pages 20 and 35

- In this June 30, 2015 valuation, the ratio of the valuation value of assets to the actuarial accrued liabilities has increased from 88.9% to 90.0%. On a market value basis, this funded ratio has decreased from 93.5% to 89.5%. In this valuation, the System's UAAL when measured on a valuation value of assets basis has decreased from $82.1 million to $78.1 million. A reconciliation of the change in UAAL is provided in Section 3, Exhibit H.

Reference: Page 17

- The aggregate employer rate[2] calculated in this valuation has decreased from 19.24% of payroll to 18.85% of payroll. The employer rates include the funding of the Regular benefit plus an amount required to fund the outstanding balance of one-third of the UAAL for the Safety members' Supplemental benefit as determined in the June 30, 2006 valuation. The reasons for this year's change in the rate are: (i) greater than expected return on investments (after smoothing), (ii) salary increases less than expected, (iii) a decrease in the UAAL rate resulting from a more than expected increase in total payroll, and (iv) other actuarial gains, offset somewhat by (v) loss due to actual contributions less than expected. A reconciliation of the System's aggregate employer rate is provided in Section 2, Subsection D, Chart 14.

(1) *It should be noted that under the Board's interest crediting policy, the balance of $40.4 million in negative contingency reserve has to be fully restored before any unallocated earnings can be spent on providing discretionary benefits. We expect that in the next several years, there will be a very small probability of any unallocated earnings.*

(2) *The calculated employer rates include an employer pick-up of members' contributions equal to 3% of payroll for General and Safety members in the Legacy Tiers.*

Reference: Page 18

- The aggregate member rate[3] calculated in this valuation has decreased from 12.01% of payroll to 11.95% of payroll. The reasons for this change are: (i) salary increases less than expected and (ii) demographics and other actuarial gains and losses. A reconciliation of the System's aggregate member rate is provided in Section 2, Subsection D, Chart 15.

Reference: Page 5

- As indicated in Section 2, Subsection B (see Chart 7), the total unrecognized investment losses as of June 30, 2015 is $8.0 million as compared to the unrecognized investment gains of $29.4 million in the June 30, 2014 valuation. These investment losses will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years, and will offset any investment gains that may occur after June 30, 2015. This implies that if the System earns the assumed net rate of investment return of 7.50% (net of investment expenses) per year on a **market value** basis, it will result in investment losses on the actuarial value of assets in the next few years.

  The unrecognized investment losses represent 1.1% of the market value of assets as of June 30, 2015. Unless offset by future investment gains or other favorable experience, the recognition of the $8.0 million market losses is expected to have an impact on the System's future funded ratio and the aggregate employer and member contributions. This potential impact may be illustrated as follows:

  - If the deferred losses were recognized immediately in the valuation value of assets (and assuming further that the Reserve for Capital Assets were to be used to offset some of those losses), the funded percentage would decrease from 90.0% to 89.5%.

    For comparison purpose, if all the deferred gains in the June 30, 2014 valuation had been recognized immediately in the June 30, 2014 valuation, the funded percentage would have increased from 88.9% to 93.5%.

  - If the deferred losses were recognized immediately in the valuation value of assets (and assuming further that the Reserve for Capital Assets were to be used to offset some of those losses), the aggregate employer contribution rate would increase from 18.85% of payroll to 19.12% of payroll and the aggregate member contribution rate would increase from 11.95% of payroll to 11.97% of payroll.

    For comparison purpose, if all the deferred gains in the June 30, 2014 valuation had been recognized immediately in the June 30, 2014 valuation, the aggregate employer contribution rate would have decreased from 19.52% of payroll to 16.92% of payroll and the aggregate member contribution rate would have decreased from 12.08% of payroll to 11.86% of payroll.

(3) *The aggregate member rate is calculated by taking the member rates for a General Legacy member at entry age 33, a Safety Legacy member at entry age 28, a General Tier 3 member, and a Safety Tier 3 member, and weighting those rates by the projected compensations for members in the four tiers.*

- The actuarial valuation report as of June 30, 2015 is based on financial information as of that date. Changes in the value of assets subsequent to that date are not reflected. Declines in asset values will increase the actuarial cost of the plan, while increases will decrease the actuarial cost of the plan.

Impact of Future Experience on Contribution Rates

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

1) differences between actual experience and anticipated experience;
2) changes in actuarial assumptions or methods;
3) changes in statutory provisions; and
4) difference between the contribution rates determined by the valuation and those adopted by the Board.

Summary of Key Valuation Results

	June 30, 2015		June 30, 2014	
Employer Contribution Rates:	Total Rate	Estimated Annual Amount[1]	Total Rate	Estimated Annual Amount[1]
General Legacy	17.85%	$14,056,000	18.20%	$14,332,000
General Tier 3	12.63%	1,567,000	13.11%	1,625,000
Safety Legacy	26.68%	5,212,000	27.28%	5,329,000
Safety Tier 3	20.07%	357,000	20.11%	358,000
All Categories Combined	18.85%	$21,192,000	19.24%	$21,644,000
Aggregate Member Contribution Rates:	Total Rate	Estimated Annual Amount[1]	Total Rate	Estimated Annual Amount[1]
General Legacy (Average Entry Age: 33)	9.90%	$7,796,000	9.95%	$7,836,000
General Tier 3	8.73%	1,083,000	8.90%	1,104,000
Safety Legacy (Average Entry Age: 28)	21.73%	4,245,000	21.80%	4,259,000
Safety Tier 3	17.39%	310,000	17.02%	303,000
All Categories combined	11.95%	$13,434,000	12.01%	$13,502,000
Funded Status:				
Actuarial accrued liability	$782,840,000		$741,242,000	
Valuation value of assets (VVA)[2]	$704,758,000		$659,148,000	
Market value of assets (MVA)	$700,890,000		$692,989,000	
Funded percentage on VVA basis (VVA/AAL)	90.0%		88.9%	
Funded percentage on MVA basis (MVA/AAL)	89.5%		93.5%	
Unfunded actuarial accrued liability on VVA basis	$78,082,000		$82,094,000	
Unfunded actuarial accrued liability on MVA basis	$81,950,000		$48,253,000	
Key Economic Assumptions:				
Interest rate	7.50%		7.50%	
Inflation rate	3.25%		3.25%	
Across-the-board salary increase	0.50%		0.50%	

(1) *Based on June 30, 2015 projected annual compensation.*

(2) *Excludes non-valuation reserves.*

Summary of Key Valuation Demographic and Financial Data

	June 30, 2015	June 30, 2014	Percentage Change
Active Members:			
Number of members	2,057	1,987	3.5%
Average age	42.3	42.2	N/A
Average service	10.1	10.1	N/A
Projected total compensation	$112,465,000	$105,731,000	6.4%
Average projected compensation	$54,674	$53,211	2.7%
Retired Member and Beneficiaries:			
Number of members:			
Service retired	751	736	2.0%
Disability retired	119	120	-0.8%
Beneficiaries	157	151	4.0%
Total	1,027	1,007	2.0%
Average age	69.1	68.8	N/A
Average monthly benefit	$2,656	$2,598	2.2%
Vested Terminated Members[1]:			
Number of vested terminated members	404	374	8.0%
Average age	43.7	43.6	N/A
Summary of Financial Data:			
Market value of assets	$700,889,930	$692,988,848	1.1%
Return on market value of assets	1.86%	15.64%	N/A
Actuarial value of assets	$708,909,732	$663,618,267	6.8%
Return on actuarial value of assets	7.59%	8.33%	N/A
Valuation value of assets	$704,758,092	$659,147,642	6.9%
Return on valuation value of assets	7.69%	8.30%	N/A

(1) *Includes terminated members due only a refund of member contributions*

Important Information about Actuarial Valuations

In order to prepare an actuarial valuation, Segal Consulting ("Segal") relies on a number of input items. These include:

- **Plan benefits** Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan description in this report to confirm that Segal has correctly interpreted the plan provisions.
- **Participant data** An actuarial valuation for a plan is based on data provided to the actuary by ICERS. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
- **Assets** This valuation is based on the market value of assets as of the valuation date, as provided by ICERS.
- **Actuarial assumptions** In preparing an actuarial valuation, Segal projects the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This projection requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year. In addition, the benefits projected to be paid for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The projected benefits are then discounted to a present value, based on the assumed rate of return that is expected to be achieved on the plan's assets. There is a reasonable range for each assumption used in the projection and the results may vary materially based on which assumptions are selected. It is important for any user of an actuarial valuation to understand this concept. Actuarial assumptions are periodically reviewed to ensure that future valuations reflect emerging plan experience. While future changes in actuarial assumptions may have a significant impact on the reported results, that does not mean that the previous assumptions were unreasonable.

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The valuation is prepared at the request of ICERS. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement of the plan's assets and liabilities at a specific date. Accordingly, except where otherwise noted, Segal did not perform an analysis of the potential range of future financial measures. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

- If ICERS is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. ICERS should look to their other advisors for expertise in these areas.

As Segal Consulting has no discretionary authority with respect to the management or assets of ICERS, it is not a fiduciary in its capacity as actuaries and consultants with respect to ICERS.

A. MEMBER DATA

The actuarial valuation and review considers the number and demographic characteristics of covered members, including active members, vested 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: 2006 – 2015

Year Ended June 30	Active Members	Vested Terminated Members[1]	Retired Members and Beneficiaries[2]	Ratio of Non-Actives to Actives
2006	1,745	243	751	0.57
2007	1,795	238	792	0.57
2008	1,888	236	842	0.57
2009	1,935	244	857	0.57
2010	1,944	247	877	0.58
2011	1,947	247	924	0.60
2012	1,921	332	977	0.68
2013	1,919	354	975	0.69
2014	1,987	374	1,007	0.70
2015	2,057	404	1,027	0.70

(1) *Starting with the June 30, 2012 valuation, includes terminated members due a refund of member contributions. For June 30, 2006, members with both General and Safety service were counted twice. For June 30, 2007 and thereafter, these members are only counted once based on their latest membership category.*

(2) *Prior to the 2013 valuation, retired members and beneficiaries receiving both General and Safety benefits were reported as two separate records. Starting with the June 30, 2013 valuation, these members are only counted once based on their latest membership category. There were 66 such retired members and beneficiaries as of June 30, 2013.*

Active Members
Plan costs are affected by the age, years of service and compensation of active members. In this year's valuation, there were 2,057 active members with an average age of 42.3 years, average years of service of 10.1 and average compensation of $54,674. The 1,987 active members in the prior valuation had an average age of 42.2 years, average service of 10.1 and average compensation of $53,211.

