Gabriel Roeder Smith & Company
Consultants & Actuaries

# STATE OF CALIFORNIA RETIREE HEALTH BENEFITS PROGRAM

## GASB NOS. 43 AND 45 ACTUARIAL VALUATION REPORT
## AS OF JUNE 30, 2010

GRS

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March 4, 2011

The Honorable John Chiang
California State Controller
300 Capitol Mall, Suite 1850
Sacramento, CA 95812

Dear Controller Chiang:

Submitted in this report are the results of our actuarial valuation of the liabilities associated with the retiree healthcare benefits provided to statewide employees through the programs sponsored by the State of California as administered by the California Public Employees Retirement System (CalPERS) and the Department of Personnel Administration (DPA). The valuation was based on census information as of June 1, 2010, and measures actuarial liabilities as of June 30, 2010. The report includes expense and financial reporting information applicable to fiscal year end June 30, 2011, and a projection of annual expense for fiscal year end June 30, 2012. This report was prepared at the request of the State Controller's Office (SCO).

The actuarial calculations were prepared for purposes of complying with the requirements of Statements No. 43 and 45 of the Governmental Accounting Standards Board (GASB). The calculations reported herein have been made on a basis consistent with our understanding of these accounting standards. Determinations of the liability associated with the benefits described in this report for purposes other than satisfying the State's or CalPERS' financial reporting requirements may produce significantly different results. This report may be provided to parties other than the SCO only in its entirety and only with the permission of the SCO.

The valuation was based on information furnished by SCO, CalPERS, and DPA concerning retiree healthcare benefits, members' census and financial data. Data was reviewed for reasonableness and internal consistency but was not otherwise audited. The assumptions and methods used in this valuation are consistent with the CalPERS Other Postemployment Benefits (OPEB) assumption model and with the pension assumptions that will be used in the 2010 actuarial valuations of the CalPERS statewide pension programs. The assumptions and methods were approved by the SCO.

To the best of our knowledge, this report is complete and accurate and was made in accordance with generally accepted actuarial methods.

One or more of the undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Respectfully submitted,
**Gabriel, Roeder, Smith & Company**

| | | |
|---|---|---|
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# *Table of Contents*

# EXECUTIVE SUMMARY

# EXECUTIVE SUMMARY

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

## Introduction

The Governmental Accounting Standards Board (GASB) has issued accounting standards, Statements No. 43 and 45, relating to Other Postemployment Benefits (OPEB). Under these statements, public employers sponsoring and subsidizing retiree healthcare benefit programs will need to recognize the cost of such benefits on an accrual basis.

The State of California provides medical, prescription drug, and dental benefits (healthcare benefits) to retired statewide employees through a single-employer defined benefit plan.

The State also offers life insurance, long-term care, and vision benefits to retirees; however, because these benefits are completely paid for by retirees, there is no GASB No. 45 liability to the State on behalf of such benefits.

The State was required to adopt the provisions of GASB No. 45 for the fiscal year beginning July 1, 2007. This report was prepared in accordance with the requirements of GASB Nos. 43 and 45 and provides:

1) An actuarial valuation as of June 30, 2010, of the retiree healthcare benefits sponsored by the State of California for statewide employees based upon the plan and funding policy provisions in effect as of June 30, 2010;
2) Expense and financial reporting information for fiscal year end June 30, 2011;
3) Projection of expense for fiscal year end June 30, 2012; and
4) Alternative valuation results showing the financial impact of pre-funding retiree healthcare benefits.

We are not aware of any other OPEB offered to statewide employees that are subsidized by the State of California, and subject to GASB Nos. 43 and 45.

## Background and Key Definitions

Prior to the adoption of GASB No. 45, public sector employers recognized accounting expense for retiree healthcare benefits on a cash basis, meaning that expense was equal to retiree healthcare claims expenditures incurred during the year. Because employers paid most of the claims expenditures during the course of the fiscal year, the accounting or balance sheet liability was relatively low.

GASB No. 45 requires that employers accrue the value of retiree healthcare earned during the employee’s working lifetime. Changing the expense recognition from a cash to an accrual basis, requires performing an actuarial valuation and developing the following:

1) ***Present value of future healthcare benefits*** expected to be paid to current and future retirees.

2) ***Actuarial Accrued Liability*** is the present value of future retiree healthcare benefits attributable to employee service earned in prior fiscal years.
3) ***Normal Cost*** is the present value of future benefits earned by employees during the current fiscal year.
4) ***Annual Required Contribution or ARC*** equals the Normal Cost plus an amortization of the difference between the Actuarial Accrued Liability and any assets available to pay benefits.
5) ***Annual OPEB Cost*** equals the ARC plus a technical adjustment based on the balance sheet liability at the beginning of the fiscal year.
6) ***Net OPEB Obligation*** or balance sheet liability equals the cumulative difference between the Annual OPEB Cost and actual employer contributions.

Please note that the Actuarial Accrued Liability impacts the development of the ARC, and is disclosed in the employer's notes to the financial statement, but is not a component of the employer's balance sheet or accounting liability.

The Annual OPEB Cost is the employer's expense and is not necessarily the same as the employer's actual cash contribution. An employer may decide to contribute the minimum amount needed to sustain the program, commonly referred to as pay-as-you-go funding. In this case, the balance sheet liability will grow significantly. Other employers may decide to fully fund the value of the retiree healthcare benefits and contribute the entire ARC into a separate retiree healthcare trust. For such employers, the balance sheet liability will be zero.

The Actuarial Accrued Liability and ARC were developed using the Individual Entry Age Normal Actuarial Cost Method as allowed by GASB Nos. 43 and 45. Furthermore, the application of the Actuarial Cost Method is based on a Closed Group as required by GASB Nos. 43 and 45. Under a Closed Group Actuarial Cost Method, actuarial present values associated with future entrants are not considered.

The valuation results are a function of the discount rate assumption used to develop the present value of future benefits. The discount rate is based on the assets available to pay benefits. Plan sponsors that finance benefits on a pay-as-you-go basis typically pay retiree healthcare benefits from the general fund. Because an employer's general fund is generally invested in short-term securities, a low discount rate assumption, such as four percent to five percent, is typically used to develop the present value of future benefits. However, plan sponsors that fully-fund retiree healthcare benefits in a separate trust may be able to construct a diversified investment portfolio that generates much higher returns such as seven percent to eight percent. Using a higher discount rate such as eight percent will produce a lower ARC when compared to a discount rate of four percent. Also, as assets in the trust accumulate, investment income will also grow thus lowering the overall costs to the employer.

Other key assumptions such as – healthcare inflation, projected healthcare claims, the likelihood an employee retires, elects healthcare coverage, and survives after retirement – will also impact costs.

## California Highway Patrol – Pre-Funding

In August of 2009, the State and the California Association of Highway Patrolmen (CAHP) reached an agreement to support legislation to establish a trust to prefund postemployment healthcare benefits (OPEB) for certain California Highway Patrol (CHP) officers covered under Bargaining Unit 5. The key features of the agreement include:

1) The State would make permanent contributions to prefund OPEB in lieu of increasing CHP members' compensation effective as of July 1, 2009, and July 1, 2010. The compensation increase rate used to develop OPEB contributions would not exceed 2.0 percent effective July 1, 2010.
2) CHP members would make permanent contributions of 0.5 percent of base pay to prefund OPEB.
3) Effective July 1, 2012, the State would make a permanent matching contribution based on the rates determined in 1) and 2) above.

The State and CHP established an account with the California Employees' Retiree Benefit Trust (CERBT) to prefund OPEB. As of January of 2010, the State and CHP members each made contributions of 0.5 percent of compensation. From January 1, 2010, through June 30, 2010, total contributions of $4.82 million were made to the CHP OPEB account, and the account balance as of June 30, 2010 is approximately $4.73 million.

A Tentative Agreement between the State and CHP Unit 5 members was established for the period July 3, 2010, through July 3, 2013. The key features of the agreement include:

1) Compensation increases were set to 1.0 percent for the period beginning July 1, 2010.
2) The total contributions to the CHP OPEB account would have equaled 2.0 percent of compensation effective July 1, 2010; however, the Tentative Agreement redirects the contributions of 2.0 percent of compensation to the Pension Fund from September 1, 2010, through June 30, 2013.
3) The matching State contribution to the CHP OPEB account of 2.0 percent of compensation is deferred from July 1, 2012, to July 1, 2013.
4) As of July 1, 2013, the State is scheduled to make total contributions, including matching contributions, of 4.0 percent of compensation to the CHP OPEB account.

Contributions of 4.0 percent of compensation represent approximately 20 percent of the full funding ARC for fiscal year 2010. Given the low level of prefunding and the uncertainty of future contributions over the 4.0 percent target, the discount rate for CHP members was not increased and remains at 4.50 percent.

For further information regarding the CHP pre-funding arrangement, please refer to the GASB No. 43 valuation report specific to CHP.

## California State Employees – GASB No. 45 Valuation Results

The following section presents the key GASB No. 45 valuation and accounting results for retiree healthcare benefits offered to California State employees. The Actuarial Accrued Liabilities are measured as of June 30, 2010, based on census data as of June 1, 2010.

The Annual Required Contribution (ARC) is defined as the Normal Cost plus a 30-year open level-percent-of-pay amortization of the Unfunded Actuarial Accrued Liability. The Net OPEB Obligation as of June 30, 2010, is $7.25 billion. The ARC applicable to fiscal year end June 30, 2011, is based on the results of the actuarial valuation as of June 30, 2009, projected to June 30, 2010, based on an inflation increase of 3.25 percent.

The valuation was performed assuming three alternative funding options and discount rates:

- Under the pay-as-you-go funding scenario, the State is assumed to finance retiree healthcare benefits from assets available in the general fund. Based on the State's Pooled Money Investment Account (PMIA) investment policy and historical returns, an investment return of 4.50 percent can be supported.
- Under the full-funding scenario, the State is assumed to fully fund the ARC in a separate trust, earmarked solely for retiree healthcare benefits, with an investment policy that can support a discount rate of 7.75 percent.
- Under the partial funding scenario, the State is assumed to contribute 50 percent of the excess of the full funding ARC over the pay-as-you-go costs, resulting in a discount rate of 6.125 percent.

### Pay-as-you-go funding at 4.50 percent - $59.91 billion Actuarial Accrued Liability

The pay-as-you-go funding scenario produced an actuarial accrued liability of $59.91 billion as of June 30, 2010, an ARC of $4.17 billion for fiscal year end June 30, 2011, estimated employer contributions of $1.63 billion for fiscal year end June 30, 2011, and an expected Net OPEB Obligation of $9.83 billion at fiscal year end June 30, 2011.

### Partial-funding at 6.125 percent - $47.43 billion Actuarial Accrued Liability

The partial-funding scenario produced an actuarial accrued liability of $47.43 billion as of June 30, 2010, an ARC of $3.42 billion for fiscal year end June 30, 2011, estimated employer contributions of $2.28 billion for fiscal year end June 30, 2011, and an expected Net OPEB Obligation of $8.48 billion at fiscal year end June 30, 2011.

### Full-funding at 7.75 percent - $38.47 billion Actuarial Accrued Liability

The full-funding scenario produced an actuarial accrued liability of $38.47 billion as of June 30, 2010, an ARC of $2.93 billion for fiscal year end June 30, 2011, estimated employer contributions of $2.93 billion for fiscal year end June 30, 2011, and an expected Net OPEB Obligation of $7.39 billion at fiscal year end June 30, 2011.

## Comparison of key valuation results

| Fiscal Year Ending June 30, 2011 ($ in billions) | Pay-As-You-Go Funding (4.5%) | Partial Funding Policy (6.125%) | Full Funding Policy (7.75%) |
|---|---|---|---|
| Actuarial Accrued Liability as of June 30, 2010 | $59.91 | $47.43 | $38.47 |
| Annual Required Contribution for FY 2011[a] | $4.17 | $3.42 | $2.93 |
| Annual OPEB Cost for FY 2011 | $4.21 | $3.51 | $3.07 |
| Expected Employer Contribution for FY 2011 | $1.63 | $2.28 | $2.93 |
| Expected Net OPEB Obligation at FYE 2011 | $9.83 | $8.48 | $7.39 |
| Annual Required Contribution for FY 2012[b] | $4.69 | $3.85 | $3.31 |

[a] *Based on actuarial valuation as of June 30, 2009, increased by wage inflation of 3.25 percent.*

[b] *Based on actuarial valuation as of June 30, 2010, increased by wage inflation of 3.25 percent.*

Fully funding retiree healthcare benefits increases cash contributions by 80 percent from $1.63 billion to $2.93 billion; however, the result is a smaller increase in the expected balance sheet liability at fiscal year end 2011. The partial funding policy also controls the growth in the balance sheet liability and reduces the expected balance sheet liability at fiscal year end 2011 by approximately 14 percent from $9.83 billion to $8.48 billion.

## Basis of actuarial valuation

The preceding valuation results were based on:

- The provisions of GASB Statements No. 43 and 45.
- The provisions of Actuarial Standard of Practice No. 6, *Measuring Retiree Group Benefit Obligations.*
- Census information as of June 1, 2010, provided by the California Public Employees Retirement System (CalPERS) and the Department of Personnel Administration (DPA).
- Claims and enrollment data provided by CalPERS and DPA for calendar years 2008, 2009 and the first three months of 2010.
- Plan information provided by CalPERS and DPA.
- Demographic assumptions consistent with those that will be used in the 2010 actuarial valuations of the CalPERS statewide pension programs.
- Retiree healthcare valuation assumptions and methods consistent with the CalPERS OPEB assumption model.

- Economic and other demographic assumptions such as the discount rate, healthcare inflation, healthcare claim costs, and healthcare plan participation as recommended by Gabriel, Roeder, Smith & Company and approved by the SCO.
- The Net OPEB Obligation as of June 30, 2010, was estimated for each State group using:
  - The Net OPEB Obligation as of June 30, 2009;
  - Annual OPEB Cost for fiscal year end 2010 as developed in the valuation report as of June 30, 2009; and
  - Actual employer contributions for fiscal year end June 30, 2010, as provided by the SCO, allocated by the number of retirees disclosed in the valuation report as of June 30, 2009.
- The Unfunded Actuarial Accrued Liability (UAAL) is amortized over a 30-year open period as a level percent of pay. For the Legislative Retirement System, the UAAL is amortized over a ten-year open period as a level dollar amount.

The valuation was prepared under the supervision of members of the American Academy of Actuaries who satisfy the Qualification Standards of the American Academy of Actuaries to render an actuarial opinion on the valuation of retiree healthcare benefits.

The remainder of the report is an integral component of the valuation and includes:

- An overview of the GASB Statements No. 43 and 45 requirements.
- The basis of the actuarial assumptions and methods used in this valuation.
- Valuation results by employer group.
- Fiscal year end 2010 financial disclosure information.
- Additional details on the census, plan provisions, assumptions, and methods used to prepare the valuation.

# SECTION A

## CURRENT OVERVIEW

# CURRENT OVERVIEW

## Summary of GASB Accounting Standards

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

The Governmental Accounting Standards Board (GASB) has issued Statements No. 43 and 45, relating to Other Postemployment Benefits (OPEB). We understand the State of California provides subsidized medical, prescription drug, and dental insurance benefits (healthcare benefits) to eligible retired state employees, that are subject to GASB Statements No. 43 and 45. Other OPEB offered to retired employees of the State of California are fully financed by plan members and have not been reflected in this valuation.

### Background

GASB's issuance of Statements No. 43 and 45 represents the next phase in the movement toward full accrual accounting for state and local government-wide financial statements and for proprietary or fiduciary fund financial statements that are prepared in accordance with Generally Accepted Accounting Principles (GAAP).

In 1994 GASB issued Statements No. 25 and 27, relating to accrual accounting for pensions. These new GAAP accounting standards, Statements No. 43 and 45 for OPEB, were fashioned very similar to the pension standards.

One major difference, in practice, between pensions and OPEB is that pension benefits are almost always pre-funded, whereas OPEB typically are not. Pension plans have accumulated substantial assets in separate trust funds over the years to pay future pension benefits, whereas retiree healthcare programs have not. That is, most retiree healthcare programs are financed on a pay-as-you-go basis.