Inactive Members
In this year's valuation, there were 404 members with a vested right to a deferred or immediate vested benefit or entitled to a return of their member contributions versus 374 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, 2015

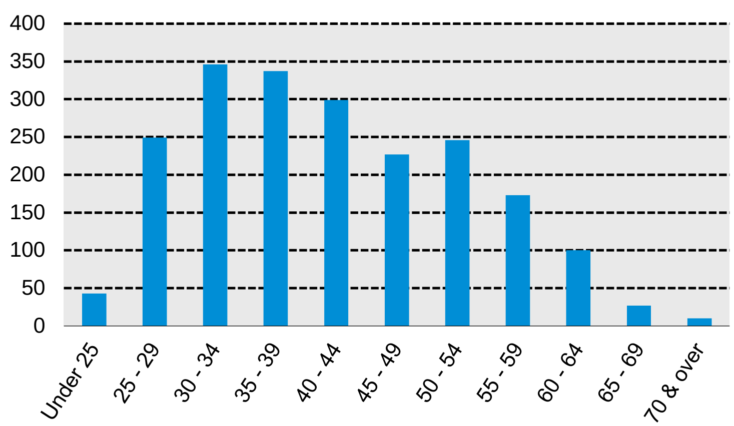
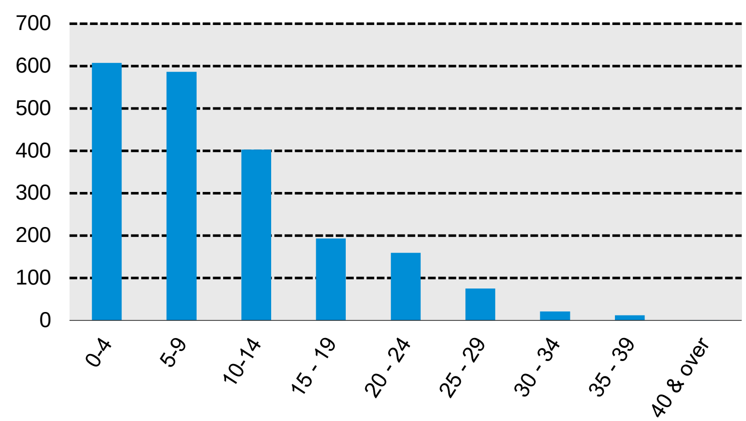


CHART 3

Distribution of Active Members by Years of Service as of June 30, 2015



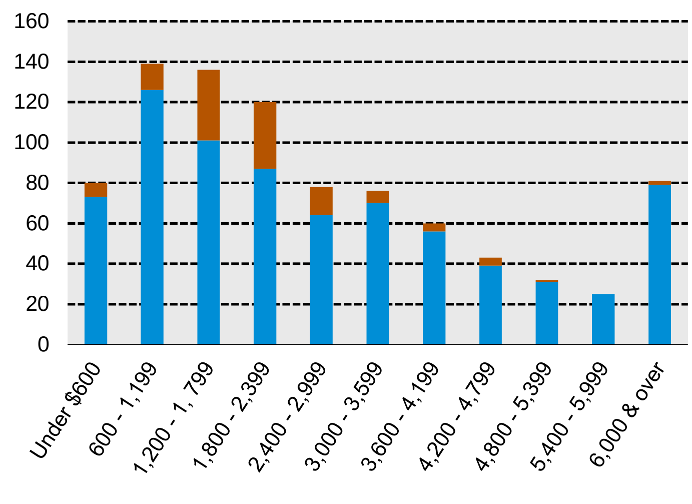
Retired Members and Beneficiaries

As of June 30, 2015, 870 retired members and 157 beneficiaries were receiving total monthly benefits of $2,728,000. For comparison, in the previous valuation, there were 856 retired members and 151 beneficiaries receiving monthly benefits of $2,616,000.

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 (Excl. Beneficiaries) by Type and by Monthly Amount as of June 30, 2015

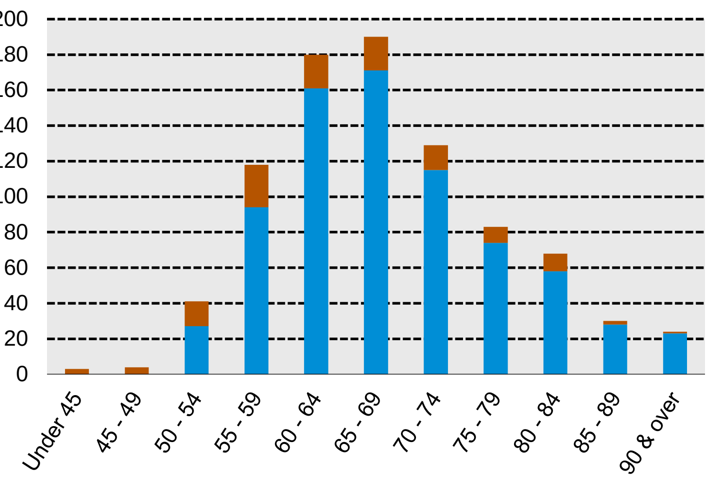


Disability

Service

CHART 5

Distribution of Retired Members (Excl. Beneficiaries) by Type and by Age as of June 30, 2015



B. FINANCIAL INFORMATION

Retirement plan funding anticipates that, over the long term, both contributions (net of administrative expenses starting in 2015) and net investment earnings (less investment fees) 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 and E.

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 valuation 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.

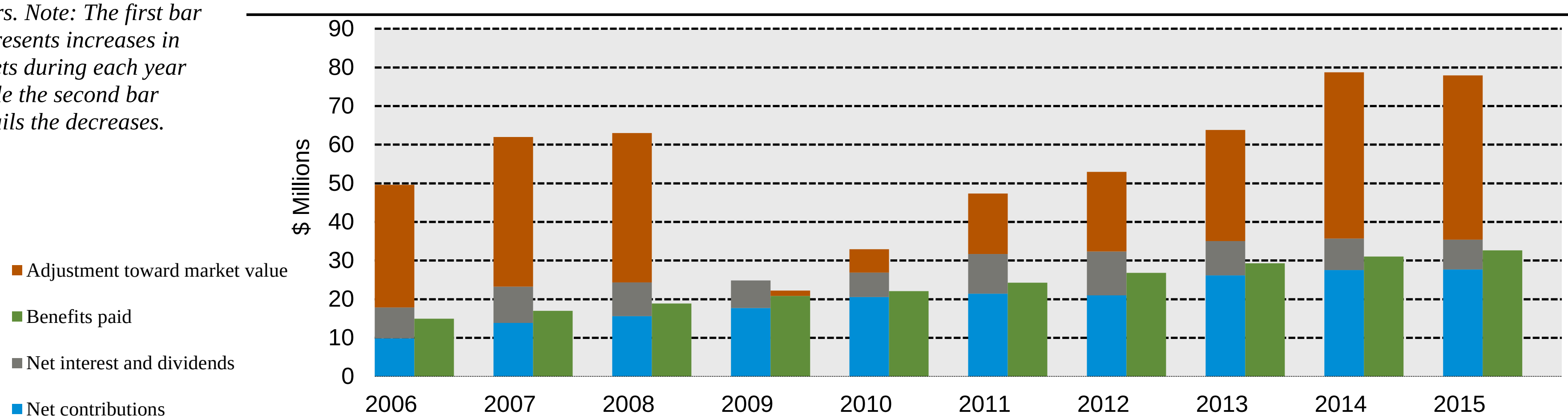
The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value of assets.

The determination of the Actuarial Value of Assets is provided on the following page.

The chart depicts the components of changes in the actuarial value of assets over the last ten years. Note: The first bar represents increases in assets during each year while the second bar details the decreases.

CHART 6

Comparison of Increases and Decreases in the Actuarial Value of Assets for Years Ended June 30, 2006 through 2015



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

CHART 7
Determination of Actuarial Value of Assets for Year Ended June 30, 2015 (As Prepared by ICERS)

Six Month Period From	To	Total Actual Market Return (net)	Expected Market Return (net)	Investment Gain (Loss)	Deferred Factor	Deferred Return
01/01/2007	06/30/2011			($3,757,004)[1]	1/9	($417,445)
07/01/2011	12/31/2011	($32,849,206)	$21,742,709	(54,591,915)	0.2	(10,918,383)
01/01/2012	06/30/2012	31,158,748	20,329,514	10,829,234	0.3	3,248,770
07/01/2012	12/31/2012	39,791,453	21,048,473	18,742,979	0.4	7,497,192
01/01/2013	06/30/2013	21,243,790	22,529,472	(1,285,682)	0.5	(642,842)
07/01/2013	12/31/2013	61,412,089	23,309,131	38,102,958	0.6	22,861,775
01/01/2014	06/30/2014	32,528,614	25,620,963	6,907,651	0.7	4,835,357
07/01/2014	12/31/2014	(10,352,400)	26,817,010	(37,169,410)	0.8	(29,735,528)
01/01/2015	06/30/2015	21,084,669	26,361,000	(5,276,331)	0.9	(4,748,698)

1. Total Deferred Return[2]	($8,019,802)
2. Net Market Value	700,889,930
3. a. Actuarial Value of Assets (Item 2 – Item 1)	708,909,732
b. Ratio of Actuarial Value of Assets to Market Value of Assets (Item 3a ÷ Item 2)	101.14%
4. Actuarial Value of Assets – Corridor Limits:	
a. Lower Limit – 70% of Net Market Value	490,622,951
b. Upper Limit – 130% of Net Market Value	911,156,909
5. Actuarial Value of Assets (within corridor)	708,909,732
6. Non-valuation reserves and designations:	
a. Member and Retiree Non-Valuation Reserves	$0
b. Contingency Reserve, Limited to Not Less Than $0	0
c. Employee Benefit Enhancement	0
d. Employee COLA Contribution Relief	0
e. Unallocated Earnings	0
f. Fixed Asset Reserve	0
g. Retiree Health Insurance Premiums	0
h. Miscellaneous	0
i. Reserve for Capital Assets	4,151,640
j. Subtotal	4,151,640
7. Valuation Value of Assets (Item 5 – Item 6j)	$704,758,092

Note: Results may not total exactly due to rounding.

(1) *Net deferred unrecognized investment losses as of June 30, 2011 have been combined into a single layer to be recognized over the nine six-month interest crediting periods effective July 1, 2011. Also, the amount of the net deferred unrecognized investment losses as of June 30, 2011 of $3,190,197 calculated based on prior years' unaudited financial statements has been "trued up" to match the amount maintained by ICERS using prior years' final financial statements.*

(2) *The amounts of deferred return that will be recognized in each subsequent valuation are as follows:*

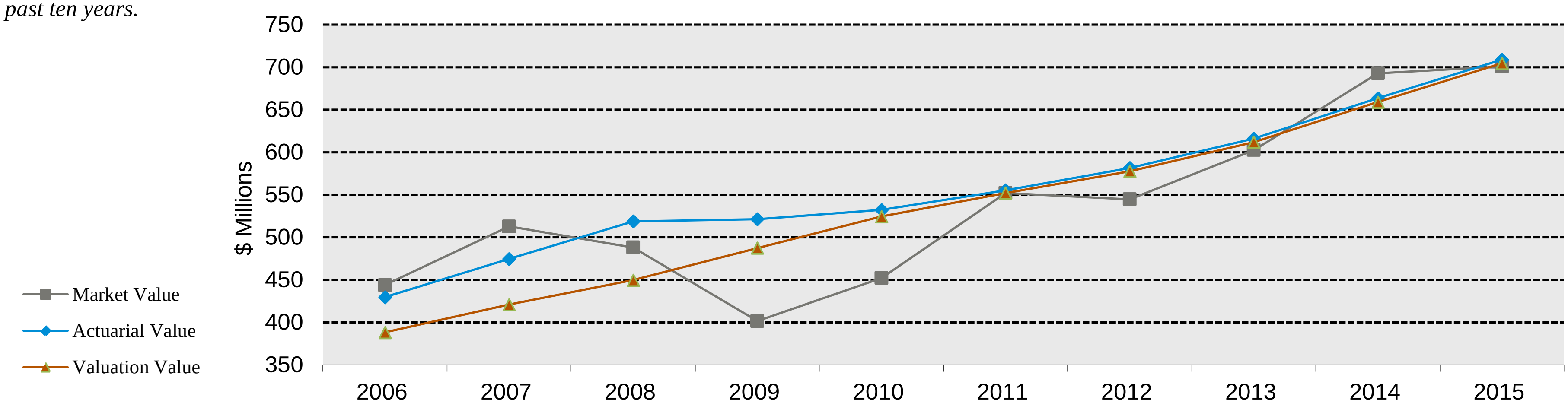
6/30/2016	($5,165,549)
6/30/2017	5,087,357
6/30/2018	384,406
6/30/2019	(7,798,383)
6/30/2020	(527,633)

The market value, actuarial value, and valuation value of assets are representations of the ICERS' 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 ICERS' 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 ten years.

CHART 8

Market Value, Actuarial Value and Valuation Value of Assets as of June 30, 2006 – 2015



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 $3.6 million, a gain of $1.3 million from investments (after smoothing), a gain of $2.3 million from all other sources. The net experience variation from individual sources other than investments was 0.29% 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 9

Actuarial Experience for Year Ended June 30, 2015

1.	Net gain from investments [1]	$1,269,000
2.	Net gain from other experience [2]	2,309,000
3.	Net experience gain: (1) + (2)	$3,578,000

(1) *Details in Chart 10.*

(2) *See Section 3, Items (2b) through (2d) in Exhibit H.*

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 ICERS' investment policy. For valuation purposes, the assumed rate of return on the valuation value of assets was 7.50% for the 2014/2015 plan year (based on the June 30, 2014 valuation). The actual rate of return on a valuation basis for the 2014/2015 plan year was 7.69%.

Since the actual return for the year was greater than the assumed return, ICERS experienced an actuarial gain during the year ended June 30, 2015 with regard to its investments.

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

CHART 10

Investment Experience for Year Ended June 30, 2015 – Valuation Value of Assets

	Valuation Value
1. Actual return	$50,521,248
2. Average value of assets	656,692,243
3. Actual rate of return: (1) ÷ (2)	7.69%
4. Assumed rate of return	7.50%
5. Expected return: (2) x (4)	49,251,918
6. Actuarial gain/(loss): (1) – (5)	1,269,330

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 ten years including five-year and ten-year averages.

CHART 11

Investment Return – Market Value, Actuarial Value and Valuation Value: 2006 – 2015

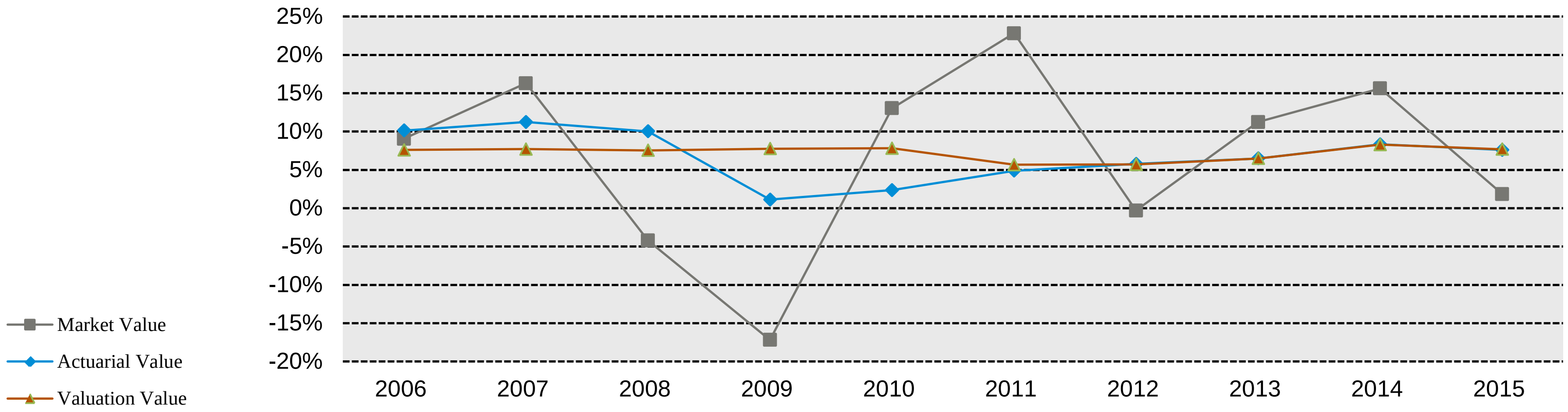
	Market Value Investment Return		Actuarial Value Investment Return		Valuation Value Investment Return	
Year Ended June 30	Amount	Percent	Amount	Percent	Amount	Percent
2006	$37,062,530	9.05%	$39,770,549	10.13%	$27,431,156	7.60%
2007	72,111,833	16.30%	48,151,460	11.25%	29,938,368	7.71%
2008	-21,498,776	-4.21%	47,404,737	10.02%	31,673,978	7.55%
2009	-83,535,781	-17.17%	5,767,623	1.12%	35,048,007	7.76%
2010	52,247,233	13.04%	12,321,475	2.37%	38,043,434	7.82%
2011	102,867,409	22.82%	25,933,294	4.89%	29,730,509	5.68%
2012	-1,690,458	-0.31%	31,968,680	5.79%	31,399,883	5.72%
2013	61,035,244	11.24%	37,610,549	6.49%	37,380,401	6.49%
2014	93,940,703	15.64%	51,145,482	8.33%	50,662,571	8.30%
2015[1]	12,811,880	1.86%	50,202,263	7.59%	50,521,248	7.69%
Five-Year Average Return		9.92%		6.61%		6.77%
Ten-Year Average Return		6.20%		6.75%		7.23%

[1] *Starting with 2015, returns provide have been developed on a gross of administrative expense basis.*

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.

CHART 12

Market, Actuarial and Valuation Rates of Return for Years Ended June 30, 2006 - 2015



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:

- actual turnover among the participants,
- retirement experience (earlier or later than expected),
- mortality (more or fewer deaths than expected),
- the number of disability retirements, and
- salary increases different than assumed.

The net gain from this other experience for the year ended June 30, 2015 amounted to $2.3 million which is 0.29% of the actuarial accrued liability. See Exhibit H for a detailed development of the Unfunded Actuarial Accrued Liability.

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 UAAL) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the System) 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 annual wage inflation rate of 3.75% (i.e., 3.25% price inflation plus 0.50% real across-the-board salary increase). Effective with the June 30, 2013 valuation, the System's remaining outstanding balance of the June 30, 2012 UAAL associated with the Regular benefit is being amortized over a declining 19-year period (16 years remaining as of June 30, 2015). The UAAL associated with the payment of one-third of the UAAL for the Supplemental benefit for Safety members established in the June 30, 2006 valuation is also being amortized over a declining 19-year period (16 years remaining as of June 30, 2015). The change in UAAL that arises due to actuarial gains or losses at each valuation is amortized over a 15-year closed period. Any change in UAAL as a result of a change in actuarial assumptions or methods will be amortized over a 20-year closed period. Any change in UAAL that arises due to plan amendments will be amortized over a 15-year closed period and any change in UAAL due to temporary retirement incentive programs will be amortized over a 5-year closed period.

The recommended employer contributions are provided on Chart 13.

Member Contributions

General Legacy & Safety Legacy Tiers

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 Legacy members and Safety Legacy members, respectively.

The basic contribution rate for the Regular benefit 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 1/120 of Final Average Salary for General and 1/100 of Final Average Salary for Safety. That age is 55 for all General and 50 for all Safety.

It is assumed that contributions are made annually at the same rate, starting at entry age. In addition to their basic contributions for the Regular benefit, members pay one-half of the total normal cost necessary to fund their cost-of-living Regular benefit. Accumulation includes semi-annual crediting of interest at the assumed investment earning rate.

Members pay the additional Normal Cost attributable to the difference between the Total (i.e., Regular plus Supplemental) and Regular benefits. In addition, members also pay for the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits.

The member contribution rates are provided in Appendix A.

General Tier 3 &
Safety Tier 3

Pursuant to Section 7522.30(a) of the Government Code, General Tier 3 and Safety Tier 3 members are required to contribute at least 50% of the Normal Cost rate. In addition, there are certain additional requirements that would have to be met such as requiring the new employees to pay the contribution rate of “similarly situated employees”, if it is greater. (reference: Section 7522.30(c)). We further understand that different rules may have to be applied for collectively bargained employees, non-represented, managerial or other supervisory employees. (reference: Section 7522.30(e)). In preparing the Normal Cost rates in this report, we have assumed that exactly 50% of the Normal Cost would be paid by the new members and we have taken into account in this valuation only the requirements of Section 7522.30(c), but not requirements of Section 7522.30(e). Also, as approved by the Board, we have used the discretion made recently available by AB1380 to no longer round the Tier 3 members’ contribution rates to the nearest ¼% as previously required by CalPEPRA. This should allow for exactly one-half of the normal cost to be paid by each of the employee and employer covered under CalPEPRA plans.

Members also pay for the cost of any unfunded actuarial accrued liability for General Legacy and Safety Legacy Tiers attributable to the difference between the Total (i.e., Regular plus Supplemental) and the Regular benefits.

The member contribution rates are provided in Appendix B.

Administrative Expense

The Board adopted an explicit administrative expense assumption of 1.20% of payroll effective with the June 30, 2014 valuation. Furthermore, the explicit administrative expense is allocated to both the employer and member based on the components of the total aggregate contribution rates as of June 30, 2014 before including administrative expenses. This assumption will be reviewed as part of each regular triennial experience study.

Allocation of Administrative Expense Load of 1.20% of Payroll

Component	% of Payroll
Employer Basic Normal Cost Rate	0.46%
Employer Basic UAAL Rate	0.28%
Member Basic Rate	0.46%

Note that the employer Normal Cost rate has been increased by the same percent of payroll as the member rate with the remaining employer loading allocated to the employer UAAL rate. The administrative expense load has been added to the Basic rates.

CHART 13

Recommended Employer Contribution Rates (Dollar Amounts in Thousands)

	June 30, 2015						June 30, 2014	
	BASIC		COLA		TOTAL		TOTAL	
	Rate	Estimated Annual Amount[(1)]	Rate	Estimated Annual Amount[(1)]	Rate	Estimated Annual Amount[(1)]	Rate	Estimated Annual Amount[(1)]
General Legacy Members								
Normal Cost	11.86%	$9,340	1.63%	$1,283	13.49%	$10,623	13.48%	$10,615
UAAL	1.34%	1,055	3.02%	2,378	4.36%	3,433	4.72%	3,717
Total Contribution	13.20%	$10,395	4.65%	$3,661	17.85%	$14,056	18.20%	$14,332
General Tier 3								
Normal Cost	6.95%	$862	1.32%	$164	8.27%	$1,026	8.39%	$1,040
UAAL	1.34%	166	3.02%	375	4.36%	541	4.72%	585
Total Contribution	8.29%	$1,028	4.34%	$539	12.63%	$1,567	13.11%	$1,625
Safety Legacy Members								
Normal Cost	17.04%	$3,329	2.82%	$551	19.86%	$3,880	20.01%	$3,909
UAAL[(2)]	2.55%	498	4.27%	834	6.82%	1,332	7.27%	1,420
Total Contribution	19.59%	$3,827	7.09%	$1,385	26.68%	$5,212	27.28%	$5,329
Safety Tier 3								
Normal Cost	10.74%	$191	2.51%	$45	13.25%	$236	12.84%	$229
UAAL	2.55%	45	4.27%	76	6.82%	121	7.27%	129
Total Contribution	13.29%	$236	6.78%	$121	20.07%	$357	20.11%	$358
All Categories Combined								
Normal Cost	12.20%	$13,722	1.82%	$2,043	14.02%	$15,765	14.04%	$15,793
UAAL	1.57%	1,764	3.26%	3,663	4.83%	5,427	5.20%	5,851
Total Contribution	13.77%	$15,486	5.08%	$5,706	18.85%	$21,192	19.24%	$21,644

[(1)] *Amounts are in thousands and are based on June 30, 2015 projected annual compensation (also in thousands):*

	Legacy	Tier 3	Total
General	$78,749	$12,401	$91,150
Safety	$19,535	$1,780	$21,315
Total	$98,284	$14,181	$112,465

The Basic Normal Cost and UAAL rates shown for each cost group include an explicit administrative expense of 0.46% and 0.28% of payroll, respectively.

[(2)]*The UAAL Total Rate associated with the Supplemental UAAL Relief is 0.99% as of June 30, 2015 and 1.02% as of June 30, 2014.*

The employer contribution rates as of June 30, 2015 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 actuarial assumptions.