The State of California currently finances retiree healthcare benefits on a pay-as-you-go basis; however, the California Highway Patrol recently bargained for a modest level of pre-funding. As of June 30, 2010, there is approximately $4.7 million in assets available to pay future retiree healthcare benefits currently invested in the CalPERS California Employers' Retiree Benefit Trust.

### Annual OPEB Cost and Net OPEB Obligation

Under GASB No. 45, the Annual OPEB Cost is recorded as an expense and disclosed in the State's government-wide financial statement. Similar to the accounting rules for pension plans, the Annual OPEB Cost represents the actuarially determined annual costs, on an accrual basis, for healthcare benefits provided to current and future retirees. The Net OPEB Obligation represents the cumulative difference between the Annual OPEB Costs and actual cash contributions made by the employer, and is recognized as a balance sheet liability in the Statement of Net Assets.

Plan sponsors adopting GASB No. 45 also need to disclose certain information in the Notes to the Financial Statements and in the Required Supplementary Information section, including:

- Development of Annual OPEB Costs for the current fiscal year.
- Development of the Net OPEB Obligation at fiscal year end.
- Historical Annual OPEB Costs and Employer Contributions.
- Historical Actuarial Accrued Liabilities and Assets.
- Basis for valuation including brief description of plan benefits, funding policy, and assumptions and methods.

In addition, the accrual basis of accounting extends to proprietary and fiduciary funds. Their proportionate share of the total Annual OPEB Cost should be recognized as an OPEB expense and offset by their share of the amount of employer subsidies provided that year to the current covered retirees and dependents.

**Unfunded Actuarial Accrued Liability for OPEB**

Information about the current funded status and the history of funding progress will be presented in the Notes to the Financial Statements and in the Required Supplementary Information. The amount of the Actuarial Accrued Liability for OPEB will not be recorded as an expense or a liability on the balance sheet; however, it will be disclosed in the Notes to Financial Statements. Under a pay-as-you-go funding policy, no assets accumulate to offset the Actuarial Accrued Liability, and the Unfunded Actuarial Accrued Liability equals the Actuarial Accrued Liability.

**Pre-funding Reduces OPEB Expense and Unfunded Actuarial Accrued Liability**

Sponsors financing retiree healthcare benefits on a pay-as-you-go basis will need to measure the annual OPEB costs using an investment return assumption consistent with the earnings on the assets backing the retiree healthcare liability. In most cases, this will be the income earned from investments in the general fund, which may result in an interest rate ranging from four percent to five percent. When a low assumed investment return is used, the annual OPEB costs could range from three to five times the pay-as-you-go costs and the balance sheet liability could grow exponentially.

However, if a plan sponsor adopts a well defined and integrated funding, investment, and accounting policy for retiree healthcare benefits, then assets supporting the OPEB liability could result in a higher investment return assumption, a lower unfunded liability, lower annual OPEB costs, and reduced or no balance sheet liability.

**<u>Assumptions and Methods Impacting the Annual OPEB Costs and Unfunded Actuarial Accrued Liability</u>**

***Discount Rate Assumption***

The primary assumption influencing Annual OPEB Costs and the Actuarial Accrued Liability is the assumed rate of return or discount rate on assets supporting the retiree healthcare liability. The State of California currently finances retiree healthcare benefits on a pay-as-you-go basis from assets in the general fund, which are invested in short-term fixed income instruments through the Pooled Money Investment Account (PMIA). According to GASB No. 45, the discount rate must be consistent with the long-range expected return on such short-term fixed income instruments. Based on PMIA's historical returns, investment policy and expected future returns, a discount rate of 4.50 percent was selected for the pay-as-you-go funding policy.

If a sound pre-funding policy is established and contributions are made to a qualifying trust with an appropriate investment policy, then:

- A higher discount rate, consistent with the funding and investment policies, can be used and actuarial accrued liabilities would be lower;
- Assets would accumulate;
- The unfunded liability could be significantly lower when compared to the pay-as-you-go policy;
- Annual OPEB costs would be lower; and
- The growth in balance sheet liability could be controlled.

The SCO, on behalf of the State, is reviewing the financial implications of fully funding and partially funding the retiree healthcare benefit obligation. At the request of the SCO, we developed valuation results under two alternative discount rate assumptions, assuming the State makes additional contributions in excess of pay-as-you-go costs to a qualifying trust, such as a VEBA or Internal Revenue Code Section 115 governmental trust. Under the first alternative, the State is assumed to fully fund the ARC, supporting a discount rate of 7.75 percent, and under the second alternative, the State is assumed to pre-fund 50 percent of the excess of the fully-funded ARC over the pay-as-you-go costs, supporting a discount rate of 6.125 percent.

### *Healthcare Trend Assumptions*

The next key assumption influencing costs is the assumed growth or trend in healthcare costs. The healthcare trend assumption for OPEB valuations spans over the lifetime of a covered retiree which could extend to over 30 years. This is in contrast to the short-term healthcare inflation used to develop premiums for the next fiscal year. This long-term healthcare assumption is by far the most difficult to set.

Actuaries generally compare the growth in general inflation, wages, healthcare costs, and other goods and services when setting the healthcare trend assumption. For example, the actuary may compare the historical experience of national healthcare expenditures to the Gross Domestic Product (GDP). Healthcare inflation may be expressed as general inflation plus a component for healthcare costs.

The long-term healthcare trend is generally lower than the short-term healthcare trend used to update premiums and expected claims in the following fiscal year because such short-term increases are not sustainable in the long-term. That is, if healthcare benefit costs are assumed to increase by nine percent per year in the long-term while the cost for other goods and services increase at a rate less than six percent per year, then in the long run the general economy would include a disproportionate share of expenditures allocated to healthcare benefits. Consequently, long-term retiree healthcare actuarial models generally assume that the initial trend rate will eventually grade down to a more sustainable level. For this valuation, the 2011 trend rate is based on actual premium increases from calendar year 2010 to calendar year 2011, which resulted in a trend increase of approximately six and one-half percent for premiums and per capita claims. For 2012 and beyond we assumed an initial healthcare trend rate of 9.00 percent decreasing each year over the next seven years until the ultimate rate of 4.50 percent is reached.

### *Participation Assumption*

A third key assumption influencing costs is the participation assumption, or the likelihood that an active member will retire and select healthcare coverage. This assumption generally depends on the subsidy provided by the employer. That is, the higher the level of employer benefits, and the lower the level of retiree-paid premium, the higher the likelihood the retired member will select healthcare coverage. For this valuation, we have defined participation rates that depend on the portion of the total premium paid by the State. On average, about 90 percent of all eligible retirees elect healthcare coverage.

### *Other Demographic Assumptions*

Demographic assumptions are used to determine the likelihood an active member will retire, survive, and receive benefits. Assumptions relating to termination, disability, retirement, and mortality were based on the same assumptions used by CalPERS to develop costs for pension benefits. We reviewed the CalPERS assumptions for reasonableness and consistency.

### *Retiree Per Capita Claim Costs and the Implicit Subsidy*

A retiree healthcare valuation depends on the retired member's expected healthcare claim at a given age indexed for healthcare inflation. Average healthcare costs are generally developed using the experience of the group, and are adjusted for the retired member's age based on standard morbidity tables or group specific morbidity for very large groups.

The employer's net cost for a given member in a given year equals the expected age-adjusted annual claims cost less the member's annual contribution. Retired members not eligible for Medicare who are charged a premium based on the experience of both active and retired members will be receiving a subsidy because the average healthcare costs of retired members is generally higher than the blended average costs of a group comprised of both active and retired members. This subsidy is referred to as the *implicit rate subsidy*, and is a major contributor to the OPEB costs. The portion of the blended average costs paid by the employer is referred to as the *explicit rate subsidy*, and also directly impacts OPEB costs.

### *Community-rated Plans*

Certain plan sponsors may be able to participate in a community rated healthcare plan in which:

- Healthcare costs for a group of participating employers are pooled through either a fully-insured program or a self-insured agent multiple employer arrangement;
- The same premium rate is charged to all active members and pre-Medicare retirees in the pool;
- The individual plan sponsor's experience or change in demographics does not affect the pooled premium rate; and
- The same premium rate would be charged if the group covered only pre-Medicare retirees.

In such cases, the plan sponsor does not need to recognize an implicit rate subsidy and may determine costs under GASB Nos. 43 and 45 using unadjusted premiums in the actuarial valuation.

Because State employees and retirees comprise over 60 percent of total covered lives in the healthcare programs administered by CalPERS, and are rated separately from other participating local government employers, the State is not eligible for the community rating exception.

### *Actuarial Cost Method*

Actuarial valuation results such as the Actuarial Accrued Liability, Normal Cost, and Annual Required Contribution, were developed using the Entry Age Normal Actuarial Cost Method as allowed by GASB Nos. 43 and 45. This method produces an Annual Required Contribution that is level as a percentage of the member's pay.

### *Closed Versus Open Group Valuation*

The development of the Annual Required Contribution and the measurement of the Actuarial Accrued Liability were based on a "closed group" valuation, as required by GASB Nos. 43 and 45. A closed group valuation produces a snapshot of assets, liabilities and costs for the current fiscal year without considering how future new hires may influence costs. An open group valuation considers the impact of future new hires and is a useful tool to evaluate the impact of changes in demographics, benefit design, assumptions, funding policies or the budgetary effects of the OPEB programs.

# SECTION B

## VALUATION RESULTS

# VALUATION RESULTS

## Pay-as-you-go Scenario

### Other Postemployment Benefits
### Sponsored by the
### State of California

### As of June 30, 2010

The following tables show key valuation results by employer, on a pay-as-you-go basis, using a discount rate of 4.50 percent. The discount rate represents the long-term expectation of the earnings on the State's general fund, which is invested in short-term securities in the Pooled Money Investment Account (PMIA). Over the last fifteen years, the PMIA average annual return was approximately 4.00 percent on a nominal basis and 1.50 percent on a real basis. The discount rate of 4.50 percent takes into consideration a long-term inflation assumption of 3.00 percent, and a real rate of return of 1.50 percent.

The Unfunded Actuarial Accrued Liabilities (UAAL) were amortized as a level percent of active member payroll over an open period of 30 years using the individual entry-age normal cost method. The UAAL for the Legislative Retirement System is amortized over a ten-year open period as a level dollar amount. A 30-year amortization period for Unfunded Actuarial Accrued Liabilities is the maximum period that complies with the GASB No. 45 requirements. The cost and liabilities shown on the following page are employer costs and liabilities, net of retiree paid premiums and cost sharing such as co-pays, deductibles, or coinsurance. A summary of the key valuation results follows:

- The actuarial liability increased from $51.8 billion as of June 30, 2009, to $59.9 billion as of June 30, 2010. If the plan's assumptions had been exactly realized during the year, the actuarial liability would have increased to $54.8 billion as of June 30, 2010. The key factors contributing to the change in actuarial liabilities of $5.15 billion include:
    - During the year, the plan experienced slightly favorable healthcare trend experience which decreased the actuarial liability by $0.01 billion.
    - Demographic experience caused actuarial liabilities to increase by $0.68 billion, Examples of demographic experience losses include: more members retiring than assumed, members retiring earlier than assumed, and members living longer than assumed.
    - Changes in OPEB related assumptions and methods increased actuarial liabilities by $1.33 billion. The key assumption change was updating the healthcare trend rates used to project the member's average healthcare claim costs after retirement. The medical and prescription trend assumption used for the valuation as of June 30, 2009, was 9.0 percent in 2011, decreasing each year to an ultimate trend rate of 4.5 percent in 2018. This assumption was changed for the valuation at June 30, 2010, to expected trend for 2011 based on actual premium increase information, 9.0 percent for 2012, decreasing each year to an ultimate trend rate of 4.5 percent in 2019.
    - Subsequent to the June 30, 2009, GASB No. 45 actuarial valuation, CalPERS performed a ten-year experience study where all pension related assumptions were reviewed. Many of the assumptions were updated to reflect actual experience over the ten-year period. These changes have been adopted for this valuation. The

assumption changes increased liabilities by approximately $3.15 billion. The largest change was due to the updating of the mortality table used to model post-retirement deaths. Under the new assumptions members are expected to live longer.

- For fiscal year end June 30, 2011, the ARC is based on the results of the actuarial valuation as of June 30, 2009, projected to the following year. That is, the ARC for fiscal year end June 30, 2011, is $4.04 billion, as developed in the valuation report as of June 30, 2009, increased by wage inflation of 3.25 percent, which equals $4.17 billion.
- The expected employer payments for fiscal year end June 30, 2011, include $1.37 billion of explicit costs and $0.25 billion of implicit costs. In accordance with the requirements of GASB 45, our valuation of the actuarial liability recognizes all prescription claims for Medicare eligible members paid by the employer, without considering the impact of Medicare Part D subsidies.
- The projected ARC for fiscal year end June 30, 2012, is based on the valuation as of June 30, 2010, increased with wage inflation of 3.25 percent and equals $4.69 billion.

**CALIFORNIA STATE EMPLOYEES**
**OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)**
**PAY-AS-YOU-GO FUNDING POLICY (4.50%)**
**(GAIN)/LOSS ANALYSIS**

| | |
|---|---|
| Actuarial Accrued Liability as of July 1, 2009 | $51,824,543 |
| Normal Cost for 09/10[1] | 1,989,486 |
| Expected Benefit Payments for 09/10 | (1,440,879) |
| Interest | 2,389,212 |
| Expected Actuarial Accrued Liability as of June 30, 2010 | $54,762,362 |
| (Gain)/Loss Items | |
| Claims and Trend Experience | ($13,465) |
| Demographic Experience | 679,372 |
| Change in OPEB Related Assumptions and Methods | 1,334,405 |
| Change in Pension Related Assumptions and Methods | 3,147,849 |
| Total | $5,148,161 |
| Actuarial Accrued Liability as of June 30, 2010 | $59,910,523 |

*[1]Based on valuation results as of June 30, 2009 and differs from the FY 09/10 normal cost used to develop the ARC for FY 09/10 which was developed in the valuation as of June 30, 2008, increased with the wage inflation assumption of 3.25 percent.*