Reconciliation of Recommended Employer Contribution Rate

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

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

CHART 14

Reconciliation of Recommended Employer Contribution from June 30, 2014 to June 30, 2015

	General Legacy Contribution Rate	General Tier 3	Safety Legacy Contribution Rate	Safety Tier 3	Total Contribution Rate
Recommended Contribution Rate as of June 30, 2014	18.20%	13.11%	27.28%	20.11%	19.24%
Effect of actuarial experience during 2014/2015:					
1. Effect of investment gain after smoothing	-0.12%	-0.12%	-0.13%	-0.13%	-0.12%
2. Effect of actual contributions less than expected[1]	0.23%	0.23%	0.56%	0.56%	0.29%
3. Effect of salary increases less than expected	-0.12%	-0.12%	-0.36%	-0.36%	-0.17%
4. Effect of amortizing prior year's UAAL over a higher than expected increase in total payroll	-0.11%	-0.11%	-0.18%	-0.18%	-0.12%
5. Effect of demographic changes on Normal Cost	0.01%	-0.12%	-0.15%	0.41%	-0.03%
6. Effect of other net experience gains – primarily from mortality and retirements	-0.24%	-0.24%	-0.34%	-0.34%	-0.24%
Subtotal	-0.35%	-0.48%	-0.60%	-0.04%	-0.39%
Recommended Contribution Rate as of June 30, 2015	17.85%	12.63%	26.68%	20.07%	18.85%

[1] *Including contribution loss from one-year delay in implementing higher contribution rates calculated in the June 30, 2014 valuation.*

The member contribution rates as of June 30, 2015 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 actuarial assumptions.

Reconciliation of Recommended Member Contribution Rate

The chart below details the changes in the recommended 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 15

Reconciliation of Recommended Member Contribution from June 30, 2014 to June 30, 2015

	General Legacy Contribution Rate	General Tier 3	Safety Legacy Contribution Rate	Safety Tier 3	Total Contribution Rate
Recommended Contribution Rate as of June 30, 2014	9.95%(1)	8.90%	21.80%(1)	17.02%	12.01%
Effect of actuarial experience during 2014/2015:					
1. Effect of investment loss after smoothing(3)	0.01%	0.01%	0.06%	0.06%	0.02%
2. Effect of actual contributions less than expected(4)	0.02%	0.02%	0.17%	0.17%	0.05%
3. Effect of salary increases less than expected	-0.01%	-0.01%	-0.08%	-0.08%	-0.02%
4. Effect of amortizing prior year's UAAL over a higher than expected increase in total payroll	-0.01%	-0.01%	-0.11%	-0.11%	-0.03%
5. Effect of demographic changes on Normal Cost	0.00%	-0.12%	-0.03%	0.41%	-0.01%
6. Effect of other net experience gains – primarily from mortality and retirements	-0.06%	-0.06%	-0.08%	-0.08%	-0.07%
Subtotal	-0.05%	-0.17%	-0.07%	0.37%	-0.06%
Recommended Contribution Rate as of June 30, 2015	9.90%(2)	8.73%	21.73%(2)	17.39%	11.95%

(1) The above rates are based on average entry age of 33 and 28 for General Legacy and Safety Legacy, respectively. The weighted aggregate member contribution rates over all entry ages as of June 30, 2014 are 9.85% and 21.65% for General Legacy and Safety Legacy, respectively.

(2) The above rates are based on average entry age of 33 and 28 for General Legacy and Safety Legacy, respectively. The weighted aggregate member contribution rates over all entry ages as of June 30, 2015 are 9.77% and 21.53% for General Legacy and Safety Legacy, respectively.

(3) Similar to prior valuations, the impact of investment experience is different in the rate reconciliation for the employer and the member due to such factors as actual versus estimated timing when contributions and benefits were paid during the year, rounding, etc.

(4) Including contribution loss from one-year delay in implementing higher contribution rates recommended in the June 30, 2014 valuation.

E. FUNDED RATIO

A commonly reported piece of information regarding the Plan's financial status is the funded ratio. The ratios compare the valuation value of assets and the market value of assets to the actuarial accrued liabilities of the Plan as calculated. High ratios indicate a well-funded plan with assets sufficient to cover the plan's actuarial accrued liabilities. Lower ratios may indicate recent changes to benefit structures, funding of the plan below actuarial requirements, poor asset performance, or a variety of other factors. The chart below depicts a history of the funded ratios for this plan.

The funded status measures shown in this valuation are appropriate for assessing the need for or amount of future contributions. However, they are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. As the chart below shows, the measures are different depending on whether the valuation or market value of assets is used.

CHART 16

Funded Ratio

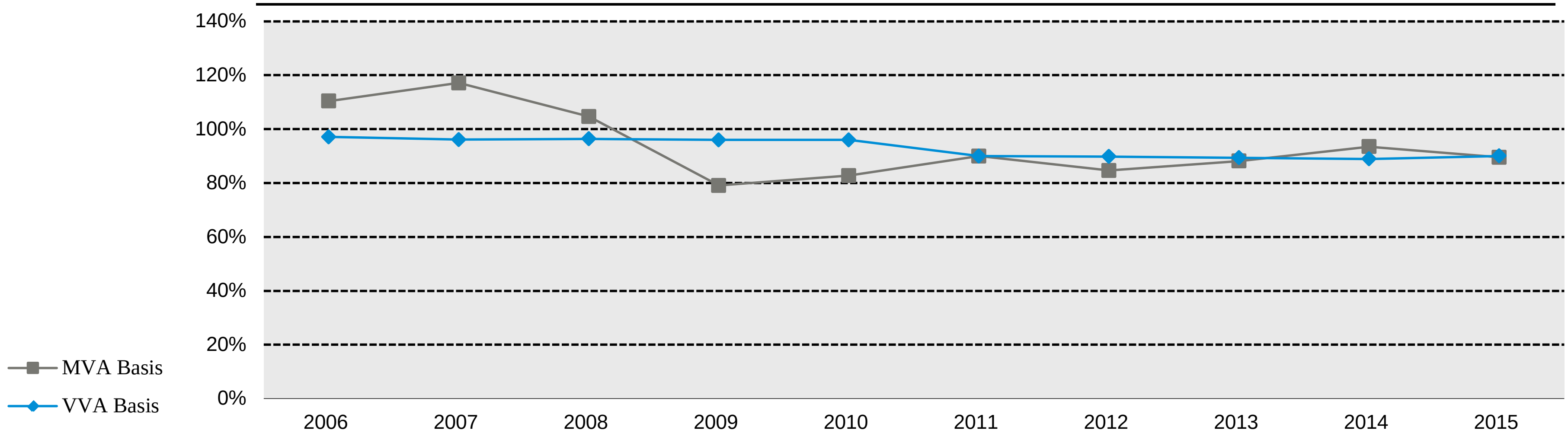


Chart 17

Schedule of Funding Progress (Dollar Amounts in Thousands)

Actuarial Valuation Date	Valuation Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded/ (Overfunded) AAL (UAAL) (b) - (a)	Funded Ratio (%) (a) / (b)	Projected Covered Payroll (c)	UAAL as a Percentage of Covered Payroll (%) [(b) - (a)] / (c)
6/30/2009	$487,411	$507,631	$20,220	96.0	$93,493	21.6
6/30/2010	524,522	546,342	21,820	96.0	98,085	22.2
6/30/2011	552,209	613,584	61,375	90.0	101,610	60.4
6/30/2012	577,753	643,322	65,569	89.8	100,356	65.3
6/30/2013	611,989	684,303	72,314	89.4	102,548	70.5
6/30/2014	659,148	741,242	82,094	88.9	105,731	77.6
6/30/2015	704,758	782,840	78,082	90.0	112,465	69.4

F. VOLATILITY RATIOS

Retirement plans are subject to volatility in the level of required contributions. This volatility tends to increase as retirement plans become more mature.

The Asset Volatility Ratio (AVR), which is equal to the market value of retirement assets divided by total payroll, provides an indication of the potential contribution volatility for any given level of investment volatility. A higher AVR indicates that the plan is subject to a greater level of contribution volatility. This is a current measure since it is based on the current level of assets.

For ICERS, the current AVR is about 6.2. This means that a 1% asset gain/(loss) (relative to the assumed investment return) translates to about 6.2% of one-year's payroll. Since ICERS amortizes actuarial gains and losses over a period of 15 years, there would be a 0.5% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The Liability Volatility Ratio (LVR), which is equal to the Actuarial Accrued Liability divided by payroll, provides an indication of the longer-term potential for contribution volatility for any given level of investment volatility. This is because, over an extended period of time, the plan's assets should track the plan's liabilities. For example, if a plan is 50% funded on a market value basis, the liability volatility ratio would be double the asset volatility ratio and the plan sponsor should expect contribution volatility to increase over time as the plan becomes better funded.

The LVR also indicates how volatile contributions will be in response to changes in the Actuarial Accrued Liability due to actual experience or to changes in actuarial assumptions.

For ICERS, the current LVR is about 7.0. This is about 12.9% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long-term.

This chart shows how the asset and liability volatility ratios have varied over time.

CHART 18

Volatility Ratios for Years Ended June 30, 2009 – 2015

	Asset Volatility Ratios			Liability Volatility Ratios		
Year Ended June 30	General	Safety	Total	General	Safety	Total
2009	N/A	N/A	4.3	4.8	8.2	5.4
2010	N/A	N/A	4.6	5.0	8.1	5.6
2011	N/A	N/A	5.4	5.4	8.9	6.0
2012	4.9	7.9	5.4	5.7	9.5	6.4
2013	5.3	8.3	5.9	6.0	9.6	6.7
2014	5.9	9.3	6.6	6.3	10.3	7.0
2015	5.6	8.9	6.2	6.2	10.2	7.0

EXHIBIT A

Table of Plan Coverage

i. General Legacy

Category	Year Ended June 30 2015	2014	Change From Prior Year
Active members in valuation			
Number	1,403[1]	1,475[2]	-4.9%
Average age	45.0	44.2	N/A
Average service	12.2	11.2	N/A
Projected total compensation	$78,748,538	$78,661,327	0.1%
Projected average compensation	$56,129	$53,330	5.2%
Member account balances	$65,724,887	$60,984,927	7.8%
Vested terminated members[3]			
Number	318[1]	311[2]	2.3%
Average age	45.4	45.0	N/A
Retired members			
Number in pay status	609[1]	597[2]	2.0%
Average age	69.8	69.6	N/A
Average monthly benefit	$2,618	$2,567	2.0%
Disabled members			
Number in pay status	62	62	0.0%
Average age	68.0	68.0	N/A
Average monthly benefit	$1,567	$1,536	2.0%
Beneficiaries			
Number in pay status	131[1]	128[2]	2.3%
Average age	75.7	75.2	N/A
Average monthly benefit	$1,485	$1,388	7.0%

(1) *Includes 8 active members, 1 vested terminated member, 2 retired members, and 2 beneficiaries with service from both the General and Safety Legacy Tiers*

(2) *Includes 11 active members, 3 vested terminated members, 1 retired member, and 2 beneficiaries with service from both the General and Safety Legacy Tiers*

(3) *Includes terminated members due only a refund of member contributions*

EXHIBIT A

Table of Plan Coverage

ii. General Tier 3

Category	Year Ended June 30 2015	Year Ended June 30 2014	Change From Prior Year
Active members in valuation			
Number	327[1]	195[2]	67.7%
Average age	34.0	33.7	N/A
Average service	1.0	0.6	N/A
Projected total compensation	$12,401,230	$7,042,737	76.1%
Projected average compensation	$37,924	$36,117	5.0%
Member account balances	$1,082,630	$382,920	182.7%
Vested terminated members[3]			
Number	24	4	500.0%
Average age	35.5	30.1	N/A
Retired members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Disabled members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Beneficiaries			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A

(1) *Includes 1 active member with service from both the General and Safety Tiers 3*