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>PAY-AS-YOU-GO FUNDING POLICY (4.50%) | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| Number of Participants Covered | | | | | | | | | | | | | |
| Active Participants | 36,966 | 120,476 | 157,442 | 11,075 | 7,470 | 397 | 44,642 | 45,039 | 24,820 | 1,654 | 17 | 692 | 248,209 |
| Retired Participants | 24,635 | 79,562 | 104,197 | 3,806 | 6,731 | 253 | 20,209 | 20,462 | 10,350 | 1,535 | 109 | 33 | 147,223 |
| Total Participants | 61,601 | 200,038 | 261,639 | 14,881 | 14,201 | 650 | 64,851 | 65,501 | 35,170 | 3,189 | 126 | 725 | 395,432 |
| Actuarial Present Value of Proj. Benefits | | | | | | | | | | | | | |
| Active Participants | $7,602,892 | $24,207,070 | $31,809,962 | $2,130,600 | $2,654,763 | $118,029 | $12,356,902 | $12,474,931 | $4,551,623 | $297,852 | $2,931 | $137,163 | $54,059,825 |
| Retired Participants | 4,554,527 | 13,842,298 | 18,396,825 | 698,288 | 2,003,179 | 80,605 | 6,336,186 | 6,416,791 | 2,243,566 | 217,779 | 13,647 | 8,525 | 29,998,600 |
| Total Participants | $12,157,419 | $38,049,368 | $50,206,787 | $2,828,888 | $4,657,942 | $198,634 | $18,693,088 | $18,891,722 | $6,795,189 | $515,631 | $16,578 | $145,688 | $84,058,425 |
| Actuarial Accrued Liability | | | | | | | | | | | | | |
| Active Participants | $3,953,527 | $15,141,260 | $19,094,787 | $1,092,140 | $1,236,290 | $49,539 | $5,878,824 | $5,928,363 | $2,293,800 | $182,132 | $2,367 | $82,044 | $29,911,923 |
| Retired Participants | 4,554,527 | 13,842,298 | 18,396,825 | 698,288 | 2,003,179 | 80,605 | 6,336,186 | 6,416,791 | 2,243,566 | 217,779 | 13,647 | 8,525 | 29,998,600 |
| Total Participants | $8,508,054 | $28,983,558 | $37,491,612 | $1,790,428 | $3,239,469 | $130,144 | $12,215,010 | $12,345,154 | $4,537,366 | $399,911 | $16,014 | $90,569 | $59,910,523 |
| Actuarial Value of Assets | $0 | $0 | $0 | $0 | $4,729 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $4,729 |
| Unfunded Actuarial Accrued Liability | $8,508,054 | $28,983,558 | $37,491,612 | $1,790,428 | $3,234,740 | $130,144 | $12,215,010 | $12,345,154 | $4,537,366 | $399,911 | $16,014 | $90,569 | $59,905,794 |
| Annual Required Contribution of the Employer (ARC) for YE 6/30/11 [a] | | | | | | | | | | | | | |
| Normal Cost | $344,374 | $820,076 | $1,164,450 | $83,326 | $90,818 | $4,613 | $479,280 | $483,893 | $213,974 | $12,431 | $125 | $5,128 | $2,054,145 |
| Amortization of UAAL | 301,537 | 1,029,230 | 1,330,767 | 61,410 | 114,992 | 4,576 | 424,669 | 429,245 | 156,182 | 16,274 | 2,509 | 2,492 | 2,113,871 |
| **Total ARC for FYE 6/30/11** | **$645,911** | **$1,849,306** | **$2,495,217** | **$144,736** | **$205,810** | **$9,189** | **$903,949** | **$913,138** | **$370,156** | **$28,705** | **$2,634** | **$7,620** | **$4,168,016** |
| Per Active Participant (not in '000s) | $17,473 | $15,350 | $15,848 | $13,069 | $27,552 | $23,146 | $20,249 | $20,274 | $14,914 | $17,355 | $154,941 | $11,012 | $16,792 |
| Annual OPEB Cost (AOC) for YE 6/30/11 | | | | | | | | | | | | | |
| ARC for FYE 6/30/11 | $645,911 | $1,849,306 | $2,495,217 | $144,736 | $205,810 | $9,189 | $903,949 | $913,138 | $370,156 | $28,705 | $2,634 | $7,620 | $4,168,016 |
| Interest on NOO at 6/30/10 | 37,949 | 143,751 | 181,700 | 12,411 | 16,325 | 661 | 83,786 | 84,447 | 29,288 | 1,309 | 164 | 500 | 326,144 |
| Adjustment to the ARC | (33,289) | (126,096) | (159,385) | (10,887) | (14,320) | (580) | (73,496) | (74,076) | (25,691) | (1,148) | (440) | (439) | (286,386) |
| **Total AOC for FYE 6/30/11** | **$650,571** | **$1,866,961** | **$2,517,532** | **$146,260** | **$207,815** | **$9,270** | **$914,239** | **$923,509** | **$373,753** | **$28,866** | **$2,358** | **$7,681** | **$4,207,774** |
| **Expected Net Employer Contribution for FYE 6/30/11** | **$269,836** | **$839,750** | **$1,109,586** | **$39,220** | **$89,971** | **$3,185** | **$250,740** | **$253,925** | **$115,521** | **$15,711** | **$989** | **$552** | **$1,625,475** |
| **Actual Net OPEB Obligation at 6/30/10** | **$843,318** | **$3,194,456** | **$4,037,774** | **$275,806** | **$362,785** | **$14,690** | **$1,861,915** | **$1,876,605** | **$650,842** | **$29,086** | **$3,638** | **$11,115** | **$7,247,651** |
| **Expected Net OPEB Obligation at 6/30/11** | **$1,224,053** | **$4,221,667** | **$5,445,720** | **$382,846** | **$480,629** | **$20,775** | **$2,525,414** | **$2,546,189** | **$909,074** | **$42,241** | **$5,007** | **$18,244** | **$9,829,950** |

[a] *Based on results of actuarial valuation as of June 30, 2009, projected to June 30, 2010, using a wage inflation assumption of 3.25 percent. For the Legislative Retirement System, the UAAL is amortized over a ten-year period as a level dollar amount.*

**CALIFORNIA STATE EMPLOYEES**
**EXPECTED NET EMPLOYER CASH FLOW - FY 2011 ($ in '000s)**

| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| Employer Share of Claims Costs | | | | | | | | | | | | | |
| Explicit Costs [a] | | | | | | | | | | | | | |
| Medical and Rx Claims | $182,707 | $552,538 | $735,245 | $26,657 | $61,104 | $2,494 | $193,671 | $196,165 | $79,661 | $10,790 | $674 | $398 | $1,110,694 |
| Part B Reimbursement | 34,015 | 102,542 | 136,557 | 4,304 | 7,236 | 161 | 11,794 | 11,955 | 10,349 | 2,141 | 143 | 23 | 172,708 |
| Dental Claims | 13,126 | 49,205 | 62,331 | 2,318 | 4,805 | 141 | 13,943 | 14,084 | 6,517 | 59 | 2 | 35 | 90,151 |
| **Total** | **$229,848** | **$704,285** | **$934,133** | **$33,279** | **$73,145** | **$2,796** | **$219,408** | **$222,204** | **$96,527** | **$12,990** | **$819** | **$456** | **$1,373,553** |
| **Implicit Costs** | **$39,988** | **$135,465** | **$175,453** | **$5,941** | **$16,826** | **$389** | **$31,332** | **$31,721** | **$18,994** | **$2,721** | **$170** | **$96** | **$251,922** |
| **Total Employer Costs [b]** | **$269,836** | **$839,750** | **$1,109,586** | **$39,220** | **$89,971** | **$3,185** | **$250,740** | **$253,925** | **$115,521** | **$15,711** | **$989** | **$552** | **$1,625,475** |
| Retiree Share of Claim Costs | | | | | | | | | | | | | |
| Medical and Rx Claims | $6,747 | $26,342 | $33,089 | $1,623 | $3,110 | $159 | $13,324 | $13,483 | $6,726 | $2,616 | $204 | $48 | $60,899 |
| Dental Claims | 0 | 15,178 | 15,178 | 717 | 1,524 | 0 | 4,374 | 4,374 | 2,000 | 20 | 1 | 11 | 23,825 |
| **Total** | **$6,747** | **$41,520** | **$48,267** | **$2,340** | **$4,634** | **$159** | **$17,698** | **$17,857** | **$8,726** | **$2,636** | **$205** | **$59** | **$84,724** |
| **Total Claims Costs** | **$276,583** | **$881,270** | **$1,157,853** | **$41,560** | **$94,605** | **$3,344** | **$268,438** | **$271,782** | **$124,247** | **$18,347** | **$1,194** | **$611** | **$1,710,199** |

[a] *The explicit employer cost is an estimate of the employer paid premium for the fiscal year end June 30, 2011. It is based on an actuarial projection of the retiree population using the demographic assumptions contained in Sections E and F of the report, and a projection of premium rates assuming actual trend for fiscal year end June 30, 2011. The actual explicit employer subsidy will be updated based on the actual blended premium paid by the employer during the fiscal year.*

[b] *The total employer costs, comprised of the explicit and implicit subsidy, will also be updated at fiscal year end, as the actual claim experience for retired members becomes available.*

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>PAY-AS-YOU-GO FUNDING POLICY (4.50%)<br>DEVELOPMENT OF FYE 2012 ANNUAL REQUIRED CONTRIBUTION | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| ARC based on 6/30/10 valuation | | | | | | | | | | | | | |
| Normal Cost | $351,563 | $871,944 | $1,223,507 | $88,744 | $99,418 | $5,145 | $513,931 | $519,076 | $224,623 | $13,992 | $127 | $5,656 | $2,175,143 |
| Amortization of UAAL | 335,843 | 1,144,083 | 1,479,926 | 70,674 | 127,687 | 5,137 | 482,169 | 487,306 | 179,106 | 15,786 | 1,937 | 3,575 | 2,365,997 |
| **Total ARC** | **$687,406** | **$2,016,027** | **$2,703,433** | **$159,418** | **$227,105** | **$10,282** | **$996,100** | **$1,006,382** | **$403,729** | **$29,778** | **$2,064** | **$9,231** | **$4,541,140** |
| ARC for YE 6/30/12 | | | | | | | | | | | | | |
| Normal Cost | $362,989 | $900,282 | $1,263,271 | $91,628 | $102,649 | $5,312 | $530,634 | $535,946 | $231,923 | $14,447 | $131 | $5,840 | $2,245,835 |
| Amortization of UAAL | 346,758 | 1,181,266 | 1,528,024 | 72,971 | 131,837 | 5,304 | 497,839 | 503,143 | 184,927 | 16,299 | 2,000 | 3,691 | 2,442,892 |
| **Total ARC for YE 6/30/12 [a]** | **$709,747** | **$2,081,548** | **$2,791,295** | **$164,599** | **$234,486** | **$10,616** | **$1,028,473** | **$1,039,089** | **$416,850** | **$30,746** | **$2,131** | **$9,531** | **$4,688,727** |

[a] *For fiscal year end June 30, 2012, the ARC will be based on the results of the actuarial valuation as of June 30, 2010, projected to the following year. That is, the ARC will increase by the wage inflation assumption of 3.25 percent.*

# VALUATION RESULTS

## Pre-Funding Scenarios

### Other Postemployment Benefits
### Sponsored by the
### State of California

### As of June 30, 2010

The following tables show valuation results assuming the State of California pre-funds benefits in excess of the pay-as-you-go costs into a qualifying retiree healthcare benefit trust. Two alternatives are shown below assuming the State:

- Fully funds the Annual Required Contribution and a discount rate of 7.75 percent can be supported; or
- Partially funds the Annual Required Contribution by an amount equal to the pay-as-you-go cost plus 50 percent of the excess of the Annual Required Contribution over the pay-as-you-go cost and a discount rate of 6.125 percent can be supported.

The full funding discount rate is based on the expected investment return, which the current asset allocation of the trust is expected to earn over the long term. For illustrative purposes, we have assumed the investment and contribution policy of the qualifying retiree healthcare benefit trust can support a discount rate of 7.75 percent, similar to the CalPERS California Employers' Retiree Benefit Trust.

The full-funding policy produces a fiscal year 2011 Annual Required Contribution of $2.93 billion, cash contributions of $2.93 billion and an actuarial liability of $38.47 billion.

The partial funding discount rate of 6.125 percent represents a pro rata allocation of the assumed investment returns for the full-funding and pay-as-you-go scenarios.

The partial funding policy produces a fiscal year 2011 Annual Required Contribution of $3.42 billion, cash contributions of $2.28 billion and an actuarial liability of $47.43 billion.

Some key observations of the fiscal year 2011 valuation results assuming the State pre-funds benefits include:

- If the State fully funds the program by contributing the Annual Required Contribution developed at 7.75 percent, contributions increase by 80 percent from $1.63 billion to $2.93 billion. Under this scenario, the additional balance sheet liability is minimal.
- If the State partially funds the program, contributions increase by 40 percent from $1.63 billion to $2.28 billion, and the Annual Required Contribution decreases by 18 percent from $4.17 billion to $3.42 billion. Under this scenario the balance sheet liability is $8.48 billion or roughly 14 percent less than the pay-as-you-go alternative.

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>FULL FUNDING POLICY (7.75%) | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| Number of Participants Covered | | | | | | | | | | | | | |
| Active Participants | 36,966 | 120,476 | 157,442 | 11,075 | 7,470 | 397 | 44,642 | 45,039 | 24,820 | 1,654 | 17 | 692 | 248,209 |
| Retired Participants | 24,635 | 79,562 | 104,197 | 3,806 | 6,731 | 253 | 20,209 | 20,462 | 10,350 | 1,535 | 109 | 33 | 147,223 |
| Total Participants | 61,601 | 200,038 | 261,639 | 14,881 | 14,201 | 650 | 64,851 | 65,501 | 35,170 | 3,189 | 126 | 725 | 395,432 |
| Actuarial Present Value of Proj. Benefits | | | | | | | | | | | | | |
| Active Participants | $3,795,142 | $12,083,027 | $15,878,169 | $1,013,973 | $1,117,047 | $50,377 | $5,481,928 | $5,532,305 | $2,221,056 | $168,192 | $1,749 | $69,724 | $26,002,215 |
| Retired Participants | 3,277,250 | 9,944,264 | 13,221,514 | 492,249 | 1,364,252 | 53,391 | 4,171,709 | 4,225,100 | 1,552,055 | 162,926 | 10,287 | 5,749 | 21,034,132 |
| Total Participants | $7,072,392 | $22,027,291 | $29,099,683 | $1,506,222 | $2,481,299 | $103,768 | $9,653,637 | $9,757,405 | $3,773,111 | $331,118 | $12,036 | $75,473 | $47,036,347 |
| Actuarial Accrued Liability | | | | | | | | | | | | | |
| Active Participants | $2,391,618 | $8,891,746 | $11,283,364 | $639,499 | $668,037 | $27,017 | $3,289,524 | $3,316,541 | $1,357,539 | $118,835 | $1,478 | $49,169 | $17,434,462 |
| Retired Participants | 3,277,250 | 9,944,264 | 13,221,514 | 492,249 | 1,364,252 | 53,391 | 4,171,709 | 4,225,100 | 1,552,055 | 162,926 | 10,287 | 5,749 | 21,034,132 |
| Total Participants | $5,668,868 | $18,836,010 | $24,504,878 | $1,131,748 | $2,032,289 | $80,408 | $7,461,233 | $7,541,641 | $2,909,594 | $281,761 | $11,765 | $54,918 | $38,468,594 |
| Actuarial Value of Assets | $0 | $0 | $0 | $0 | $4,729 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $4,729 |
| Unfunded Actuarial Accrued Liability | $5,668,868 | $18,836,010 | $24,504,878 | $1,131,748 | $2,027,560 | $80,408 | $7,461,233 | $7,541,641 | $2,909,594 | $281,761 | $11,765 | $54,918 | $38,463,865 |
| Annual Required Contribution of the Employer (ARC) for YE 6/30/11 [a] | | | | | | | | | | | | | |
| Normal Cost | $168,483 | $363,185 | $531,668 | $38,882 | $36,933 | $2,047 | $210,298 | $212,345 | $103,727 | $6,202 | $64 | $2,459 | $932,280 |
| Amortization of UAAL | 295,099 | 984,138 | 1,279,237 | 57,410 | 106,066 | 4,165 | 381,333 | 385,498 | 147,516 | 16,686 | 2,069 | 2,194 | 1,996,676 |
| **Total ARC for FYE 6/30/11** | **$463,582** | **$1,347,323** | **$1,810,905** | **$96,292** | **$142,999** | **$6,212** | **$591,631** | **$597,843** | **$251,243** | **$22,888** | **$2,133** | **$4,653** | **$2,928,956** |
| Per Active Participant (not in '000s) | $12,541 | $11,183 | $11,502 | $8,695 | $19,143 | $15,647 | $13,253 | $13,274 | $10,123 | $13,838 | $125,471 | $6,724 | $11,800 |
| Annual OPEB Cost (AOC) for YE 6/30/11 | | | | | | | | | | | | | |
| ARC for FYE 6/30/11 | $463,582 | $1,347,323 | $1,810,905 | $96,292 | $142,999 | $6,212 | $591,631 | $597,843 | $251,243 | $22,888 | $2,133 | $4,653 | $2,928,956 |
| Interest on NOO at 6/30/10 | 65,357 | 247,570 | 312,927 | 21,375 | 28,116 | 1,138 | 144,298 | 145,436 | 50,440 | 2,254 | 282 | 861 | 561,691 |
| Adjustment to the ARC | (48,787) | (184,803) | (233,590) | (15,956) | (20,988) | (850) | (107,714) | (108,564) | (37,652) | (1,683) | (498) | (643) | (419,574) |
| **Total AOC for FYE 6/30/11** | **$480,152** | **$1,410,090** | **$1,890,242** | **$101,711** | **$150,127** | **$6,500** | **$628,215** | **$634,715** | **$264,031** | **$23,459** | **$1,917** | **$4,871** | **$3,071,073** |
| **Expected Net Employer Contribution for FYE 6/30/11** | **$463,582** | **$1,347,323** | **$1,810,905** | **$96,292** | **$142,999** | **$6,212** | **$591,631** | **$597,843** | **$251,243** | **$22,888** | **$2,133** | **$4,653** | **$2,928,956** |
| **Actual Net OPEB Obligation at 6/30/10** | **$843,318** | **$3,194,456** | **$4,037,774** | **$275,806** | **$362,785** | **$14,690** | **$1,861,915** | **$1,876,605** | **$650,842** | **$29,086** | **$3,638** | **$11,115** | **$7,247,651** |
| **Expected Net OPEB Obligation at 6/30/11** | **$859,888** | **$3,257,223** | **$4,117,111** | **$281,225** | **$369,913** | **$14,978** | **$1,898,499** | **$1,913,477** | **$663,630** | **$29,657** | **$3,422** | **$11,333** | **$7,389,768** |

[a] *Based on results of actuarial valuation as of June 30, 2009, projected to June 30, 2010, using a wage inflation assumption of 3.25 percent. For the Legislative Retirement System, the UAAL is amortized over a ten-year period as a level dollar amount.*

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>FULL FUNDING POLICY (7.75%)<br>DEVELOPMENT OF FYE 2012 ANNUAL REQUIRED CONTRIBUTION | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| ARC based on 6/30/10 valuation | | | | | | | | | | | | | |
| Normal Cost | $171,169 | $384,804 | $555,973 | $41,072 | $40,445 | $2,272 | $223,570 | $225,842 | $108,414 | $7,060 | $64 | $2,639 | $981,509 |
| Amortization of UAAL | 327,950 | 1,089,683 | 1,417,633 | 65,473 | 117,297 | 4,652 | 431,640 | 436,292 | 168,323 | 16,301 | 1,609 | 3,177 | 2,226,105 |
| **Total ARC** | **$499,119** | **$1,474,487** | **$1,973,606** | **$106,545** | **$157,742** | **$6,924** | **$655,210** | **$662,134** | **$276,737** | **$23,361** | **$1,673** | **$5,816** | **$3,207,614** |
| ARC for YE 6/30/12 | | | | | | | | | | | | | |
| Normal Cost | $176,732 | $397,310 | $574,042 | $42,407 | $41,759 | $2,346 | $230,836 | $233,182 | $111,937 | $7,290 | $66 | $2,725 | $1,013,408 |
| Amortization of UAAL | 338,608 | 1,125,098 | 1,463,706 | 67,601 | 121,109 | 4,803 | 445,668 | 450,471 | 173,793 | 16,831 | 1,661 | 3,280 | 2,298,452 |
| **Total ARC for YE 6/30/12 [a]** | **$515,340** | **$1,522,408** | **$2,037,748** | **$110,008** | **$162,868** | **$7,149** | **$676,504** | **$683,653** | **$285,730** | **$24,121** | **$1,727** | **$6,005** | **$3,311,860** |

*[a] For fiscal year end June 30, 2012, the ARC will be based on the results of the actuarial valuation as of June 30, 2010, projected to the following year. That is, the ARC will increase by the wage inflation assumption of 3.25 percent.*

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>PARTIAL FUNDING POLICY (6.125%) | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| Number of Participants Covered | | | | | | | | | | | | | |
| Active Participants | 36,966 | 120,476 | 157,442 | 11,075 | 7,470 | 397 | 44,642 | 45,039 | 24,820 | 1,654 | 17 | 692 | 248,209 |
| Retired Participants | 24,635 | 79,562 | 104,197 | 3,806 | 6,731 | 253 | 20,209 | 20,462 | 10,350 | 1,535 | 109 | 33 | 147,223 |
| Total Participants | 61,601 | 200,038 | 261,639 | 14,881 | 14,201 | 650 | 64,851 | 65,501 | 35,170 | 3,189 | 126 | 725 | 395,432 |
| Actuarial Present Value of Proj. Benefits | | | | | | | | | | | | | |
| Active Participants | $5,264,189 | $16,771,123 | $22,035,312 | $1,439,259 | $1,682,866 | $75,348 | $8,043,152 | $8,118,500 | $3,114,513 | $220,585 | $2,234 | $95,939 | $36,709,208 |
| Retired Participants | 3,826,620 | 11,617,447 | 15,444,067 | 580,084 | 1,632,388 | 64,712 | 5,068,625 | 5,133,337 | 1,844,031 | 186,886 | 11,752 | 6,917 | 24,839,462 |
| Total Participants | $9,090,809 | $28,388,570 | $37,479,379 | $2,019,343 | $3,315,254 | $140,060 | $13,111,777 | $13,251,837 | $4,958,544 | $407,471 | $13,986 | $102,856 | $61,548,670 |
| Actuarial Accrued Liability | | | | | | | | | | | | | |
| Active Participants | $3,043,533 | $11,484,673 | $14,528,206 | $827,139 | $898,601 | $36,160 | $4,347,397 | $4,383,557 | $1,746,503 | $145,866 | $1,848 | $62,872 | $22,594,592 |
| Retired Participants | 3,826,620 | 11,617,447 | 15,444,067 | 580,084 | 1,632,388 | 64,712 | 5,068,625 | 5,133,337 | 1,844,031 | 186,886 | 11,752 | 6,917 | 24,839,462 |
| Total Participants | $6,870,153 | $23,102,120 | $29,972,273 | $1,407,223 | $2,530,989 | $100,872 | $9,416,022 | $9,516,894 | $3,590,534 | $332,752 | $13,600 | $69,789 | $47,434,054 |
| Actuarial Value of Assets | $0 | $0 | $0 | $0 | $4,729 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $4,729 |
| Unfunded Actuarial Accrued Liability | $6,870,153 | $23,102,120 | $29,972,273 | $1,407,223 | $2,526,260 | $100,872 | $9,416,022 | $9,516,894 | $3,590,534 | $332,752 | $13,600 | $69,789 | $47,429,325 |
| Annual Required Contribution of the Employer (ARC) for YE 6/30/11 [a] | | | | | | | | | | | | | |
| Normal Cost | $237,952 | $539,557 | $777,509 | $56,277 | $57,239 | $3,028 | $313,112 | $316,140 | $147,024 | $8,699 | $89 | $3,512 | $1,366,489 |
| Amortization of UAAL | 298,127 | 1,005,451 | 1,303,578 | 59,321 | 110,046 | 4,348 | 401,027 | 405,375 | 151,585 | 16,493 | 2,259 | 2,339 | 2,050,996 |
| **Total ARC for FYE 6/30/11** | **$536,079** | **$1,545,008** | **$2,081,087** | **$115,598** | **$167,285** | **$7,376** | **$714,139** | **$721,515** | **$298,609** | **$25,192** | **$2,348** | **$5,851** | **$3,417,485** |
| Per Active Participant (not in '000s) | $14,502 | $12,824 | $13,218 | $10,438 | $22,394 | $18,579 | $15,997 | $16,020 | $12,031 | $15,231 | $138,118 | $8,455 | $13,769 |
| Annual OPEB Cost (AOC) for YE 6/30/11 | | | | | | | | | | | | | |
| ARC for FYE 6/30/11 | $536,079 | $1,545,008 | $2,081,087 | $115,598 | $167,285 | $7,376 | $714,139 | $721,515 | $298,609 | $25,192 | $2,348 | $5,851 | $3,417,485 |
| Interest on NOO at 6/30/10 | 51,653 | 195,660 | 247,313 | 16,893 | 22,221 | 900 | 114,042 | 114,942 | 39,864 | 1,782 | 223 | 681 | 443,919 |
| Adjustment to the ARC | (40,726) | (154,269) | (194,995) | (13,319) | (17,520) | (709) | (89,917) | (90,626) | (31,431) | (1,405) | (469) | (537) | (350,302) |
| **Total AOC for FYE 6/30/11** | **$547,006** | **$1,586,399** | **$2,133,405** | **$119,172** | **$171,986** | **$7,567** | **$738,264** | **$745,831** | **$307,042** | **$25,569** | **$2,102** | **$5,995** | **$3,511,102** |
| **Expected Net Employer Contribution for FYE 6/30/11** | **$366,709** | **$1,093,537** | **$1,460,246** | **$67,756** | **$116,485** | **$4,699** | **$421,186** | **$425,885** | **$183,382** | **$19,300** | **$1,561** | **$2,603** | **$2,277,218** |
| **Actual Net OPEB Obligation at 6/30/10** | **$843,318** | **$3,194,456** | **$4,037,774** | **$275,806** | **$362,785** | **$14,690** | **$1,861,915** | **$1,876,605** | **$650,842** | **$29,086** | **$3,638** | **$11,115** | **$7,247,651** |
| **Expected Net OPEB Obligation at 6/30/11** | **$1,023,615** | **$3,687,318** | **$4,710,933** | **$327,222** | **$418,286** | **$17,558** | **$2,178,993** | **$2,196,551** | **$774,502** | **$35,355** | **$4,179** | **$14,507** | **$8,481,535** |

*[a] Based on results of actuarial valuation as of June 30, 2009, projected to June 30, 2010, using a wage inflation assumption of 3.25 percent. For the Legislative Retirement System, the UAAL is amortized over a ten-year period as a level dollar amount.*

| CALIFORNIA STATE EMPLOYEES<br>OPEB ACTUARIAL VALUATION RESULTS AS OF JUNE 30, 2010 ($ in '000s)<br>PARTIAL FUNDING POLICY (6.125%)<br>DEVELOPMENT OF FYE 2012 ANNUAL REQUIRED CONTRIBUTION | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| ARC based on 6/30/10 valuation | | | | | | | | | | | | | |
| Normal Cost | $242,421 | $572,861 | $815,282 | $59,696 | $62,706 | $3,372 | $334,564 | $337,936 | $153,964 | $9,859 | $89 | $3,821 | $1,443,353 |
| Amortization of UAAL | 331,584 | 1,115,011 | 1,446,595 | 67,919 | 121,929 | 4,869 | 454,459 | 459,328 | 173,295 | 16,060 | 1,751 | 3,368 | 2,290,245 |
| **Total ARC** | **$574,005** | **$1,687,872** | **$2,261,877** | **$127,615** | **$184,635** | **$8,241** | **$789,023** | **$797,264** | **$327,259** | **$25,919** | **$1,840** | **$7,189** | **$3,733,598** |
| ARC for YE 6/30/12 | | | | | | | | | | | | | |
| Normal Cost | $250,300 | $591,479 | $841,779 | $61,636 | $64,744 | $3,482 | $345,437 | $348,919 | $158,968 | $10,179 | $92 | $3,945 | $1,490,262 |
| Amortization of UAAL | 342,360 | 1,151,249 | 1,493,609 | 70,126 | 125,892 | 5,027 | 469,229 | 474,256 | 178,927 | 16,582 | 1,808 | 3,477 | 2,364,677 |
| **Total ARC for YE 6/30/12 [a]** | **$592,660** | **$1,742,728** | **$2,335,388** | **$131,762** | **$190,636** | **$8,509** | **$814,666** | **$823,175** | **$337,895** | **$26,761** | **$1,900** | **$7,422** | **$3,854,939** |

[a] *For fiscal year end June 30, 2012, the ARC will be based on the results of the actuarial valuation as of June 30, 2010, projected to the following year. That is, the ARC will increase by the wage inflation assumption of 3.25 percent.*

# VALUATION RESULTS

## Accounting Information

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

The effective date for the GASB OPEB Accounting Standard for the State of California is the fiscal year beginning July 1, 2007. The following section shows the Required Supplementary information.

**Annual Required Contribution (ARC)**

The ARC is the portion of the present value of the total cost of postemployment benefits earned to date by employees that is assigned to a given fiscal year using an accepted actuarial cost allocation method.

GASB No. 45 sets the method for determining the State's postemployment benefits accrual, the Annual Required Contribution (ARC), to include both the value of benefits earned during the year (Normal Cost) and an amortization of the Unfunded Actuarial Accrued Liability. Accordingly, the following table shows the State's fiscal year end 2008 though 2011 Annual Required Contribution (ARC) based on a 30-year open amortization of the Unfunded Actuarial Accrued Liability as a level percent of pay.

| Pay-As-You-Go Funding ($ in billions) | | | |
|---|---|---|---|
| Fiscal Year Ending June 30 | Normal Cost<br>(a) | Unfunded Actuarial Accrued Liability Amortization<br>(b) | Annual Required Contribution (ARC)<br>(a) + (b) |
| 2008 | $1.70 | $1.89 | $3.59 |
| 2009 | $1.76 | $1.96 | $3.72 |
| 2010 | $1.94 | $1.97 | $3.91 |
| 2011 | $2.06 | $2.11 | $4.17 |

## Annual OPEB Cost (AOC)

The initial OPEB Obligation was set to zero as of the transition date of July 1, 2007; therefore, the Annual OPEB Cost equals the Annual Required Contribution for FY 2008. For FY 2009 and beyond, the annual OPEB Cost will reflect an adjustment for the beginning of year Net OPEB Obligation.

| Pay-As-You-Go Funding ($ in billions) | | | | |
|---|---|---|---|---|
| Fiscal Year Ending June 30 | Annual Required Contribution (ARC) (a) | Interest on Net OPEB Obligation (b) | Adjustment to Annual Required Contribution (c) | Total Annual OPEB Cost (AOC) (a) + (b) + (c) |
| 2008 | $3.59 | $0.00 | $0.00 | $3.59 |
| 2009 | $3.72 | $0.10 | -$0.09 | $3.73 |
| 2010 | $3.91 | $0.21 | -$0.19 | $3.93 |
| 2011 | $4.17 | $0.33 | -$0.29 | $4.21 |

## Annual OPEB Cost Summary

| Pay-As-You-Go Funding ($ in billions) | | | | |
|---|---|---|---|---|
| Fiscal Year Ending June 30 | Annual OPEB Cost | Net Employer Contribution | Percentage of Annual OPEB Cost Contributed | Net OPEB Obligation |
| 2008 | $3.59 | $1.25 | 35% | $2.34 |
| 2009 | $3.73 | $1.38 | 37% | $4.69 |
| 2010 | $3.93 | $1.37 | 35% | $7.25 |
| 2011[1] | $4.21 | $1.63 | 39% | $9.83 |

[1]*Net employer contribution and Net OPEB Obligation estimated for fiscal year ending June 30, 2011.*

**Projected Net OPEB Obligation (NOO):**

Based on the Annual OPEB Cost developed on the previous page, the following is the projected Net OPEB Obligation (NOO):

| Pay-As-You-Go Funding ($ in billions) | | | | |
|---|---|---|---|---|
| Fiscal Year Ending June 30 | Net OPEB Obligation (NOO) Beginning of Year (a) | Total Annual OPEB Cost (AOC) (b) | Net Employer Contribution (c) | Net OPEB Obligation (NOO) End of Year[1] (a) + (b) - (c) |
| 2008 | $0.00 | $3.59 | $1.25 | $2.34 |
| 2009 | $2.34 | $3.73 | $1.38 | $4.69 |
| 2010 | $4.69 | $3.93 | $1.37 | $7.25 |
| 2011[1] | $7.25 | $4.21 | $1.63 | $9.83 |

[1]*Net employer contribution and Net OPEB Obligation estimated for fiscal year ending June 30, 2011.*

**Required Supplementary Information**

Below is the projected schedule of funding progress as of the valuation date:

| Pay-As-You-Go Funding ($ in billions) | | | | | | |
|---|---|---|---|---|---|---|
| Valuation Date | Actuarial Value of Assets (a) | Actuarial Accrued Liability (b) | Unfunded Actuarial Accrued Liability (b) - (a) | Funded Ratio (a) / (b) | Payroll | UAAL as a % of Payroll |
| June 30, 2007 | $0.00 | $47.88 | $47.88 | 0.00% | $17.94 | 267% |
| June 30, 2008 | $0.00 | $48.22 | $48.22 | 0.00% | $17.89 | 270% |
| June 30, 2009 | $0.00 | $51.82 | $51.82 | 0.00% | $18.45 | 281% |
| June 30, 2010 | $0.00 | $59.91 | $59.91 | 0.00% | $17.54 | 341% |

# SECTION C

## SUMMARY OF THE CURRENT SUBSTANTIVE PLAN PROVISIONS

# SUMMARY OF THE
# CURRENT SUBSTANTIVE PLAN PROVISIONS

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of January 1, 2010**

## Eligibility Requirements

### Health Care Coverage

**Retired Employees**

A member is eligible to enroll in a CalPERS health plan if he or she retires within 120 days of separation from employment and receives a monthly retirement allowance. If the member meets this requirement, he or she may continue his or her enrollment at retirement, enroll within 60 days of retirement, or enroll during any Open Enrollment period. If a member is currently enrolled in a CalPERS health plan and wants to continue enrollment into retirement, the employer will notify CalPERS and the member's coverage will continue into retirement.