(2) *Includes 1 active member with service from both the General and Safety Tiers 3*

(3) *Includes terminated members due only a refund of member contributions*

EXHIBIT A

Table of Plan Coverage

iii. Safety Legacy

Category	Year Ended June 30: 2015	Year Ended June 30: 2014	Change From Prior Year
Active members in valuation			
Number	290[1]	297[2]	-2.4%
Average age	39.9	39.4	N/A
Average service	11.7	11.0	N/A
Projected total compensation	$19,535,039	$19,148,975	2.0%
Projected average compensation	$67,362	$64,475	4.5%
Member account balances	$30,037,533	$27,279,143	10.1%
Vested terminated members[3]			
Number	60[1]	58[2]	3.4%
Average age	38.2	37.4	N/A
Retired members			
Number in pay status	142[1]	139[2]	2.2%
Average age	64.0	63.3	N/A
Average monthly benefit	$4,460	$4,402	1.3%
Disabled members			
Number in pay status	57[1]	58[2]	-1.7%
Average age	60.2	59.8	N/A
Average monthly benefit	$2,645	$2,593	2.0%
Beneficiaries			
Number in pay status	26[1]	23[2]	13.0%
Average age	67.3	66.7	N/A
Average monthly benefit	$2,220	$2,124	4.5%

(1) *Includes 139 active members, 26 vested terminated members, 47 retired members, 14 disabled members and 6 beneficiaries with service from both the General and Safety Legacy Tiers*

(2) *Includes 138 active members, 24 vested terminated members, 47 retired members, 15 disabled members and 3 beneficiaries with service from both the General and Safety Legacy Tiers*

(3) *Includes terminated members due only a refund of member contributions*

EXHIBIT A

Table of Plan Coverage

iv. Safety Tier 3

Category	Year Ended June 30		Change From Prior Year
	2015	2014	
Active members in valuation			
Number	37[1]	20[2]	85.0%
Average age	29.2	28.0	N/A
Average service	1.3	0.9	N/A
Projected total compensation	$1,780,453	$877,968	102.8%
Projected average compensation	$48,120	$43,898	9.6%
Member account balances	$309,063	$102,424	201.7%
Vested terminated members[3]			
Number	2	1	100.0%
Average age	29.7	28.3	N/A
Retired members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Disabled members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Beneficiaries			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A

(1) *Includes 10 active members with service from both General and Safety Tiers 3*

(2) *Includes 1 active member with service from both General and Safety Tiers 3*

(3) *Includes terminated members due only a refund of member contributions*

EXHIBIT B

Members in Active Service as of June 30, 2015
By Age, Years of Service, and Average Compensation

i. General Legacy

		Years of Service								
Age	**Total**	**0-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & over**
Under 25	5	5	- -	- -	- -	- -	- -	- -	- -	- -
	$37,643	$37,643	- -	- -	- -	- -	- -	- -	- -	- -
25 - 29	84	56	28	- -	- -	- -	- -	- -	- -	- -
	39,857	39,493	$40,585	- -	- -	- -	- -	- -	- -	- -
30 - 34	197	58	119	20	- -	- -	- -	- -	- -	- -
	48,188	44,751	49,072	$52,896	- -	- -	- -	- -	- -	- -
35 - 39	242	30	110	86	15	1	- -	- -	- -	- -
	53,897	47,837	51,733	57,715	$60,517	$46,148	- -	- -	- -	- -
40 - 44	211	23	76	66	36	10	- -	- -	- -	- -
	56,922	49,074	51,520	58,411	68,231	65,498	- -	- -	- -	- -
45 - 49	180	12	37	50	34	34	13	- -	- -	- -
	57,312	60,627	46,939	52,003	68,315	62,596	$61,603	- -	- -	- -
50 - 54	206	10	47	50	29	44	23	3	- -	- -
	59,062	51,202	46,047	52,474	62,935	74,712	67,275	$68,982	- -	- -
55 - 59	150	5	29	36	23	20	18	10	9	- -
	60,588	65,869	50,339	57,454	60,316	67,144	72,768	63,911	$61,295	- -
60 - 64	93	3	23	19	15	15	8	7	2	1
	70,447	66,902	61,436	47,714	59,070	99,803	107,628	85,678	61,189	$65,006
65 - 69	25	2	6	9	3	2	1	1	1	- -
	72,662	52,337	94,118	53,339	71,285	101,291	88,707	79,996	81,990	- -
70 & over	10	- -	1	2	4	1	2	- -	- -	- -
	72,635	- -	39,884	59,446	68,019	136,158	79,671	- -	- -	- -
Total	1,403	204	476	338	159	127	65	21	12	1
	$56,129	$46,242	$50,337	$55,249	$64,598	$73,192	$73,339	$72,657	$63,002	$65,006

EXHIBIT B

Members in Active Service as of June 30, 2015
By Age, Years of Service, and Average Compensation

ii. General Tier 3

		Years of Service								
Age	Total	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over
Under 25	33	33	- -	- -	- -	- -	- -	- -	- -	- -
	$29,951	$29,951	- -	- -	- -	- -	- -	- -	- -	- -
25 - 29	105	105	- -	- -	- -	- -	- -	- -	- -	- -
	36,718	36,718	- -	- -	- -	- -	- -	- -	- -	- -
30 - 34	80	80	- -	- -	- -	- -	- -	- -	- -	- -
	39,335	39,335	- -	- -	- -	- -	- -	- -	- -	- -
35 - 39	41	40	1	- -	- -	- -	- -	- -	- -	- -
	40,630	40,865	$31,254	- -	- -	- -	- -	- -	- -	- -
40 - 44	21	21	- -	- -	- -	- -	- -	- -	- -	- -
	37,579	37,579	- -	- -	- -	- -	- -	- -	- -	- -
45 - 49	20	20	- -	- -	- -	- -	- -	- -	- -	- -
	38,714	38,714	- -	- -	- -	- -	- -	- -	- -	- -
50 - 54	18	18	- -	- -	- -	- -	- -	- -	- -	- -
	41,935	41,935	- -	- -	- -	- -	- -	- -	- -	- -
55 - 59	6	6	- -	- -	- -	- -	- -	- -	- -	- -
	34,457	34,457	- -	- -	- -	- -	- -	- -	- -	- -
60 - 64	2	2	- -	- -	- -	- -	- -	- -	- -	- -
	81,226	81,226	- -	- -	- -	- -	- -	- -	- -	- -
65 - 69	1	- -	1	- -	- -	- -	- -	- -	- -	- -
	57,363	- -	57,363	- -	- -	- -	- -	- -	- -	- -
70 & over	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	327	325	2	- -	- -	- -	- -	- -	- -	- -
	$37,924	$37,885	$44,309	- -	- -	- -	- -	- -	- -	- -

EXHIBIT B

Members in Active Service as of June 30, 2015
By Age, Years of Service, and Average Compensation

iii. Safety Legacy

		Years of Service								
Age	**Total**	**0-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & over**
Under 25	2	2	- -	- -	- -	- -	- -	- -	- -	- -
	$49,400	$49,400	- -	- -	- -	- -	- -	- -	- -	- -
25 - 29	39	18	21	- -	- -	- -	- -	- -	- -	- -
	56,255	56,200	$56,303	- -	- -	- -	- -	- -	- -	- -
30 - 34	62	8	46	8	- -	- -	- -	- -	- -	- -
	61,422	54,938	60,957	$70,581	- -	- -	- -	- -	- -	- -
35 - 39	48	5	18	21	4	- -	- -	- -	- -	- -
	67,410	50,404	65,930	71,945	$71,515	- -	- -	- -	- -	- -
40 - 44	67	5	13	28	17	4	- -	- -	- -	- -
	69,101	52,143	61,465	68,317	76,331	$89,877	- -	- -	- -	- -
45 - 49	27	2	3	1	6	13	2	- -	- -	- -
	71,244	77,885	65,722	56,178	66,928	74,812	$70,166	- -	- -	- -
50 - 54	22	- -	1	1	5	11	4	- -	- -	- -
	79,225	- -	58,197	54,830	79,853	78,101	92,889	- -	- -	- -
55 - 59	17	- -	4	4	2	4	3	- -	- -	- -
	78,563	- -	90,692	62,386	66,098	86,182	82,114	- -	- -	- -
60 - 64	5	1	2	1	- -	- -	1	- -	- -	- -
	101,866	119,595	119,417	59,712	- -	- -	91,188	- -	- -	- -
65 - 69	1	- -	- -	1	- -	- -	- -	- -	- -	- -
	57,229	- -	- -	57,229	- -	- -	- -	- -	- -	- -
70 & over	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	290	41	108	65	34	32	10	- -	- -	- -
	$67,362	$57,024	$63,233	$68,706	$74,021	$79,247	$84,942	- -	- -	- -

EXHIBIT B

Members in Active Service as of June 30, 2015
By Age, Years of Service, and Average Compensation

iv. Safety Tier 3

		Years of Service								
Age	Total	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over
Under 25	3	3	- -	- -	- -	- -	- -	- -	- -	- -
	$39,782	$39,782	- -	- -	- -	- -	- -	- -	- -	- -
25 - 29	21	21	- -	- -	- -	- -	- -	- -	- -	- -
	49,855	49,855	- -	- -	- -	- -	- -	- -	- -	- -
30 - 34	7	7	- -	- -	- -	- -	- -	- -	- -	- -
	49,060	49,060	- -	- -	- -	- -	- -	- -	- -	- -
35 - 39	6	6	- -	- -	- -	- -	- -	- -	- -	- -
	45,121	45,121	- -	- -	- -	- -	- -	- -	- -	- -
40 - 44	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
45 - 49	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
50 - 54	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
55 - 59	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
60 - 64	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
65 - 69	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
70 & over	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	37	37	- -	- -	- -	- -	- -	- -	- -	- -
	$48,120	$48,120	- -	- -	- -	- -	- -	- -	- -	- -

EXHIBIT C

Reconciliation of Member Data – June 30, 2014 to June 30, 2015

	Active Members	Vested Terminated Members	Pensioners	Disableds	Beneficiaries	Total
Number as of June 30, 2014	1,987	374	736	120	151	3,368
New members	189	0	0	0	0	189
Terminations – with vested rights	-47	47	0	0	0	0
Contributions Refunds	-42	-18	0	0	0	-60
Retirements	-27	-9	36	0	0	0
New disabilities	-3	0	0	3	0	0
Return to work	1	-1	0	0	0	0
Died with or without beneficiary	-1	-2	-21	-4	7[1]	-21
Data adjustments	0	13	0	0	-1	12
Number as of June 30, 2015	2,057	404	751	119	157	3,488

[1] *This is the net increase in the number of beneficiaries after subtracting the number of beneficiaries who died during the year.*

EXHIBIT D

Summary Statement of Income and Expenses on an Actuarial Value Basis

	Year Ended June 30,			
	2015		2014	
Contribution income:				
Employer contributions	$18,458,585		$17,045,429	
Employee contributions	11,328,165		10,519,020	
Contribution income		$29,786,750		$27,564,449
Investment income:				
Interest, dividends and other income	$10,989,491		$13,416,058	
Adjustment toward market value	42,509,485		42,982,912	
Less investment fees[1]	-3,296,713		-5,253,488	
Net investment income		$50,202,263		$51,145,482
Total income available for benefits		$79,989,013		$78,709,931
Less benefit payments:				
Service retirement	-$31,652,991		-$30,226,787	
Death payments	-154,016		-145,519	
Members refunds	-810,930		-695,957	
Benefit payments		-$32,617,937		-$31,068,263
Less administrative expenses		-2,079,611		N/A
Change in reserve for future benefits		$45,291,465		$47,641,668

(1) *Prior to 2015, administrative expenses were shown as part of investment and administrative fees.*

EXHIBIT E

Summary Statement of Assets

	Year Ended June 30,			
	2015		2014	
Cash equivalents		$1,669,483		$2,755,474
Accounts receivable:				
Contributions	$1,743,544		$1,479,282	
Interest and dividends	503,575		570,835	
Forward currency contract	62,535		0	
Receivables – sale of investments	2,783,694		2,538,100	
Others	6,496		75,154	
Total accounts receivable		$5,099,844		$4,663,371
Capital Assets		$4,151,640		$4,470,625
Investments:				
Fixed income	$203,819,482		$195,217,912	
Equities	393,381,733		390,915,900	
Alternative	40,446,492		50,228,501	
Real estate	55,389,289		47,814,158	
Total investments at market value		$693,036,996		$684,176,471
Total assets		$703,957,963		$696,065,941
Less accounts payable:				
Investment payables	-$3,026,982		-$2,608,016	
Forward currency contract	0		-45,346	
Account payable – other	-41,051		-423,731	
Total accounts payable		-$3,068,033		-$3,077,093
Net assets at market value		$700,889,930		$692,988,848
Net assets at actuarial value		$708,909,732		$663,618,267
Net assets at valuation value		$704,758,092		$659,147,642

Note: Results may not total properly due to rounding.

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 will 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.

Assets	Regular & Tier 3 ($000)	Supplemental ($000)	Total ($000)
1. Total valuation assets	$644,738	$60,020	$704,758
2. Present value of future contributions by members			
a. entry age normal cost	$96,729	$22,749	$119,478
b unfunded actuarial accrued liability	$0	$14,539	$14,539
3. Present value of future employer contributions for:			
a. entry age normal cost	$101,020	$0	$101,020
b unfunded actuarial accrued liability	$61,006	$2,537	$63,543
4. Total current and future assets	$903,493	$99,845	$1,003,338
Liabilities			
5. Present value of benefits already granted	$342,823	$32,908	$375,731
6. Present value of benefits to be granted	$560,670	$66,937	$627,607
7. Total liabilities	$903,493	$99,845	$1,003,338

EXHIBIT G

Summary of Reported Asset Information as of June 30, 2015

	Regular & Tier 3 Reserves	Supplemental Reserves	Total Reserves
Included in Valuation Value of Assets			
Members' deposit reserves	$110,114,167	$23,906,478	$134,020,645
Employer's advance reserves	264,852,660	13,355,286	278,207,946
Service pension reserves (members' contributions)	77,225,840	2,212,391	79,438,231
Service pension reserves (employer's contributions)	198,957,843	22,748,605	221,706,448
Disability pension reserves (members' contributions)	3,261,843	323,193	3,585,036
Disability pension reserves (employer's contributions)	19,767,964	688,409	20,456,373
Survivors' death benefit reserve	5,195,664	74,443	5,270,107
Death benefit reserve	2,461,934	0	2,461,934
Total before transfer	$681,837,915	$63,308,805	$745,146,720
Excluded from Valuation Value of Assets			
Member and retiree non-valuation reserves			$0
Contingency reserve*			(40,388,628)
Employee benefit enhancement			0
Employee COLA contribution relief			0
Unallocated earnings			0
Fixed asset reserve			0
Retiree health insurance premiums			0
Market stabilization reserve			(8,019,802)
Reserve for Capital Assets			4,151,640
Miscellaneous			0
Total			(44,256,790)
Grand Total			$700,889,930

* *If Contingency Reserve is negative, it is applied as an offset that reduces value of the reserves that are included in the Valuation Value of Assets used in the valuation.*

EXHIBIT H

Development of Unfunded Actuarial Accrued Liability as of June 30, 2015

			(Dollar amounts in Thousands)
1	Expected unfunded actuarial liability:		
	a. Unfunded actuarial accrued liability at beginning of year	$82,094	
	b. Gross Normal Cost payable at middle of year[1]	25,562	
	c. Expected administrative expenses	1,268	
	d. Expected employer and member contributions	-33,178	
	e. Interest	5,914	
	f. Expected unfunded actuarial accrued liability at end of year: (1a) + (1b) + (1c) + (1d) + (1e)		$81,660
2	Changes due to:		
	a. Gain from investment return	-$1,269	
	b. Actual contributions less than expected[2]	4,367	
	c. Gain from lower than expected salary increase	-2,390	
	d. Other net experience gains – primarily from mortality and retirements	-4,286	
	e. Total changes		-$3,578
3	Actual unfunded actuarial accrued liability at end of year (1f) + (2e)		$78,082

[1] *Excludes administrative expense load.*

[2] *Including contribution loss from one-year delay in implementing higher contribution rates recommended in the June 30, 2014 valuation.*

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 indexed for inflation. That limit is $210,000 for 2015 and 2016. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must generally be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

For members in the Legacy tiers, 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.

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 (Overfunded) 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 paying off the unfunded or overfunded actuarial accrued liability, from meeting the interest accrual only to amortizing it over a specific period of time.

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 capital gains and losses to avoid significant swings in the value of assets from one year to the next.

EXHIBIT I

Summary of Actuarial Valuation Results

The valuation was made with respect to the following data supplied to us:		
1. Retired members as of the valuation date (including 157 beneficiaries in pay status)		1,027
2. Members inactive during year ended June 30, 2015 with vested rights*		404
3. Members active during the year ended June 30, 2015		2,057

The actuarial factors as of the valuation date are as follows (amounts in thousands):		
1. Normal cost**		$27,756
2. Present value of future benefits		1,003,338
3. Present value of future normal costs		220,498
4. Actuarial accrued liability		782,840
Retired members and beneficiaries	$375,731	
Inactive members with vested rights*	28,009	
Active members	379,100	
5. Valuation value of assets		704,758
6. Unfunded actuarial accrued liability		$78,082

** Includes terminated members due a refund of member contributions.*

*** Includes administrative expenses load.*

EXHIBIT I (continued)

Summary of Actuarial Valuation Results (Dollar Amounts in Thousands)

The determination of the required contribution is as follows:	Dollar Amount[1]	% of Payroll
1. Total normal cost	$27,756	24.68%[2]
2. Expected employee normal cost contributions	11,991	10.66%[3]
3. Employer normal cost: (1) - (2)	$15,765	14.02%
4. Amortization of total unfunded actuarial accrued liability	$6,737	5.99%
5. Amortization of unfunded actuarial accrued liability paid by employee	1,310	1.16%[3]
6. Amortization of unfunded actuarial accrued liability paid by employer: (4) - (5)	$5,427	4.83%
7. Total required employer contribution: (3) + (6)	$21,192	18.85%

(1) *Based on June 30, 2015 projected annual compensation.*

(2) *The Total Normal Cost for each tier is follows:*

General Legacy	*22.80%*
General Tier 3	*16.54%*
Safety Legacy	*37.25%*
Safety Tier 3	*26.50%*

(3) *This is the aggregate member contribution rate based on summing the contributions for each member*

Note: Both Total Normal Cost and Total UAAL rates include an explicit administrative expense load.

EXHIBIT II

Actuarial Assumptions and Methods

Rationale for Assumptions: The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the July 1, 2010 through June 30, 2013 Actuarial Experience Study dated March 10, 2014 and the Economic Actuarial Assumption Study for June 30, 2014 Actuarial Valuation dated March 10, 2014. Unless otherwise noted, all actuarial assumptions and methods shown below apply to all members. These assumptions have been adopted by the Board.

Economic Assumptions

Net Investment Return: 7.50%, net of investment expenses.

Administrative Expenses: 1.20% of payroll allocated to both the employer and member based on the components of the total aggregate contribution rate (before expenses) for the employer and member.

Employer Contribution Crediting Rate:	3.25%
Consumer Price Index:	Increase of 3.25% per year, retiree COLA increases due to CPI subject to a 2% maximum change per year for all General and Safety.
Future Growth in the Tier 3 Wage Cap:	3.25%

<u>Demographic Assumptions</u>

Mortality Rates:

Healthy:

For General Male Members and all Male Beneficiaries: RP-2000 Combined Healthy Annuitant Mortality Table for males, projected with scale BB to 2019, set forward two years.

For General Female Members and all Female Beneficiaries: RP-2000 Combined Healthy Annuitant Mortality Table for females, projected with scale BB to 2019, set forward one year.

For Safety Members: RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward one year for males and with no age adjustments for females.

Disabled:

For General and Safety Members: RP-2000 Disabled Annuitant Mortality Table, projected with scale BB to 2019, set back four years.

The tables shown above were determined to contain sufficient provision appropriate to reasonably reflect future mortality improvement, based on a review of mortality experience in the June 30, 2013 Actuarial Experience Study.

Employee Contribution Rates:

For General Legacy Members: Blended table where 30% is based on the RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward two years for males and 70% is based on the RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward one year for females.

For Safety Legacy Members: RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward one year weighted 80% for males and no age adjustment weighted for 20% for females.

Termination Rates Before Retirement:

Rate (%)

Mortality

	General[1]		Safety[2]	
Age	**Male**	**Female**	**Male**	**Female**
25	0.04	0.02	0.04	0.02
30	0.05	0.03	0.05	0.02
35	0.09	0.05	0.08	0.04
40	0.11	0.07	0.11	0.07
45	0.16	0.12	0.15	0.11
50	0.25	0.17	0.23	0.16
55	0.43	0.28	0.40	0.25
60	0.74	0.47	0.66	0.42
65	1.23	0.87	1.12	0.77

(1) *All pre-retirement deaths are assumed to be non-service connected.*

(2) *50% of pre-retirement deaths are assumed to be non-service connected and the remaining 50% are assumed to be service connected.*

Termination Rates Before Retirement (Continued):

Rate (%)

Disability

Age	General[1]		Safety[2]
	Male	Female	Male and Female
20	0.000	0.000	0.008
25	0.006	0.006	0.038
30	0.016	0.022	0.230
35	0.032	0.054	0.500
40	0.094	0.088	0.780
45	0.172	0.118	1.110
50	0.278	0.160	2.000
55	0.462	0.210	0.000
60	0.610	0.242	0.000

(1) *50% of General disabilities are assumed to be service-connected disabilities. The remaining 50% are assumed to be non-service connected disabilities.*

(2) *100% of Safety disabilities are assumed to be service-connected disabilities.*

Termination Rates Before Retirement (Continued):

Rate (%)
Termination (< 5 Years of Service)

Years of Service	General	Safety
0	19.00	10.00
1	10.00	10.00
2	8.00	9.00
3	6.50	8.00
4	6.50	6.00

Rate (%)
Termination (5+ Years of Service)*

Age	General	Safety
20	7.00	7.00
25	7.00	6.70
30	6.10	5.30
35	4.90	3.90
40	3.90	2.90
45	3.20	1.90
50	3.00	0.60
55	3.00	0.00
60	2.10	0.00

Proportion of Total Termination Assumed to Receive Refunds and Deferred Vested Benefit (%)

Years of Service	Refunds	Deferred Vested Benefits
0-4	100.00	0.00
5-9	45.00	55.00
10-14	35.00	65.00
15-19	20.00	80.00
20 or more	5.00	95.00

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

Retirement Rates:

Age	Rate (%) General Legacy	General Tier 3	Safety Legacy	Safety Tier 3
46	0.00	0.00	1.00	0.00
47	0.00	0.00	1.00	0.00
48	0.00	0.00	1.00	0.00
49	0.00	0.00	4.00	0.00
50	3.00	0.00	10.00	8.00
51	3.00	0.00	15.00	7.00
52	3.00	3.00	17.00	11.00
53	4.00	2.00	17.00	12.00
54	5.00	3.00	17.00	13.00
55	6.00	4.00	20.00	14.00
56	7.00	5.50	20.00	14.00
57	11.00	8.00	25.00	14.00
58	11.00	8.00	25.00	10.00
59	15.00	9.50	25.00	10.00
60	20.00	11.00	50.00	50.00
61	20.00	11.00	50.00	50.00
62	20.00	15.00	50.00	50.00
63	20.00	20.00	50.00	50.00
64	25.00	21.00	50.00	50.00
65	30.00	26.00	100.00	100.00
66	30.00	28.00	100.00	100.00
67	30.00	30.00	100.00	100.00
68	40.00	40.00	100.00	100.00
69	50.00	50.00	100.00	100.00
70	100.00	100.00	100.00	100.00

Retirement Age and Benefit for Deferred Vested Members:

For current and future deferred vested members, retirement age assumptions are as follows:

General:	Age 58
Safety:	Age 54

For current deferred non-reciprocal members who terminated with less than five years of service and left their contributions on deposit, we assume that they will retire at age 70 for General and at age 60 for Safety. We assume that 65% of future General and 75% of future Safety deferred vested members will continue to work for a reciprocal employer. For reciprocal members, projected salary is calculated based on the salary increase assumption.