**Survivors of an Annuitant**

If a CalPERS annuitant satisfied the requirement to retire within 120 days of separation, the survivor may be eligible to enroll within 60 days of the annuitant's death or during any future Open Enrollment period. *Note: A survivor cannot add any new dependents; only dependents that were enrolled or eligible to enroll at the time of the member's death qualify for benefits.*

Surviving registered domestic partners who are receiving a monthly annuity as a surviving beneficiary of a deceased employee or annuitant on or after January 1, 2002, are eligible to continue coverage if currently enrolled, enroll within 60 days of the domestic partner's death, or enroll during any future Open Enrollment period.

**Eligibility Exceptions**

Certain family members are **not** eligible for CalPERS health benefits:

- Children age 26 or older;
- Children who have been married;
- Children's spouses;
- Disabled children over age 26 who were never enrolled or who were deleted from coverage;
- Former spouses;
- Grandparents;
- Parents;
- Children of former spouses; and
- Other relatives.

### Death of a Member

Upon the death of an employee while in State service, the law requires the State employer to continue to pay contributions for the survivor's or registered domestic partner's health coverage for up to 120 days after the employee's death. Surviving family members will be eligible for health benefit coverage, provided they:

- Qualify for a monthly survivor check from CalPERS; and
- Were an eligible dependent at the time of the member's death and continue to qualify as eligible family members.

Surviving family members who do not meet the above qualifications may be eligible for COBRA.

Children of registered domestic partners may have continued eligibility if they were enrolled as family members at the time of a member's death.

### Coordination with Medicare

CalPERS retired members who qualify for premium-free Part A, either on their own or through a spouse (current, former, or deceased), must sign up for Part B as soon as they qualify for Part A. A member must then enroll in a CalPERS sponsored Medicare plan. The CalPERS-sponsored Medicare plan will pay for costs not paid by Medicare, by coordinating benefits.

## Dental Benefits

### Retired Employees

Retired State employees are eligible to continue enrollment in the State's Dental Program if they retire within 120 days after their date of separation and they receive a retirement allowance from CalPERS. Retired employees who did not continue dental coverage into retirement may enroll during the annual dental open enrollment period.

California Highway Patrol employees who retired on or after September 30, 1992, may elect to continue enrollment in the Union-sponsored indemnity plan or change to a State-sponsored dental plan. Under the terms of the Memorandum of Understanding between the California Highway Patrol and the Department of Personnel Administration, this is an irrevocable one-time election.

California Correctional Peace Officers Association members who are enrolled in a Union-sponsored dental plan must change to a State-sponsored dental plan and retire within 120 days after their date of separation to continue their dental coverage.

**Survivors of an Employee or Annuitant**

Departments are required to continue paying the State Contributions for a covered employee's spouse, domestic partner, and other eligible family members for up to 120 days following an employee's death. During this time, CalPERS will determine if the spouse or other family members are eligible for continuation coverage.

After 120 days, the surviving family member(s) will be eligible to continue their current coverage if they meet all of the following criteria:

- They were enrolled as dependents at the time of death;
- They qualify for a monthly survivor allowance from CalPERS; and
- They continue to qualify as family members.

Surviving enrolled family members who do not qualify to continue their current coverage are eligible for continuation coverage under COBRA.

## 2010 State Contribution

The 2010 maximum State Contribution amounts are as follows:

| 2010 State Contribution | | |
|---|---|---|
| One-Party Coverage | Two-Party Coverage | Family Coverage |
| $493.00 | $936.00 | $1,202.00 |

If the State retiree is signed up for a CalPERS sponsored Medicare plan and the monthly State contribution is more than the plan's monthly premium, CalPERS will credit the retiree the difference between the two amounts, up to the amount of the Part B premium.

The actual amount of the contribution varies based on the employee type as described below.

## State and CSU Employees (includes Misc., Industrial, CHP, POFF, and Safety)

For State Employees, the amount the State contributes toward health coverage depends on whether the employee is vested. The contribution amount is determined by a formula set by law and the date the employee was first employed by the State.

- **First hired by the State prior to January 1, 1985:** The member is eligible to receive 100 percent of the State's contribution toward the member's health premium upon the member's retirement.

- **First hired by the State between January 1, 1985 and January 1, 1989:** The member is subject to vesting requirements, as follows:
  - 10 years of service: Member is fully vested and qualifies for 100 percent of the State's contribution toward his or her health premium.
  - Less than 10 years of service: Members are eligible for health coverage; however, the State's contribution will be reduced by 10 percent for each year of service under 10 years. The member will be responsible for the additional cost.

- **First hired by the State after January 1, 1989:** The percentage of the State's contribution is based on completed years of State credited service as follows:

| Years of Credited Service | State Contribution |
|---|---|
| Less than 10 | 0% |
| 10 | 50% |
| 10 to 19 | 50%, plus 5% added for each year after the 10th year |
| 20 or more | 100% |

For California State University Employees and members on disability, the above vesting requirements do not apply and the employer pays 100 percent of the contribution provided the member is eligible for healthcare benefits at retirement.

**State Contribution – Judge Elected or Appointed Prior to November 9, 1994**

State Contributions are based upon the vesting schedule applicable to State Employees.

If a member is eligible for a deferred retirement benefit, the member must pay the full plan premium until he or she starts receiving benefits in order to have the State's contribution paid once he or she begins receiving retirement payments.

**State Contribution – Judge Elected or Appointed After November 9, 1994**

To continue CalPERS health coverage into retirement if the member is under age 65, the member must:

- Have at least five years of service credit;
- Elect health coverage within 60 days after leaving judicial office; and
- Assume the cost of both the member’s share and the employer's share of the monthly premiums - plus an additional 2 percent of the premium, until age 65.

When the member reaches 65, the member is entitled to have his or her employer's share of the premium. The State Contribution is determined by the member’s years of service credit:

| Years of Service | State Contribution |
|---|---|
| At Least 5 Years | 50% |
| Between 5 to 10 Years | Pro-rated between 50% to 100% |
| 10 or More Years | 100% |

**State Contribution – Legislator, Constitutional Officer, or Statutory Officer**

Members of the CalPERS Health Program can continue coverage into retirement. Members must have at least eight years of service for health benefits vesting. If the member took office after January 1, 1985, he or she will need 10 years to receive the full State Contribution towards the monthly premium.

| **HMO Basic Plans**<br>**Kaiser Permanente, Blue Shield Access+ HMO, Blue Shield EPO, and Blue Shield NetValue HMO** | |
|---|---|
| | **Copay and/or Benefit Limit** |
| **Hospital** | |
| Inpatient | No Charge |
| Outpatient | |
| Kaiser Permanente | $15/Visit |
| Blue Shield | No Charge |
| **Physician Services** | |
| Office Visits | $15/visit |
| *More than one copay may apply during an office visit if multiple services are provided.* | |
| Gynecological Exam | |
| Kaiser Permanente | $15 (No Charge for Well Woman) |
| Blue Shield | No Charge |
| Periodic Health Exam | No Charge |
| Well-Baby Care | No Charge |
| Allergy Testing/Treatment | |
| Kaiser Permanente | No Charge for Injections<br>$15/Visit (Testing Visits) |
| Blue Shield | No Charge |
| Immunization/Inoculation | No Charge |
| Vision Exam (Refraction) | |
| Kaiser Permanente | $15/visit |
| Blue Shield | No Charge |
| *For age 17 and under. Varies by plan for age 18 and over and may be limited to one visit per calendar year.* | |
| Hearing Exam/Screening | No Charge |
| Inpatient Hospital Visits | No Charge |
| Surgery/Anesthesia | |
| Kaiser Permanente | No Charge for Inpatient, $15 for Outpatient |
| Blue Shield | No Charge |
| **Ambulance Service** | |
| *Air/ground ambulance service* | No Charge |
| **Emergency Services** | |
| *Waived if admitted as an inpatient or for observations as an outpatient* | $50/Visit |
| **Prescription Drug Benefit** | |
| **Blue Shield**<br>Retail Pharmacy<br>*(up to 30-day supply)* | $5/Generic<br>$15/Formulary Brand Name<br>$45/Non-Formulary<br>*($30 if medical necessity approved)* |
| Mail Order Program<br>*(up to 90-day supply)*<br>*$1,000 maximum copayment per person per calendar year.* | $10/generic<br>$25/formulary brand name<br>$75/non-formulary<br>*($45 if medical necessity approved)* |
| Maximum Calendar Year Deductible | $1,000 |
| **Kaiser Permanente** | |
| *Up to 30-day supply* | $5/generic / $15/brand name |
| *31-100-day suppply* | $10/generic / $30/brand name |

## PERS Select, PERS Choice, & PERSCare PPO Basic Plans

| | PERS Select | | PERS Choice | | PERSCare | |
|---|---|---|---|---|---|---|
| | Member's Cost | | Member's Cost | | Member's Cost | |
| | PPO | Non-PPO | PPO | Non-PPO | PPO | Non-PPO |
| **Calendar Year Deductible** | | | | | | |
| Individual | $500 | | $500 | | $500 | |
| Family | $1,000 | | $1,000 | | $1,000 | |
| **Maximum Calendar Year Copay** | | | | | | |
| Individual | $3,000 | None | $3,000 | None | $2,000 | None |
| Family | $6,000 | None | $6,000 | None | $4,000 | None |
| **Lifetime Maximum Benefit - Per Individual** | $2,000,000 | | $2,000,000 | | None | |
| **Hospital** | | | | | | |
| Per Admission Deductible | None | None | None | None | $250 | $250 |
| Inpatient and Outpatient | 20% | 40% | 20% | 40% | 10% | 40% |
| **Physician Services** | | | | | | |
| Office Visits | $20 copay | 40% | $20 copay | 40% | $20 copay | 40% |
| Urgent Care Visits | $20 copay | 40% | $20 copay | 40% | $20 copay | 40% |
| Hospital Outpatient | $20 copay | 40% | $20 copay | 40% | $20 copay | 40% |
| Preventative Care Services | No Charge | 40% | No Charge | 40% | No Charge | 40% |
| **Ambulance Service** | 20% | 20% | 20% | 20% | 20% | 20% |
| **Emergency Services** ($50 deductible per visit for covered ER charges - waived if admitted to Hospital) | 20% | 20% | 20% | 20% | 10% | 10% |
| **Prescription Drug Benefit** | **Generic** | **Preferred Brand** | **Generic** | **Preferred Brand** | **Non-Preferred Brand** | |
| Applies to PERS Select, PERS Choice, and PERSCare | | | | | | |
| Retail Pharmacy* **short-term use* | $5 | $15 | $5 | $15 | $45 *($30 if partial waiver of Non-Preferred Brand copayment approved)* | |
| Retail Pharmacy Maintenance Medications filled after 2nd Fill** *** A maintenance medication taken longer than 60 days for chronic conditions.* | $10 | $25 | $10 | $25 | $75 *($45 if partial waiver of Non-Preferred Brand copayment approved)* | |
| Mail Service Pharmacy *A $1,000 maximum copayment per person per calendar year applies* | $10 | $25 | $10 | $25 | $75 *($45 if partial waiver of Non-Preferred Brand copayment approved)* | |

## HMO Medicare Plans

**Kaiser Permanente, Blue Shield Access+ HMO, Blue Shield EPO, and Blue Shield NetValue HMO**

| | **Medicare Managed Care Plan (Medicare Advantage)** | **Supplement to Original Medicare Plans** |
|---|---|---|
| | Kaiser Permanent | Blue Shield of California |
| | **Copay and/or Benefit Limit** | **Copay and/or Benefit Limit** |
| **Hospital** | | |
| Inpatient | No Charge | No Charge |
| Outpatient | $10/visit | No Charge |
| **Physician Services** | | |
| Office Visits | $10/visit | $10/visit |
| Gynecological Exam | $10/visit | $10/visit |
| Periodic Health Exam | $10/visit | $10/visit |
| Allergy Testing/Treatment | $3/visit (injection visits)<br>$10/visit (testing visits) | $10/visit (injection visits)<br>$10/visit (testing visits) |
| Immunization/Inoculation | No Charge | No Charge |
| Vision Exam (Refraction) | $10/visit | $10/visit |
| Hearing Exam/Screening | $10/visit | $1,000 Allowance every 36 Months for Both Ears |
| Inpatient Hospital Visits | No Charge | No Charge |
| Surgery/Anesthesia | No Charge for Inpatient<br>$10/visit for Outpatient | No Charge |
| **Ambulance Service**<br>*Air/ground ambulance service* | No Charge | No Charge |
| **Emergency Services**<br>*Waived if admitted as an inpatient or for observations as an outpatient* | $50/visit | $50/visit |
| **Prescription Drug Benefit** | | |
| Retail Pharmacy<br>*(up to 30-day supply)*<br>*(Does not apply to Kaiser)* | $5/generic<br>$15/brand name<br>*Kaiser Permanente provides up to 100-day supply (or a 30-day supply for certain drugs) through its pharmacies or mail order program.* | $5/generic<br>$15/formulary brand name<br>$45/non-formulary<br>*($30 if medical necessity approved)* |
| Mail Order Program<br>*$1,000 maximum copayment per person per calendar year (up to 90-day supply)*<br>*(Does not apply to Kaiser)* | $5/generic<br>$15/brand name<br>*Kaiser Permanente provides up to 100-day supply (or a 30-day supply for certain drugs) through its pharmacies or mail order program.* | $10/generic<br>$25/formulary brand name<br>$75/non-formulary<br>*($45 if medical necessity approved)* |

| **PERS Select, PERS Choice, & PERSCare Supplement Plans**<br>**PPO Supplement to Original Medicare Plans** | | | | | |
|---|---|---|---|---|---|
| | **PERS Select** | | **PERS Choice** | | **PERSCare** |
| | **PPO** | | **PPO** | | **PPO** |
| **Calendar Year Deductible** | None<br>Plan pays Medicare<br>Parts A and B deductible | | None<br>Plan pays Medicare<br>Parts A and B deductible | | None<br>Plan pays Medicare<br>Parts A and B deductible |
| **Lifetime Maximum Benefit - Per Individual** | None | | None | | None |
| **Hospital** | | | | | |
| Inpatient and Outpatient | No Charge | | No Charge | | No Charge |
| **Physician Services** | | | | | |
| Physician Office Visits | No Charge | | No Charge | | No Charge |
| Home Visits | No Charge | | No Charge | | No Charge |
| Hospital Visits | No Charge | | No Charge | | No Charge |
| Gynecological Exam | No Charge | | No Charge | | No Charge |
| Allergy Testing/Treatment | No Charge | | No Charge | | No Charge |
| **Ambulance Service** | No Charge | | No Charge | | No Charge |
| **Emergency Services** | No Charge | | No Charge | | No Charge |
| **Prescription Drug Benefit** | **Generic** | **Preferred Brand** | **Generic** | **Preferred Brand** | **Non-Preferred Brand** |
| Applies to PERS Select, PERS Choice, and PERSCare | | | | | |
| Retail Pharmacy*<br>**short-term use* | $5 | $15 | $5 | $15 | $45<br>*($30 if partial waiver of Non-Preferred Brand copayment approved)* |
| Retail Pharmacy Maintenance Medications filled after 2nd Fill**<br>*** A maintenance medication taken longer than 60 days for chronic conditions.* | $10 | $25 | $10 | $25 | $75<br>*($45 if partial waiver of Non-Preferred Brand copayment approved)* |
| Mail Service Pharmacy<br>*A $1,000 maximum copayment per person per calendar year applies* | $10 | $25 | $10 | $25 | $75<br>*($45 if partial waiver of Non-Preferred Brand copayment approved)* |