Future Benefit Accruals: 1.0 year of service per year of employment.

Terminal Pay Conversions: The following assumptions for terminal pay due to conversion of unused vacation and holiday compensation time as a percentage of final average pay are used:

General Legacy:	7.7%
Safety Legacy:	9.6%
Tier 3	None

Sick Leave Conversion: Conversion of 23 hours for General (36 hours for Safety) for each year of service.

Unknown Data for Members: Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.

Inclusion of Deferred Vested Members: All deferred vested members are included in the valuation.

Percent Married: 80% of male members; 60% of female members.

Age of Spouse: Wives are 3 years younger than their husbands.

Individual Salary Increases:

Annual Rate of Compensation Increase

Inflation: 3.25% per year, plus “across the board” real salary increases of 0.50%, plus the following merit and promotion.

Years of Service	General	Safety
Less than 1	4.00%	8.00%
1	4.00	6.25
2	4.00	5.50
3	3.50	5.50
4	3.00	3.75
5	2.75	3.50
6	2.50	3.25
7	2.25	3.25
8	2.25	3.25
9	2.25	3.25
10	2.00	2.50
11	1.75	2.00
12	1.65	1.50
13	1.55	1.50
14	1.45	1.50
15 or more	1.00	1.00

Actuarial Methods

Actuarial Value of Assets:	The Actuarial Value of Assets is determined by phasing in any difference between actual and expected market return over 5 years or 10 six-month interest crediting periods. Deferred gains and losses as of June 30, 2011 have been combined and will be recognized in equal amounts over the next nine six-month interest crediting periods from that date. The Actuarial Value of Assets is further adjusted, if necessary, to be within 30% of the Market Value of Assets.
Valuation Value of Assets:	The Actuarial Value of Assets reduced by the value of the non-valuation reserves.
Actuarial Cost Method:	Entry Age Actuarial Cost Method. Entry Age equals attained age less years of service. Actuarial Accrued Liability is calculated on an individual basis and is based on costs allocated as a level percentage of compensation.
Amortization Policy:	16 years (declining) as of June 30, 2015 for the outstanding balance of the June 30, 2012 UAAL. Effective with the June 30, 2013 valuation, any change in UAAL that arises due to actuarial gains or losses will be amortized over a 15-year closed period. Any change in UAAL as a result of a change in actuarial assumptions or methods will be amortized over a 20-year closed period. Any change in UAAL that arises due to plan amendments will be amortized over a 15-year closed period and any change in UAAL due to temporary retirement incentive programs will be amortized over a 5-year closed period. If ICERS becomes overfunded, such surplus and any subsequent surpluses will be amortized over an open amortization period of 30 years.
Changes in Actuarial Assumptions:	There were no assumption changes since the last valuation.

EXHIBIT III

Summary of Plan Provisions

This exhibit summarizes the major provisions of the ICERS 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:	
	Membership with ICERS usually begins with the first day of the pay period following the date of appointment to a full-time position of at least 30 hours per week.
General	All General members terminated before July 1, 2005 will receive the General Regular Benefit. All General members terminated on or after July 1, 2005 with membership dates prior to January 1, 2013 will receive the Regular plus Supplemental Benefit. All other General members will receive the CalPEPRA Benefit (Tier 3).
Safety	All Safety members with membership dates prior to January 1, 2013 will receive the Regular plus Supplemental Benefit. All other Safety members will receive the CalPEPRA Benefit (Tier 3).
Final Compensation for Benefit Determination:	
General Legacy & Safety Legacy	Highest consecutive 12 months of compensation earnable (§31462.1) (FAS1).
Tier 3	Highest consecutive 36 months of pensionable compensation (§7522.32) (FAS3).
Service:	Years of service (Yrs).

Service Retirement Eligibility:

General Legacy	Age 50 with 10 years of service, or after 30 years, regardless of age or age 70 regardless of service (§31672).
General Tier 3	Age 52 with 5 years of service (§7522.20(a)).
Safety Legacy	Age 50 with 10 years of service, or after 20 years, regardless of age or age 60 regardless of service (§31663.25).
Safety Tier 3	Age 50 with 5 years of service (§7522.25(d)).

Benefit Formula:

	Retirement Age	Benefit Formula
General Regular (§31676.11)	50	1.24% x FAS1 x Years of Service
	55	1.67% x FAS1 x Years of Service
	60	2.18% x FAS1 x Years of Service
	65 or later	2.61% x FAS1 x Years of Service
	Retirement Age	**Benefit Formula**
General Regular Plus Supplemental	50	1.48% x FAS1 x Years of Service
(§31676.14)	55	1.95% x FAS1 x Years of Service
	60	2.44% x FAS1 x Years of Service
	65 or later	2.61% x FAS1 x Years of Service
	Retirement Age	**Benefit Formula**
General Tier 3(§7522.20(a))	52	1.00% x FAS3 x Years of Service
	55	1.30% x FAS3 x Years of Service
	60	1.80% x FAS3 x Years of Service
	62	2.00% x FAS3 x Years of Service
	65	2.30% x FAS3 x Years of Service
	67 or later	2.50% x FAS3 x Years of Service

	Retirement Age	Benefit Formula
Safety Regular (§31664)	50	2.00% x FAS1 x Years of Service
	55 or later	2.62% x FAS1 x Years of Service

	Retirement Age	Benefit Formula
Safety Regular Plus Supplemental (§31664.1)	50	3.00% x FAS1 x Years of Service
	55 or later	3.00% x FAS1 x Years of Service

	Retirement Age	Benefit Formula
Safety Tier 3 (§7522.25(d))	50	2.00% x FAS3 x Years of Service
	55	2.50% x FAS3 x Years of Service
	57 or later	2.70% x FAS3 x Years of Service

Maximum Benefit:

General Legacy & Safety Legacy	100% of Highest Average Compensation (§31676.11, §31676.14, §31664 and §31664.1).
Tier 3	None

Non-Service Connected Disability:	
All Members	
Eligibility	Five years of service (§31720).
Benefit Formula	20% of Final Compensation for the first five years of service plus 2% for each year of additional service for a maximum of 40% of Final Compensation (§31727.7). The service retirement benefit is paid, if greater.
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 greater (§31727.4).
Pre-Retirement Death:	
All Members	
Eligibility	None.
Basic lump sum benefit	Refund of employee contributions with interest, plus one month's compensation for each year of service, to a maximum of six months' compensation (§31781).
Death in line of duty	50% of Final Compensation or 100% of Service Retirement benefit, if greater, payable to spouse or minor children (§31787).
	OR
Vested Members	
Eligibility	Five years of service.
Basic benefit	60% of the greater of Service or Ordinary Disability Retirement benefit payable to surviving eligible spouse (§31765.1, §31781.1), in lieu of the basic lump sum benefit above.
Death in line of duty	50% of Final compensation or 100% of Service Retirement benefit, if greater, payable to spouse or minor children (§31787).

Safety Members	
Eligibility	None.
Violent Death	Lump sum of twelve months compensation.

Death After Retirement:

All Members	
Service or Non-Service Connected Disability Retirement	60% of member's unmodified allowance continued to eligible spouse (§31760.1) and $5,000 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 date 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 (§31786.1).
Line-of-Duty Disability	100% of member's allowance continued to eligible spouse (§31786).

Withdrawal Benefits:

Less than Five Years of Service	Refund of accumulated employee contributions with interest, or earned benefit at age 70 (§31628). Effective January 1, 2003, a member may also elect to leave contributions on deposit in the retirement fund (§31629.5).
Five or More Years of Service	If contributions left on deposit, entitled to earned benefits commencing at any time after eligible to retire (§31700).

Post-retirement Cost-of-Living Benefits:

General and Safety	Future changes based on Consumer Price Index to a maximum of 2% per year; excess "banked" (§31870).

Compensation Earnable (General and Safety Legacy):	Includes base pay plus uniform allowance, shift differential, on-call pay, bilingual pay, training officer stipend, bomb stipend, EMT/paramedic stipend, firefighters in lieu of holiday pay, resident duty pay, educational allowance, annual buyback vacation (Dept. heads only), staff stipend, in lieu of mileage, and sick leave buyback. Certain vacation, holiday compensation time, and administrative leave which are earned but not used may also be added to compensation earnable.
Pensionable Salary (General and Safety Tier 3):	Includes base pay plus shift differential, on-call pay, bilingual pay, training officer stipend, bomb stipend, EMT/paramedic stipend, firefighters in lieu of holiday pay, hazardous stipend, educational allowance, and staff stipend.
County Contributions (Regular Legacy & Tier 3 Benefits):	The Unfunded Actuarial Accrued Liability associated with the Regular Legacy Benefit as of June 30, 2012 is amortized over a declining 19-year period (with 16 years remaining as of June 30, 2015). Any new UAAL emerging after June 30, 2012 that arises due to actuarial gains or losses will be amortized over a 15-year closed period. Any change in UAAL as a result of a change in actuarial assumptions or methods will be amortized over a 20-year closed period. Any change in UAAL that arises due to plan amendments will be amortized over a 15-year closed period and any change in UAAL due to temporary retirement incentive programs will be amortized over a 5-year closed period. If ICERS becomes overfunded, such surplus and any subsequent surpluses will be amortized over an open amortization period of 30 years.
County Contributions (Safety Supplemental Benefit):	The Unfunded Actuarial Accrued Liability associated with the Supplemental UAAL relief for Safety members is amortized over a declining 19-year period (with 16 years remaining as of June 30, 2015).

Member Contributions:	Please refer to Appendix A for specific rates.
General Legacy	
Basic Regular Benefit	Provide for an average annuity at age 55 equal to 1/120 of FAS1 (§31621.1).
Cost-of-Living Regular Benefit	Provide for one-half of future Cost-of-Living costs.
Supplemental	Members pay the additional Normal Cost attributable to the difference between the Total (i.e., Regular and Supplemental benefits) and Regular benefits. In addition, members also pay for the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits.
Employer Pickup	3% of pay.
General Tier 3	50% of the total Normal Cost.
Supplemental UAAL	Members also pay, as the same level percentage salary as all other General members, the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits for General Legacy members.
Employer Pickup	None
Safety Legacy	
Basic Regular Benefit	Provide for an average annuity at age 50 equal to 1/100 of FAS1 (§31639.25).
Cost-of-Living Regular Benefit	Provide for one-half of future Cost-of-Living costs.
Supplemental	Members pay the additional Normal Cost attributable to the difference between the Total (i.e., Regular and Supplemental benefits) and Regular benefits. In addition, members also pay for the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits.
Employer Pickup	3% of pay.
Safety Tier 3	50% of the total Normal Cost
Supplemental UAAL	Members also pay, as the same level percentage salary as all other Safety members, the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits for Safety Legacy members.
Employer Pickup	None

Other Information:	Safety Legacy members with 30 or more years of service are exempt from paying member contributions. The same applies for General Legacy members hired on or before March 7, 1973.
Plan Amendment:	There have been no changes in plan provisions since the previous valuation.

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

Appendix A

Member Contribution Rates for Legacy Members

Comparison of Total Member Rate from June 30, 2015 (New) and June 30, 2014 (Current) Valuations

General Legacy Members – Current

Entry Age	Basic*	COLA	Supplemental**	Pickup	Total
25	7.50%	1.61%	2.66%	(3.00%)	8.77%
35	8.73%	1.89%	2.66%	(3.00%)	10.28%
45	9.98%	2.18%	2.66%	(3.00%)	11.82%

General Legacy Members – New

Entry Age	Basic*	COLA	Supplemental**	Pickup	Total
25	7.50%	1.61%	2.61%	(3.00%)	8.72%
35	8.73%	1.89%	2.61%	(3.00%)	10.23%
45	9.98%	2.18%	2.61%	(3.00%)	11.77%

Safety Legacy Members – Current

Entry Age	Basic*	COLA	Supplemental**	Pickup	Total
25	10.45%	3.02%	10.65%	(3.00%)	21.12%
35	12.40%	3.61%	10.65%	(3.00%)	23.66%
45	13.44%	3.92%	10.65%	(3.00%)	25.01%

Safety Legacy Members – New

Entry Age	Basic*	COLA	Supplemental**	Pickup	Total
25	10.45%	3.00%	10.60%	(3.00%)	21.05%
35	12.40%	3.59%	10.60%	(3.00%)	23.59%
45	13.44%	3.90%	10.60%	(3.00%)	24.94%

**The Basic rates shown above also include an administrative expense load of 0.46% of payroll.*

***The breakdown of the Supplemental Benefit into NC and UAAL rates is as follows:*

	General Legacy Members – Current	*General Legacy Members – New*	*Safety Legacy Members – Current*	*Safety Legacy Members – New*
NC	*2.15%*	*2.15%*	*6.47%*	*6.46%*
UAAL	*0.51%*	*0.46%*	*4.18%*	*4.14%*

Appendix A

Member Contribution Rates for Legacy Members (Continued)

General Legacy Members' Contribution Rates based on the June 30, 2015 Actuarial Valuation as a percentage of payroll

Age	Basic	COLA	Supplemental	Pickup	Total
15	6.58%	1.40%	2.61%	-3.00%	7.59%
16	6.58%	1.40%	2.61%	-3.00%	7.59%
17	6.67%	1.42%	2.61%	-3.00%	7.70%
18	6.77%	1.44%	2.61%	-3.00%	7.82%
19	6.87%	1.47%	2.61%	-3.00%	7.95%
20	6.97%	1.49%	2.61%	-3.00%	8.07%
21	7.07%	1.51%	2.61%	-3.00%	8.19%
22	7.18%	1.54%	2.61%	-3.00%	8.33%
23	7.29%	1.56%	2.61%	-3.00%	8.46%
24	7.39%	1.59%	2.61%	-3.00%	8.59%
25	7.50%	1.61%	2.61%	-3.00%	8.72%
26	7.62%	1.64%	2.61%	-3.00%	8.87%
27	7.73%	1.66%	2.61%	-3.00%	9.00%
28	7.85%	1.69%	2.61%	-3.00%	9.15%
29	7.96%	1.72%	2.61%	-3.00%	9.29%
30	8.08%	1.74%	2.61%	-3.00%	9.43%
31	8.21%	1.77%	2.61%	-3.00%	9.59%
32	8.33%	1.80%	2.61%	-3.00%	9.74%
33	8.46%	1.83%	2.61%	-3.00%	9.90%
34	8.59%	1.86%	2.61%	-3.00%	10.06%
35	8.73%	1.89%	2.61%	-3.00%	10.23%
36	8.87%	1.93%	2.61%	-3.00%	10.41%
37	9.02%	1.96%	2.61%	-3.00%	10.59%

Age	Basic	COLA	Supplemental	Pickup	Total
38	9.17%	1.99%	2.61%	-3.00%	10.77%
39	9.32%	2.03%	2.61%	-3.00%	10.96%
40	9.45%	2.06%	2.61%	-3.00%	11.12%
41	9.57%	2.09%	2.61%	-3.00%	11.27%
42	9.69%	2.11%	2.61%	-3.00%	11.41%
43	9.80%	2.14%	2.61%	-3.00%	11.55%
44	9.90%	2.16%	2.61%	-3.00%	11.67%
45	9.98%	2.18%	2.61%	-3.00%	11.77%
46	10.06%	2.20%	2.61%	-3.00%	11.87%
47	10.15%	2.22%	2.61%	-3.00%	11.98%
48	10.22%	2.24%	2.61%	-3.00%	12.07%
49	10.27%	2.25%	2.61%	-3.00%	12.13%
50	10.31%	2.26%	2.61%	-3.00%	12.18%
51	10.29%	2.25%	2.61%	-3.00%	12.15%
52	10.22%	2.24%	2.61%	-3.00%	12.07%
53	10.09%	2.21%	2.61%	-3.00%	11.91%
54	9.74%	2.13%	2.61%	-3.00%	11.48%

Interest:	7.50% per annum
COLA:	2.00%
Administrative Expenses:	0.46% of payroll added to Basic rates
Mortality:	RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward two years for males weighted 30% and RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward one year for females weighted 70%
Salary Increase:	Inflation (3.25%) + Across-the-Board Increase (0.50%) + Merit (See EXHIBIT II)
COLA Loading Factor:	22.90% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses
Non-Refundability Factor:	90.43%

Appendix A

Member Contribution Rates for Legacy Members (Continued)

Safety Legacy Members' Contribution Rates based on the June 30, 2015 Actuarial Valuation as a percentage of payroll

Age	Basic	COLA	Supplemental	Pickup	Total
15	9.08%	2.59%	10.60%	-3.00%	19.27%
16	9.08%	2.59%	10.60%	-3.00%	19.27%
17	9.22%	2.63%	10.60%	-3.00%	19.45%
18	9.36%	2.67%	10.60%	-3.00%	19.63%
19	9.51%	2.72%	10.60%	-3.00%	19.83%
20	9.66%	2.76%	10.60%	-3.00%	20.02%
21	9.81%	2.81%	10.60%	-3.00%	20.22%
22	9.96%	2.85%	10.60%	-3.00%	20.41%
23	10.12%	2.90%	10.60%	-3.00%	20.62%
24	10.28%	2.95%	10.60%	-3.00%	20.83%
25	10.45%	3.00%	10.60%	-3.00%	21.05%
26	10.62%	3.05%	10.60%	-3.00%	21.27%
27	10.79%	3.10%	10.60%	-3.00%	21.49%
28	10.97%	3.16%	10.60%	-3.00%	21.73%
29	11.16%	3.21%	10.60%	-3.00%	21.97%
30	11.35%	3.27%	10.60%	-3.00%	22.22%
31	11.55%	3.33%	10.60%	-3.00%	22.48%
32	11.76%	3.39%	10.60%	-3.00%	22.75%
33	11.98%	3.46%	10.60%	-3.00%	23.04%
34	12.21%	3.53%	10.60%	-3.00%	23.34%
35	12.40%	3.59%	10.60%	-3.00%	23.59%
36	12.60%	3.65%	10.60%	-3.00%	23.85%

Age	Basic	COLA	Supplemental	Pickup	Total
37	12.81%	3.71%	10.60%	-3.00%	24.12%
38	12.98%	3.76%	10.60%	-3.00%	24.34%
39	13.11%	3.80%	10.60%	-3.00%	24.51%
40	13.16%	3.82%	10.60%	-3.00%	24.58%
41	13.21%	3.83%	10.60%	-3.00%	24.64%
42	13.27%	3.85%	10.60%	-3.00%	24.72%
43	13.35%	3.87%	10.60%	-3.00%	24.82%
44	13.40%	3.89%	10.60%	-3.00%	24.89%
45	13.44%	3.90%	10.60%	-3.00%	24.94%
46	13.30%	3.86%	10.60%	-3.00%	24.76%
47	13.14%	3.81%	10.60%	-3.00%	24.55%
48	12.84%	3.72%	10.60%	-3.00%	24.16%
49	12.08%	3.49%	10.60%	-3.00%	23.17%

Interest:	7.50% per annum
COLA:	2.00%
Administrative Expenses:	0.46% of payroll added to Basic rates
Mortality:	RP-2000 Combined Healthy Annuitant Mortality Table, projected with scale BB to 2019, set forward one year weighted 80% for males and no age adjustment weighted for 20% for females
Salary Increase:	Inflation (3.25%) + Across-the-Board Increase (0.50%) + Merit (See EXHIBIT II)
COLA Loading Factor:	30.04% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses
Non-Refundability Factor:	90.65%

Appendix B
Member Contribution Rates for Tier 3 Members

General and Safety Tier 3 Members – Current

	Basic	COLA	Legacy Supplemental UAAL	Total
General Tier 3	7.06%	1.33%	0.51%	8.90%
Safety Tier 3	10.41%	2.43%	4.18%	17.02%

General and Safety Tier 3 Members – New

	Basic	COLA	Legacy Supplemental UAAL	Total
General Tier 3	6.95%	1.32%	0.46%	8.73%
Safety Tier 3	10.74%	2.51%	4.14%	17.39%

The General Tier 3 member contribution rate is 50% of the Total Normal Cost (Basic + COLA) plus, as the same level percentage salary as all other General members, the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits for General Legacy members. The Basic rate shown above also includes an administrative expense load of 0.46% of payroll.

The Safety Tier 3 member contribution rate is 50% of the Total Normal Cost (Basic + COLA) plus, as the same level percentage salary as all other Safety members, the cost of any unfunded actuarial accrued liability attributable to the difference between the Total and the Regular benefits for Safety Legacy members. The Basic rate shown above also includes an administrative expense load of 0.46% of payroll.

Note: It is our understanding that in the determination of pension benefits under the PEPRA tier formulas, the maximum compensation that can be taken into account for 2015 is $140,424 (reference Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2015 (reference Section 7522.10(d)).

Appendix C

UAAL Amortization Schedule as of June 30, 2015 (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Amortization Payment
General Legacy Regular Plus General Tier 3	June 30, 2012	Restart Amortization	$40,847	$40,486	16	3,381
	June 30, 2013	Actuarial Loss	5,116	4,942	13	484
	June 30, 2014	Actuarial Gain	-7,650	-7,529	14	-696
	June 30, 2014	Assumption Changes	10,549	10,562	19	779
	June 30, 2015	Actuarial Gain	-2,641	-2,641	15	-231
				$45,820		$3,717
General Legacy Supplemental	June 30, 2012	Restart Amortization	$4,449	$4,410	16	$368
	June 30, 2013	Actuarial Gain	-213	-206	13	-20
	June 30, 2014	Actuarial Gain	-687	-676	14	-62
	June 30, 2014	Assumption Changes	1,702	1,704	19	126
	June 30, 2015	Actuarial Gain	-412	-412	15	-36
				$4,820		$375
Safety Legacy Regular Plus Safety Tier 3	June 30, 2012	Restart Amortization	$11,321	$11,221	16	$937
	June 30, 2013	Actuarial Loss	815	787	13	77
	June 30, 2014	Actuarial Gain	-3,097	-3,048	14	-282
	June 30, 2014	Assumption Changes	6,871	6,880	19	507
	June 30, 2015	Actuarial Gain	-654	-654	15	-57
				$15,186		$1,183
Safety Legacy Supplemental	June 30, 2012	Restart Amortization	$8,952	$8,873	16	$741
	June 30, 2013	Actuarial Loss	965	932	13	91
	June 30, 2014	Actuarial Gain	-210	-207	14	-19
	June 30, 2014	Assumption Changes	2,526	2,529	19	187
	June 30, 2015	Actuarial Loss	129	129	15	11
				$12,256		$1,011
Grand Total				$78,082		$6,285

Note: Results may not total exactly due to rounding.

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