| **CCPOA Association Plans (HMO)**<br>**Basic Plan – Regions North and South** | |
|---|---|
| | **Copay and/or Benefit Limit** |
| **Hospital** | |
| Inpatient | $100 per admission |
| Outpatient Facility Services | No Charge |
| Outpatient Surgury | $50/visit |
| **Physician Services** | |
| Office Visits | $15/visit |
| Gynecological Exam | No Charge |
| Periodic Health Exam | No Charge |
| Well-Baby Care | No Charge |
| Allergy Testing/Treatment | No Charge |
| Immunization/Inoculation | No Charge |
| Vision Exam (Refraction) | No Charge |
| Hearing Exam/Screening | No Charge |
| Inpatient Hospital Visits | No Charge |
| Surgery/Anesthesia | No Charge |
| **Ambulance Service** | No Charge |
| **Emergency Services**<br>*Waived if hospitalized or kept for observation – if admitted, $100 per admission fee will apply* | $75/visit |
| **Prescription Drug Benefit** | |
| Deductible | $50 calendar year brand name drug deductible per member, not to exceed $150 per family |
| Retail Pharmacy | $10/generic<br>$25/formulary brand name<br>$50/non-formulary |
| Mail Order Program<br>*(up to 90-day supply)* | $20/generic<br>$50/formulary brand name<br>$100/non-formulary |

| **CCPOA Association Plans (HMO)**<br>**Medicare Plan Supplement to Original Medicare** | |
|---|---|
| | **Copay and/or Benefit Limit** |
| **Hospital** | |
| Inpatient | $100 per admission |
| Outpatient Surgury | No Charge |
| **Physician Services** | |
| Office Visits | $10/visit |
| Gynecological Exam | No Charge |
| Periodic Health Exam | No Charge |
| Allergy Testing/Treatment | No Charge |
| Immunization/Inoculation | No Charge |
| Vision Exam (Refraction) | No Charge |
| Hearing Exam/Screening | No Charge |
| Inpatient Hospital Visits | No Charge |
| Surgery/Anesthesia | No Charge |
| **Ambulance Service** | No Charge |
| **Emergency Services** | No Charge |
| **Prescription Drug Benefit** | |
| Retail Pharmacy | $5/generic<br>$20/formulary brand name<br>$35/non-formulary |
| Mail Order Program<br>*(up to 90-day supply)* | $10/generic<br>$40/formulary brand name<br>$70/non-formulary |

## CAHP & PORAC Association Plans (PPOs)

**Basic Plans**

| | CAHP Copay/Limits | | PORAC Copay/Limits | |
|---|---|---|---|---|
| | **PPO** | **Non-PPO** | **PPO** | **Non-PPO** |
| **Calendar Year Deductible** | | | | |
| Individual | None | None | $300 | $600 |
| Family | None | None | $900 | $1,800 |
| **Out-of-Pocket Maximum** | $2,000/member<br>$4,000/family | None<br>None | $3,000/individual or $6,000/family<br>(Combined PPO and non-PPO) | |
| **Lifetime Maximum** | $2,000,000 | $2,000,000 | None | None |
| **Hospital** | | | | |
| Inpatient | 10% | Varies. See EOC | 10% | 10% (varies) |
| Outpatient | 10% | 40% | 10% | 10% (varies) |
| **Physician Services** | | | | |
| Office Visits | $15 | 40% | $20 *(deductible does not apply)* | 10% |
| Gynecological Exam | 10% | 40% | No charge; $500/yr maximum | No charge; $500/yr maximum |
| Periodic Health Exam | No charge; $400/yr maximum | No charge; $400/yr maximum | No charge; $500/yr maximum | No charge; $500/yr maximum |
| Well-Child Care | No charge & unlimited visits under age 7 | No charge & unlimited visits under age 7 | No charge Age 6 and under/no limit<br>Age 7 and older/$500 yr max. | No charge Age 6 and under/no limit<br>Age 7 and older/$500 yr max. |
| Allergy Testing/Treatment | 10% | 40% | 10% | 10% |
| Immunization/Inoculation | No charge; $300/yr maximum | No charge; $300/yr maximum | Included in well-baby/child care | Included in well-baby/child care |
| Vision Exam (Refraction) | Not Covered | Not Covered | Not Covered | Not Covered |
| Hearing Exam/Screening | 10%; $200/maximum *(per 36 months)* | 40%; $200/maximum *(per 36 months)* | 20%; maximum $50/exam with hearing aid purchase | 20%; maximum $50/exam with hearing aid purchase |
| Inpatient Hospital Visits | 10% | 40% | 10% | 10% *(varies)* |
| Surgery/Anesthesia | 10% | 40% | 10% | 10% *(varies)* |
| **Ambulance Service** | 20% | 20% | 20% | 20% |
| **Emergency Services** | | | | |
| Emergency | $50* + 10% | $50* + 10% | 10% | 10% |
| Non-Emergency | $50* + 10% | $50* + 40% | 50% | 50% |
| ** If admitted to the hospital on an inpatient basis, the $50 copayment will be reduced to $25* | | | | |
| **Prescription Drug Benefit** | | | | |
| Retail Pharmacy<br>*CAHP (up to 30-day supply)*<br>*PORAC (up to 34-day supply or 100 pills/units, whichever is more)* | $5/generic<br>$20/single source<br>$25/multi-source | $5/generic<br>$20/single source<br>$25/multi-source | $10/generic<br>$25/ formulary brand name<br>$45/non-formulary brand | $10/generic<br>$25/ formulary brand name<br>$45/non-formulary brand |
| Retail Pharmacy<br>Maintenance Medications filled after 2nd Fill**<br>*CAHP (up to 30-day supply)*<br>*** A maintenance medication taken longer than 60 days for chronic conditions.* | $10/generic<br>$40/single source<br>$50/multi-source | $10/generic<br>$40/single source<br>$50/multi-source | Not Applicable | Not Applicable |
| Mail Order Program<br>*CAHP (up to 90-day supply)*<br>*PORAC (up to 90-day supply or 100 pills/units, whichever is more)* | $10/generic<br>$40/single source<br>$50/multi-source | $10/generic<br>$40/single source<br>$50/multi-source | $20/generic<br>$40/ formulary brand name<br>$75/non-formulary brand | Not Applicable |

## CAHP & PORAC Association Plans (PPOs)
**PPO Supplement to Original Medicare**

| | CAHP Copays/Limits | PORAC Copays/Limits |
|---|---|---|
| **Deductibles** | $100/individual<br>$200/family<br>*(Major Medical deductible)* | $100/individual<br>$200/family<br>*(Major Medical deductible)* |
| **Hospital** | | |
| Inpatient | No Charge | No charge. Plan pays after Medicare benefits are exhausted. See EOC |
| Outpatient | No Charge | No Charge |
| **Physician Services** | | |
| Office Visits | $10/visit | No Charge |
| Gynecological Exam | No Charge | No Charge |
| Periodic Health Exam | Not covered unless Medicare approved | Not covered unless Medicare approved |
| Allergy Testing/Treatment | No Charge | No Charge |
| Immunization/Inoculation | No Charge | No Charge |
| Vision Exam (Refraction) | Not Covered | 20%; one exam/ calendar year |
| Hearing Exam/Screening | No Charge | 20%; $50/exam in connection with hearing aid purchase |
| Inpatient Hospital Visits | No Charge | No Charge |
| Surgery/Anesthesia | No Charge | No Charge |
| **Ambulance Service** | No Charge if Medicare approved<br>20% if not Medicare approved | No Charge |
| **Emergency Services** | No Charge if Medicare approved<br>20% if not Medicare approved | No Charge |
| **Prescription Drug Benefit** | | |
| Retail Pharmacy<br>*(up to 30-day supply)*<br>*CAHP: Diabetic supplies paid under medical benefit.*<br>*PORAC: $50 deductible/member for retail only* | $5/generic<br>$20/single source<br>$25/multi-source | $10/generic<br>$25/formulary brand name<br>$45/non-formulary brand name |
| Retail Pharmacy Maintenance Medications filled after 2nd fill**<br>*CAHP (up to 30-day supply)*<br>*** A maintenance medication taken longer than 60 days for chronic conditions.* | $10/generic<br>$40/single source<br>$50/multi-source | |
| Mail Order Program<br>*(90-day supply)* | $10/generic<br>$40/single source<br>$50/multi-source | $20/generic<br>$40/single source<br>$75/multi-source |

## State Sponsored Dental Plan

| BENEFITS | INDEMNITY | PREFERRED PROVIDER OPTION | PREPAID |
|---|---|---|---|
| **Type of Plan** | Fee-for-Service Plan, this plan provides reimbursement for services rendered | Benefits are maximized when services are received from a participating plan dentist | Plan pays enrollee's chosen dentist a monthly fixed rate to provide services as needed |
| **Dental Providers** | Any licensed dentist, with maximum benefits for using a Delta-affiliated dentist | Any licensed dentist, with maximum benefits for using a dentist within the plan's provider network | Must select a dental provider affiliated with the enrollee's prepaid plan |
| **Orthodontic Providers** | May use any orthodontist, with maximum benefits for using a Delta-affiliated dentist | To receive maximum benefit, must use orthodontist who is affiliated with the Plan | Must use orthodontist affiliated with the enrollee's prepaid plan |
| **Changing Providers** | May change dentists at any time | May change at any time to another dentist affiliated with the Plan | May change to another dentist affiliated with the plan, with prior approval |
| **Deductibles** | Basic: $50 per person, up to $150 annual maximum per family<br><br>Enhanced: $25 per person, up to $100 annual maximum per family | $25 each, up to $100 annual maximum per family, for Plan dentist; $75 each, up to $200 annual maximum per family, for non-Plan dentist | No deductible |
| **Co-payments** | Pay the difference between billed charges and plan payments | Pay the difference between billed charges and plan payments | Generally no charge, with minimal co-payments for certain covered procedures |
| **Plan Payments** | Delta dentist: payment based on fees filed with Delta; non-Delta dentist: payment not to exceed Delta's set fee schedule | Plan dentist: payment based on fee agreement with Delta; non-Plan dentist: payment not to exceed Delta's set fee schedule | For procedures with co-payment, may require payment at time of treatment |
| **Maximum Benefits per Calendar Year** | Basic: $2,000 for employee/ retiree, $1,000 per dependent; Enhanced: $2,000 for employee and each eligible dependent | $2,000 per employee, $2,000 per eligible dependent | No maximum |
| **Maximum Lifetime Implant Benefit** | Not a covered benefit | $2,500 for each employee/ retiree and dependent, if using a Plan provider | Not a covered benefit |

## California State University Sponsored Dental Plan

| BENEFITS | Delta Dental | DeltaCare |
|---|---|---|
| **Diagnostic and preventive benefits** | 75%, no deductible | No Cost |
| **Basic benefits** | 75%, deductible applies | No Cost |
| **Crowns, inlays, inlays and cast restoration benefits** | 50%, deductible applies | $50.00 |
| **Prosthodontic Benefits** | 50%, deductible applies | $50.00 |
| **Orthodontic benefits** | 50%, maximum lifetime of $1,000 | $1,400, Covers up to 24 months of active treatment |
| **Annual Deductibles** | $50 Per Person/$150 Per Family | No Deductible |
| **Annual Maximum** | $1,500 Per Person | No Maximum |

| 2010 Health Plan Rates | | | |
|---|---|---|---|
| **Basic Plans - HMO** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| Blue Shield | $517.09 | $1,034.18 | $1,344.43 |
| Blue Shield NetValue | $447.82 | $895.64 | $1,164.33 |
| Kaiser | $494.99 | $989.98 | $1,286.97 |
| Kaiser Out-of-State - Colorado | $724.69 | $1,449.38 | $1,884.19 |
| Kaiser Out-of-State - Georgia | $724.69 | $1,449.38 | $1,884.19 |
| Kaiser Out-of-State - Hawaii | $724.69 | $1,449.38 | $1,884.19 |
| Kaiser Out-of-State - Mid-Atlantic | $724.69 | $1,449.38 | $1,884.19 |
| Kaiser Out-of-State - Northwest | $724.69 | $1,449.38 | $1,884.19 |
| Kaiser Out-of-State - Ohio | $724.69 | $1,449.38 | $1,884.19 |
| **Basic Plans - PPO** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| PERS Choice | $487.25 | $974.50 | $1,266.85 |
| PERS Select | $454.87 | $909.74 | $1,182.66 |
| PERSCare | $831.50 | $1,663.00 | $2,161.90 |
| **Basic Association Plans** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| CAHP | $533.96 | $1,011.10 | $1,313.22 |
| CCPOA - North | $478.77 | $958.45 | $1,293.62 |
| CCPOA - South | $394.98 | $790.85 | $1,068.26 |
| PORAC | $484.00 | $906.00 | $1,151.00 |

| 2010 Health Plan Rates | | | |
|---|---|---|---|
| **Supplement/Managed Medicare Plans - HMO** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| Blue Shield | $299.53 | $599.06 | $898.59 |
| Blue Shield NetValue | $299.53 | $599.06 | $898.59 |
| Kaiser | $298.36 | $596.72 | $895.08 |
| Kaiser Out-of-State - Colorado | $319.34 | $638.68 | $958.02 |
| Kaiser Out-of-State - Georgia | $319.34 | $638.68 | $958.02 |
| Kaiser Out-of-State - Hawaii | $319.34 | $638.68 | $958.02 |
| Kaiser Out-of-State - Mid-Atlantic | $319.34 | $638.68 | $958.02 |
| Kaiser Out-of-State - Northwest | $319.34 | $638.68 | $958.02 |
| Kaiser Out-of-State - Ohio | $319.34 | $638.68 | $958.02 |
| **Supplement/Managed Medicare Plans - PPO** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| PERS Choice | $356.09 | $712.18 | $1,068.27 |
| PERS Select | $356.09 | $712.18 | $1,068.27 |
| PERSCare | $410.60 | $821.20 | $1,231.80 |
| **Supplement/Managed Medicare Association Plans** | | | |
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| CAHP | $354.00 | $655.00 | $832.00 |
| CCPOA - North | $314.62 | $629.76 | $941.39 |
| CCPOA - South | $314.62 | $629.76 | $941.39 |
| PORAC | $363.00 | $723.00 | $1,157.00 |

**2010 Health Plan Rates**

**Combination Plans (Employee in Basic Plan) - HMO**

| Plan | 1 Dep. In Supplement/ Managed Medicare | 2+ Dep. In Supplement/ Managed Medicare | 1 Dep. In Basic 1+ Dep. In Supplement/ Managed Medicare |
|---|---|---|---|
| Blue Shield | $816.62 | $1,116.15 | $1,126.87 |
| Blue Shield NetValue | $747.35 | $1,046.88 | $1,016.04 |
| Kaiser | $793.35 | $1,091.71 | $1,090.34 |
| Kaiser Out-of-State - Colorado | $1,044.03 | $1,363.37 | $1,478.84 |
| Kaiser Out-of-State - Georgia | $1,044.03 | $1,363.37 | $1,478.84 |
| Kaiser Out-of-State - Hawaii | $1,044.03 | $1,363.37 | $1,478.84 |
| Kaiser Out-of-State - Mid-Atlantic | $1,044.03 | $1,363.37 | $1,478.84 |
| Kaiser Out-of-State - Northwest | $1,044.03 | $1,363.37 | $1,478.84 |
| Kaiser Out-of-State - Ohio | $1,044.03 | $1,363.37 | $1,478.84 |

**Combination Plans (Employee in Basic Plan) - PPO**

| Plan | 1 Dep. In Supplement/ Managed Medicare | 2+ Dep. In Supplement/ Managed Medicare | 1 Dep. In Basic 1+ Dep. In Supplement/ Managed Medicare |
|---|---|---|---|
| PERS Choice | $843.34 | $1,199.43 | $1,135.69 |
| PERS Select | $810.96 | $1,167.05 | $1,083.88 |
| PERSCare | $1,242.10 | $1,652.70 | $1,741.00 |

**Combination (Employee in Basic Plan) Association Plans**

| Plan | 1 Dep. In Supplement/ Managed Medicare | 2+ Dep. In Supplement/ Managed Medicare | 1 Dep. In Basic 1+ Dep. In Supplement/ Managed Medicare |
|---|---|---|---|
| CAHP | $903.71 | $1,080.71 | $1,257.00 |
| CCPOA - North | $793.91 | $1,105.54 | $1,129.08 |
| CCPOA - South | $710.12 | $1,021.75 | $987.53 |
| PORAC | $844.00 | $1,278.00 | $1,089.00 |

| 2010 Health Plan Rates | | | |
|---|---|---|---|
| **Combination Plans (Employee in Supplement/Managed Medicare Plan) - HMO** | | | |
| **Plan** | **1 Dep. In Basic** | **2+ Dep. In Basic** | **1 Dep. In Supplement/ Managed Medicare 1+ Dep. In Basic** |
| Blue Shield | $816.62 | $1,126.87 | $909.31 |
| Blue Shield NetValue | $747.35 | $1,016.04 | $867.75 |
| Kaiser | $793.35 | $1,090.34 | $893.71 |
| Kaiser Out-of-State - Colorado | $1,044.03 | $1,478.84 | $1,073.49 |
| Kaiser Out-of-State - Georgia | $1,044.03 | $1,478.84 | $1,073.49 |
| Kaiser Out-of-State - Hawaii | $1,044.03 | $1,478.84 | $1,073.49 |
| Kaiser Out-of-State - Mid-Atlantic | $1,044.03 | $1,478.84 | $1,073.49 |
| Kaiser Out-of-State - Northwest | $1,044.03 | $1,478.84 | $1,073.49 |
| Kaiser Out-of-State - Ohio | $1,044.03 | $1,478.84 | $1,073.49 |
| **Combination Plans (Employee in Supplement/Managed Medicare Plan) - PPO** | | | |
| **Plan** | **1 Dep. In Basic** | **2+ Dep. In Basic** | **1 Dep. In Supplement/ Managed Medicare 1+ Dep. In Basic** |
| PERS Choice | $843.34 | $1,135.69 | $1,004.53 |
| PERS Select | $810.96 | $1,083.88 | $985.10 |
| PERSCare | $1,242.10 | $1,741.00 | $1,320.10 |
| **Combination (Employee in Supplement/Managed Medicare Plan) Association Plans** | | | |
| **Plan** | **1 Dep. In Basic** | **2+ Dep. In Basic** | **1 Dep. In Supplement/ Managed Medicare 1+ Dep. In Basic** |
| CAHP | $921.36 | $1,219.50 | $1,015.28 |
| CCPOA - North | $794.30 | $1,129.47 | $964.93 |
| CCPOA - South | $710.49 | $987.90 | $907.17 |
| PORAC | $785.00 | $1,030.00 | $968.00 |

| 2010 Dental Plan Rates - State Sponsored Plans | | | |
|---|---|---|---|
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| DeltaPremier[1] | $51.87 | $92.08 | $134.00 |
| Delta PPO[2] | $44.07 | $87.23 | $132.08 |
| Safeguard SOC Enhanced Plan[3] | $16.92 | $28.63 | $35.27 |
| Delta Care USA[3] | $17.35 | $28.47 | $39.38 |

[1] *Employee Share: 1 party - $12.97 / 2 party - $23.02 / 3 or more party - $33.50*

[2] *Employee Share: 1 party - $11.02 / 2 party - $21.81 / 3 or more party - $33.02*

[3] *Provided at no cost to the retiree*

| 2010 Dental Plan Rates - California State University[4] | | | |
|---|---|---|---|
| **Plan** | **Employee Only** | **Employee & 1 Dep.** | **Employee & 2+ Dep.** |
| Delta Dental PPO - Basic | $29.08 | $54.93 | $110.31 |
| DeltaCare USA - Basic | $18.64 | $30.75 | $45.46 |

[4] *Provided at no cost to the retiree*

# SECTION D

## SUMARY OF PARTICIPANT DATA

# SUMMARY OF PARTICIPANT DATA

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

A. Members Currently in Retired Status
   1. Counts of Current Retirees by Medical/Rx Benefit Plan and Valuation Group
   2. Counts of Current Retirees by Medical/Rx Benefit Plan and Coverage
   3. Distribution of Current Retirees by Medical/Rx Benefit Plan and Coverage Type
   4. Distribution of Retiree Medical/Rx Benefit by Age
   5. Counts of Current Retirees by Dental Benefit Plan and Valuation Group
   6. Counts of Current Retirees by Dental Benefit Plan and Coverage
   7. Distribution of Current Retirees by Dental Benefit Plan and Coverage Type
   8. Distribution of Retiree Dental Benefit Plan by Age

   The members in the schedules referenced above include only those retirees who have elected to receive health care coverage or dental coverage through the State of California.

B. Members Currently in Active Status
   1. Distribution of All Active Members by Age and Service

C. All Members
   1. Counts of Current Active Participants and Retirees by Valuation Group

| California State Employees | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Counts of Current Retirees by Medical/Rx Benefit Plan and Valuation Group** | | | | | | | | | | | | | |
| | **State Miscellaneous** | | | | | **State Police Officers and Firefighters (POFF)** | | | | | | | |
| | **California State University (CSU)** | **State Employees excluding CSU** | **All State Misc.** | **State Industrial Members** | **Highway Patrol** | **CSU POFF** | **POFF excluding CSU** | **All State POFF** | **Other State Safety** | **Judges Ret. System** | **Legislative Retirement System** | **County Fair** | **Total** |
| Blue Shield | 3,336 | 12,021 | 15,357 | 572 | 140 | 52 | 2,919 | 2,971 | 1,637 | 81 | 6 | 10 | 20,774 |
| Blue Shield NetValue | 509 | 3,394 | 3,903 | 191 | 47 | 16 | 1,094 | 1,110 | 442 | 17 | 1 | 4 | 5,715 |
| Kaiser | 6,972 | 30,208 | 37,180 | 1,250 | 797 | 61 | 5,671 | 5,732 | 3,040 | 157 | 16 | 12 | 48,184 |
| Kaiser Out-of-State | 206 | 552 | 758 | 23 | 20 | 1 | 105 | 106 | 87 | 1 | - | - | 995 |
| PERS Choice | 7,007 | 16,132 | 23,139 | 963 | 1,008 | 81 | 7,171 | 7,252 | 3,303 | 355 | 23 | 7 | 36,050 |
| PERS Select | 43 | 150 | 193 | 11 | 1 | 1 | 82 | 83 | 37 | 3 | - | - | 328 |
| PERSCare | 6,560 | 17,065 | 23,625 | 787 | 314 | 17 | 1,448 | 1,465 | 1,765 | 921 | 63 | - | 28,940 |
| CAHP | - | 15 | 15 | 1 | 4,399 | - | 2 | 2 | 2 | - | - | - | 4,419 |
| CCPOA | - | 9 | 9 | 4 | - | - | 1,521 | 1,521 | 21 | - | - | - | 1,555 |
| PORAC | 2 | 16 | 18 | 4 | 5 | 24 | 196 | 220 | 16 | - | - | - | 263 |
| **Total** | **24,635** | **79,562** | **104,197** | **3,806** | **6,731** | **253** | **20,209** | **20,462** | **10,350** | **1,535** | **109** | **33** | **147,223** |

| California State Employees | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Counts of Current Retirees by Medical/Rx Benefit Plan and Coverage** | | | | | | | | |
| | **One Party** | | **Two Party** | | **Family** | | **Total** | |
| | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Blue Shield | 3,050 | 6,735 | 5,490 | 3,358 | 1,456 | 685 | 9,996 | 10,778 |
| Blue Shield NetValue | 824 | 1,587 | 1,469 | 927 | 629 | 279 | 2,922 | 2,793 |
| Kaiser | 7,749 | 17,208 | 12,290 | 6,737 | 2,648 | 1,552 | 22,687 | 25,497 |
| Kaiser Out-of-State | 150 | 409 | 259 | 135 | 26 | 16 | 435 | 560 |
| PERS Choice | 5,451 | 10,014 | 12,180 | 5,198 | 2,372 | 835 | 20,003 | 16,047 |
| PERS Select | 49 | 69 | 105 | 61 | 27 | 17 | 181 | 147 |
| PERSCare | 5,176 | 15,028 | 6,267 | 2,286 | 138 | 45 | 11,581 | 17,359 |
| CAHP | 497 | 656 | 2,497 | 82 | 624 | 63 | 3,618 | 801 |
| CCPOA | 201 | 192 | 554 | 137 | 382 | 89 | 1,137 | 418 |
| PORAC | 31 | 32 | 133 | 17 | 45 | 5 | 209 | 54 |
| **Total** | **23,178** | **51,930** | **41,244** | **18,938** | **8,347** | **3,586** | **72,769** | **74,454** |

| California State Employees | | | |
|---|---|---|---|
| **Distribution of Current Retirees by Medical/Rx Benefit Plan** | | | |
| | **Under 65** | **At Least 65** | **Total** |
| Blue Shield | 9,716 | 11,058 | 20,774 |
| Blue Shield NetValue | 4,456 | 1,259 | 5,715 |
| Kaiser | 18,348 | 29,836 | 48,184 |
| Kaiser Out-of-State | 309 | 686 | 995 |
| PERS Choice | 16,892 | 19,158 | 36,050 |
| PERS Select | 235 | 93 | 328 |
| PERSCare | 1,711 | 27,229 | 28,940 |
| CAHP | 1,947 | 2,472 | 4,419 |
| CCPOA | 1,282 | 273 | 1,555 |
| PORAC | 183 | 80 | 263 |
| **Total** | **55,079** | **92,144** | **147,223** |

| Distribution of Current Retirees by Coverage Type | | | |
|---|---|---|---|
| | **Under 65** | **At Least 65** | **Total** |
| One Party | 22,386 | 52,722 | 75,108 |
| Two Party | 22,979 | 37,203 | 60,182 |
| Family | 9,714 | 2,219 | 11,933 |
| **Total** | **55,079** | **92,144** | **147,223** |

| California State Employees | | | |
|---|---|---|---|
| **Distribution of Retiree Medical/Rx Benefit by Age** | | | |
| **Attained Age** | **Male** | **Female** | **Total** |
| Under 40 | 291 | 289 | 580 |
| 40-44 | 390 | 438 | 828 |
| 45-49 | 956 | 1,113 | 2,069 |
| 50-54 | 3,793 | 3,280 | 7,073 |
| 55-59 | 8,092 | 8,825 | 16,917 |
| 60-64 | 14,334 | 13,278 | 27,612 |
| 65-69 | 13,690 | 12,210 | 25,900 |
| 70-74 | 10,989 | 9,768 | 20,757 |
| 75-79 | 8,601 | 8,281 | 16,882 |
| 80-84 | 6,337 | 7,504 | 13,841 |
| 85-89 | 3,804 | 6,111 | 9,915 |
| 90 & Over | 1,492 | 3,357 | 4,849 |
| **Totals** | **72,769** | **74,454** | **147,223** |

| California State Employees | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Counts of Current Retirees by Dental Benefit Plan and Valuation Group** | | | | | | | | | | | | | | |
| | **State Miscellaneous** | | | | | **State Police Officers and Firefighters (POFF)** | | | | | | | | |
| | **California State University (CSU)** | **State Employees excluding CSU** | **All State Misc.** | **State Industrial Members** | **Highway Patrol** | **CSU POFF** | **POFF excluding CSU** | **All State POFF** | **Other State Safety** | **Judges Ret. System** | **Legislative Retirement System** | **County Fair** | **Total** |
| Delta Dental | 23,254 | 72,897 | 96,151 | 3,495 | 3,964 | 221 | 18,704 | 18,925 | 9,127 | 3 | - | 34 | 131,699 |
| Safeguard | 8 | 3,162 | 3,170 | 139 | 143 | 1 | 667 | 668 | 541 | - | - | - | 4,661 |
| DeltaCare USA | 1,695 | 3,325 | 5,020 | 145 | 47 | 30 | 341 | 371 | 375 | - | - | 1 | 5,959 |
| CAHP/Blue Cross | - | 4 | 4 | - | 2,373 | - | - | - | - | - | - | - | 2,377 |
| **Total** | **24,957** | **79,388** | **104,345** | **3,779** | **6,527** | **252** | **19,712** | **19,964** | **10,043** | **3** | **-** | **35** | **144,696** |

| California State Employees | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Counts of Current Retirees by Dental Benefit Plan and Coverage** | | | | | | | | |
| | **One Party** | | **Two Party** | | **Family** | | **Total** | |
| | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Delta Dental | 19,219 | 43,533 | 37,534 | 19,727 | 8,140 | 3,546 | 64,893 | 66,806 |
| Safeguard | 784 | 1,769 | 1,131 | 567 | 261 | 149 | 2,176 | 2,485 |
| DeltaCare USA | 943 | 2,283 | 1,371 | 845 | 296 | 221 | 2,610 | 3,349 |
| CAHP/Blue Cross | 248 | 119 | 1,427 | 55 | 486 | 42 | 2,161 | 216 |
| **Total** | **21,194** | **47,704** | **41,463** | **21,194** | **9,183** | **3,958** | **71,840** | **72,856** |

## California State Employees

### Distribution of Current Retirees by Dental Benefit Plan

| | Under 65 | At Least 65 | Total |
|---|---|---|---|
| Delta Dental | 48,944 | 82,755 | 131,699 |
| Safeguard | 1,257 | 3,404 | 4,661 |
| DeltaCare USA | 1,887 | 4,072 | 5,959 |
| CAHP/Blue Cross | 1,455 | 922 | 2,377 |
| **Total** | **53,543** | **91,153** | **144,696** |

### Distribution of Current Retirees by Dental Benefit Coverage Type

| | Under 65 | At Least 65 | Total |
|---|---|---|---|
| One Party | 20,567 | 48,331 | 68,898 |
| Two Party | 23,033 | 39,624 | 62,657 |
| Family | 9,943 | 3,198 | 13,141 |
| **Total** | **53,543** | **91,153** | **144,696** |

| California State Employees | | | |
|---|---|---|---|
| **Distribution of Retiree Dental Benefit Plan by Age** | | | |
| **Attained Age** | **Male** | **Female** | **Total** |
| Under 40 | 247 | 232 | 479 |
| 40-44 | 358 | 387 | 745 |
| 45-49 | 880 | 1,017 | 1,897 |
| 50-54 | 3,631 | 3,087 | 6,718 |
| 55-59 | 7,878 | 8,588 | 16,466 |
| 60-64 | 14,076 | 13,162 | 27,238 |
| 65-69 | 13,710 | 12,296 | 26,006 |
| 70-74 | 10,908 | 9,679 | 20,587 |
| 75-79 | 8,623 | 8,255 | 16,878 |
| 80-84 | 6,326 | 7,264 | 13,590 |
| 85-89 | 3,743 | 5,811 | 9,554 |
| 90 & Over | 1,460 | 3,078 | 4,538 |
| **Totals** | **71,840** | **72,856** | **144,696** |

| California State Employees | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Distribution of All Active Members by Age and Service** | | | | | | | | |
| **Attained Age** | **Years of Service to Valuation Date** | | | | | | | **Totals** |
| | **0 - 4** | **5 - 9** | **10 - 14** | **15 - 19** | **20 - 24** | **25 - 29** | **30 Plus** | **No.** |
| Under 20 | 52 | - | - | - | - | - | - | 52 |
| 20-24 | 2,961 | 30 | - | - | - | - | - | 2,991 |
| 25-29 | 11,349 | 2,727 | 46 | 1 | - | - | - | 14,123 |
| 30-34 | 10,743 | 8,819 | 2,956 | 76 | 1 | - | - | 22,595 |
| 35-39 | 8,398 | 8,904 | 8,744 | 2,114 | 95 | 1 | - | 28,256 |
| 40-44 | 7,040 | 8,083 | 9,507 | 6,807 | 2,843 | 110 | 3 | 34,393 |
| 45-49 | 6,144 | 6,903 | 8,405 | 7,081 | 8,897 | 3,078 | 240 | 40,748 |
| 50-54 | 5,248 | 6,221 | 7,567 | 5,951 | 7,932 | 5,737 | 3,427 | 42,083 |
| 55-59 | 4,178 | 5,061 | 5,826 | 4,703 | 5,924 | 4,011 | 5,178 | 34,881 |
| 60-64 | 2,542 | 3,096 | 3,647 | 2,915 | 3,376 | 2,048 | 2,616 | 20,240 |
| 65 & Over | 1,003 | 1,452 | 1,659 | 1,139 | 1,153 | 576 | 865 | 7,847 |
| **Totals** | **59,658** | **51,296** | **48,357** | **30,787** | **30,221** | **15,561** | **12,329** | **248,209** |

| California State Employees | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Counts of Current Active Participants and Retirees by Valuation Group | | | | | | | | | | | | | |
| | State Miscellaneous | | | | | State Police Officers and Firefighters (POFF) | | | | | | | |
| | California State University (CSU) | State Employees excluding CSU | All State Misc. | State Industrial Members | Highway Patrol | CSU POFF | POFF excluding CSU | All State POFF | Other State Safety | Judges Ret. System | Legislative Retirement System | County Fair | Total |
| Active Participants | 36,966 | 120,476 | 157,442 | 11,075 | 7,470 | 397 | 44,642 | 45,039 | 24,820 | 1,654 | 17 | 692 | 248,209 |
| Retired Participants | 24,635 | 79,562 | 104,197 | 3,806 | 6,731 | 253 | 20,209 | 20,462 | 10,350 | 1,535 | 109 | 33 | 147,223 |
| **Total Participants** | **61,601** | **200,038** | **261,639** | **14,881** | **14,201** | **650** | **64,851** | **65,501** | **35,170** | **3,189** | **126** | **725** | **395,432** |

# SECTION E

## ACTUARIAL ASSUMPTIONS AND METHODS

# SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

***The actuarial assumptions used*** in the valuation are shown in this Section. Assumptions that are specific to certain groups (i.e., State Miscellaneous, State Industrial, CHP, POFF, State Safety, JRS, and LRS) are discussed under the Demographic and Certain Economic Assumptions subsection and were based on the most recent pension valuation reports produced by CalPERS. Assumptions that are common to all types of members and unique to the OPEB valuation are shown in the Healthcare and Other Economic Assumptions subsection. The pension related assumptions were recently updated by CalPERS, and are recognized in the OPEB valuation as of June 30, 2010.

## Actuarial Assumptions and Methods

An actuarial valuation measures the program's funded status and annual funding or accounting costs based on the assumptions and methods selected. The funded status compares assets to actuarial accrued liabilities, and the annual cost represents the normal cost plus an amortization of the unfunded actuarial accrued liability.

In the valuation process, certain economic and demographic assumptions are made relating to the projection of benefits, and the timing and duration of benefits. The stream of expected projected benefits is discounted to a present value as of the valuation date. The present value is then spread over past service (actuarial accrued liability), and service for the current year (normal cost) based on the chosen cost method.

The Actuarial Valuation of the State's OPEB is similar to the Actuarial Valuations performed for the State's pension plans. The demographic assumptions (rates of retirement, termination, disability and mortality etc.) used in this OPEB Valuation were identical to those used in the most recent CalPERS Valuations for the following pension plans and are disclosed in Section F of this report:

- State Plan of the California Public Employees' Retirement System
- Judges' Retirement System
- Judges' Retirement System II
- Legislators' Retirement System

In addition, the cost method (entry-age normal) is identical to the one used in the most recent CalPERS Valuation for the State Plan of the California Public Employees' Retirement System.

The discount rate selected was 4.50 percent for the pay-as-you-go policy, 6.125 percent for the partially funded policy, and 7.75 percent for the fully funded policy. Other assumptions and methods unique to OPEB valuations are consistent with CalPERS OPEB assumption parameters, with the exception of the dental trend rates, as follows:

- Healthcare trend – Select and ultimate healthcare trend rates were developed separately for the PPO, prescription drug, HMO and dental plans. For the medical and drug plans, the select and ultimate trend rates were set at actual increases for 2011 and 9.00 percent in 2012 graded down over a seven year period until an ultimate trend rate of 4.50 percent is reached in 2019. For the dental plans, select and ultimate trend rates were set at 3.15 percent for 2011 and 4.50 percent for 2012 and beyond. The dental trend rate assumption deviated slightly from the CalPERS OPEB assumption parameters in the sense that trend was not assumed to be flat.

- Per capita claim costs – Claims costs were developed separately for the PPO, prescription drug, HMO and dental plans. Costs were developed for pre-Medicare and post-Medicare coverage at each respective age and gender, using overall average costs adjusted for morbidity.

- Other healthcare assumptions – The proportion of members selecting a particular plan and coverage at retirement was based on the most current census and enrollment data.

# HEALTHCARE AND OTHER ECONOMIC ASSUMPTIONS

***Discount Rate***

| Funding Policy | Discount Rate |
|---|---|
| Pay-as-you-go | 4.500% |
| Partial funding | 6.125% |
| Full funding | 7.750% |

Partial funding assumes State contributes pay-as-you-go cost plus 50 percent of excess of full funding annual required contribution over the pay-as-you-go costs.

***Health Cost and Premium Increases –*** *See table below*

| | Trend Assumption - Per Capita Costs | | | | | | |
|---|---|---|---|---|---|---|---|
| | PPO Plans | | | | HMO Plans | | |
| | Pre-Medicare | | Post-Medicare | | Pre-Medicare | Post-Medicare | |
| Year | Medical | Rx | Medical | Rx | Medical/Rx | Medical/Rx | Dental |
| 2011 | 6.84%* | 6.84%* | 6.84%* | 6.84%* | 6.18%* | 6.18%* | 3.15%* |
| 2012 | 9.00% | 9.00% | 9.00% | 9.00% | 9.00% | 9.00% | 4.50% |
| 2013 | 8.50% | 8.50% | 8.50% | 8.50% | 8.50% | 8.50% | 4.50% |
| 2014 | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 4.50% |
| 2015 | 7.50% | 7.50% | 7.50% | 7.50% | 7.50% | 7.50% | 4.50% |
| 2016 | 7.00% | 7.00% | 7.00% | 7.00% | 7.00% | 7.00% | 4.50% |
| 2017 | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 6.50% | 4.50% |
| 2018 | 5.50% | 5.50% | 5.50% | 5.50% | 5.50% | 5.50% | 4.50% |
| 2019 and Beyond | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% |

| | Trend Assumption - Premiums and Statutory Cap | | | | | | |
|---|---|---|---|---|---|---|---|
| | PPO Plans | | HMO Plans | | | | |
| | Pre-Medicare | Post-Medicare | Pre-Medicare | Post-Medicare | | | Statutory |
| Year | Medical/Rx | Medical/Rx | Medical/Rx | Medical/Rx | Dental | Part B | Cap |
| 2011 | 6.84%* | 6.84%* | 6.18%* | 6.18%* | 3.15%* | 4.50% | 10.04%* |
| 2012 | 9.00% | 9.00% | 9.00% | 9.00% | 4.50% | 4.50% | 9.00% |
| 2013 | 8.50% | 8.50% | 8.50% | 8.50% | 4.50% | 4.50% | 8.50% |
| 2014 | 8.00% | 8.00% | 8.00% | 8.00% | 4.50% | 4.50% | 8.00% |
| 2015 | 7.50% | 7.50% | 7.50% | 7.50% | 4.50% | 4.50% | 7.50% |
| 2016 | 7.00% | 7.00% | 7.00% | 7.00% | 4.50% | 4.50% | 7.00% |
| 2017 | 6.50% | 6.50% | 6.50% | 6.50% | 4.50% | 4.50% | 6.50% |
| 2018 | 5.50% | 5.50% | 5.50% | 5.50% | 4.50% | 4.50% | 5.50% |
| 2019 and Beyond | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% |

**Based on actual increases*

*All increases are assumed to occur 1/1 of each year beginning 1/1/2011.*

***Participation percentage:*** Participation in the health benefits program is based upon the percent of premium that the employer contribution covers at retirement. We have assumed the following election percentages:

| Employer Contribution Percentage of Premium | Participation Rate |
|---|---|
| 25% or less | 50% |
| 25% to 50% | 60% |
| 50% to 75% | 80% |
| 75% to 90% | 90% |
| 90% to 100% | 100% |

If the member is currently enrolled in PERSCare, it is assumed that the participation rate would be 90 percent regardless of the percent of premium that the employer contribution covers. Furthermore, if the PERSCare member is disabled, we assumed 95 percent participation.

***Percent of Disabilities Treated as Post-Medicare:*** 10 percent of Public Safety disabilities and 30 percent of all other disabilities are assumed to be eligible for Medicare.

***Coverage and Continuance Assumptions:*** It is assumed that 40 percent of participating members will elect one-party coverage, while 60 percent will elect two-party coverage. Of the members electing two-party coverage, we assumed that 100 percent of surviving spouses would continue coverage after the death of the retiree.

***Price Inflation:*** Price inflation is assumed to be 3.00 percent.

***Wage inflation:*** Wage inflation is assumed to be 3.25 percent.

***Aging Factors:*** In any given year, the cost of medical and prescription drug benefits vary by age. As the ages of employees and retirees in the covered population increase so does the cost of benefits. Morbidity tables are employed to develop Per Capita Costs at every relevant age. The following table represents the percent by which the cost of benefits for non-disabled lives at one age is higher than the cost for the previous age. For example, according to the following table, the cost of benefits for a male in the PPO plan age 55 is 3.28 percent higher than for one age 54. These percentages below are separate from the annual Medical Trend, which operates to increase costs independent of and in addition to the Aging Factors shown below. These factors, with the exception of the Pre-Medicare HMO rates, were developed using actual experience.

Aging factors for the PPO and prescription drug plans were based on gross claim and enrollment experience data broken out by five-year age intervals, for calendar years 2006, 2007, and 2008. Average gross costs were developed by gender at each age interval for each respective calendar year. These costs were weighted, smoothed, and the average increase at each age was estimated using interpolation formulas. Aging factors for the pre-Medicare HMO were based on a proprietary rating manual. Factors for the post-Medicare HMO were assumed to be the same as the post-Medicare PPO.

| Sample | Cost Increase by Age | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Medical - PPO | | Rx - PPO | | HMO - Pre-Medicare | | HMO - Post-Medicare | |
| Ages | Male | Female | Male | Female | Male | Female | Male | Female |
| 45 | 4.30% | 2.77% | 3.03% | 3.82% | 5.34% | 2.37% | 0.00% | 0.00% |
| 50 | 3.71% | 2.57% | 2.50% | 3.37% | 5.47% | 4.29% | 0.00% | 0.00% |
| 55 | 3.28% | 2.40% | 1.86% | 2.99% | 5.07% | 3.28% | 0.00% | 0.00% |
| 60 | 2.94% | 2.25% | 1.36% | 2.08% | 4.12% | 1.31% | 0.00% | 0.00% |
| 65 | 2.67% | 2.12% | 0.95% | 1.40% | 0.00% | 0.00% | 2.67% | 2.12% |
| 70 | 2.45% | 2.01% | 0.60% | 0.85% | 0.00% | 0.00% | 2.45% | 2.01% |
| 75 | 2.27% | 1.91% | 0.27% | 0.36% | 0.00% | 0.00% | 2.27% | 1.91% |
| 80 | 2.12% | 1.81% | 0.00% | 0.00% | 0.00% | 0.00% | 2.12% | 1.81% |
| 85 | 1.99% | 1.73% | 0.00% | 0.00% | 0.00% | 0.00% | 1.99% | 1.73% |
| 90 | 1.87% | 1.66% | 0.00% | 0.00% | 0.00% | 0.00% | 1.87% | 1.66% |

***Aged Per Capita Claim Cost – Medical and Prescription:*** The following tables represent the assumed per capita claims costs for sample ages. Costs were developed separately for PERS Choice, PERSCare, and the HMO plans. Costs for the PERS Choice and PERSCare plans were based on paid and incurred experience and enrollment information for calendar years 2008 and 2009 for retired members and their dependents. Costs for the HMO plans were based on the aggregate premium and enrollment data for active and retired members. The per capita costs for PERS Select and the two association PPOs (CAHP and PORAC) were developed using costs for PERS Choice adjusted by the ratio of single premium for the association plan and PERS Choice. The average costs for each respective plan were age adjusted using the morbidity factors described above.

***Adjustments for Disabled Members:*** Claims for disabled members were increased by 15 percent if not eligible for Medicare and 50 percent if eligible for Medicare.

| Costs for Retirees and Spouses<br>Expected Monthly Per Capita Costs | | | | |
|---|---|---|---|---|
| | PERS Choice - PPO | | | |
| | Medical | | Prescription | |
| Age | Male | Female | Male | Female |
| 50 | $383.28 | $383.28 | $130.82 | $130.82 |
| 55 | 459.88 | 435.22 | 148.04 | 154.43 |
| 60 | 540.29 | 490.09 | 162.34 | 178.91 |
| 65 | 122.88 | 107.81 | 217.20 | 247.93 |
| 70 | 140.20 | 119.76 | 227.76 | 265.77 |
| 75 | 158.27 | 132.29 | 234.66 | 277.23 |
| 80 | 177.08 | 145.39 | 237.91 | 282.31 |

| Costs for Retirees and Spouses<br>Expected Monthly Per Capita Costs | | | | |
|---|---|---|---|---|
| | PERSCare - PPO | | | |
| | Medical | | Prescription | |
| Age | Male | Female | Male | Female |
| 50 | $672.18 | $672.18 | $168.42 | $168.42 |
| 55 | 806.52 | 763.26 | 190.60 | 198.83 |
| 60 | 947.53 | 859.49 | 209.01 | 230.34 |
| 65 | 139.85 | 122.69 | 223.65 | 255.29 |
| 70 | 159.56 | 136.29 | 234.53 | 273.66 |
| 75 | 180.12 | 150.55 | 241.63 | 285.47 |
| 80 | 201.53 | 165.46 | 244.97 | 290.70 |

| Costs for Retirees and Spouses<br>(Expected Monthly Per Capita Costs) | | |
|---|---|---|
| | All HMO Plans | |
| | Medical/Rx | |
| Age | Male | Female |
| 50 | $441.42 | $488.78 |
| 55 | 575.39 | 591.97 |
| 60 | 739.65 | 702.57 |
| 65 | 252.22 | 237.82 |
| 70 | 287.76 | 264.18 |
| 75 | 324.84 | 291.81 |
| 80 | 363.46 | 320.71 |

***Per Capita Claim Cost – Dental:*** The following table represents the assumed per capita claims costs for sample ages. Costs were developed separately for DPO/Indemnity and the Pre-Paid Plans, based on premium, claim and enrollment data for calendar 2008 and 2009. Dental costs do not vary by age or gender.

| Costs for Retirees and Spouses<br>Expected Monthly Per Capita Costs - Non CSU Retirees | | | | |
|---|---|---|---|---|
| | Dental Plans | | | |
| | DPO/Indeminity | | Pre-Paid Plans | |
| Age | First Person | Second Person | First Person | Second Person |
| 50 | $52.52 | $40.35 | $18.81 | $11.43 |
| 55 | 52.52 | 40.35 | 18.81 | 11.43 |
| 60 | 52.52 | 40.35 | 18.81 | 11.43 |
| 65 | 52.52 | 40.35 | 18.81 | 11.43 |
| 70 | 52.52 | 40.35 | 18.81 | 11.43 |
| 75 | 52.52 | 40.35 | 18.81 | 11.43 |
| 80 | 52.52 | 40.35 | 18.81 | 11.43 |

| Costs for Retirees and Spouses<br>Expected Monthly Per Capita Costs - CSU Retirees | | | | |
|---|---|---|---|---|
| | Dental Plans | | | |
| | DPO/Indeminity | | Pre-Paid Plans | |
| Age | First Person | Second Person | First Person | Second Person |
| 50 | $30.77 | $25.85 | $20.33 | $12.11 |
| 55 | 30.77 | 25.85 | 20.33 | 12.11 |
| 60 | 30.77 | 25.85 | 20.33 | 12.11 |
| 65 | 30.77 | 25.85 | 20.33 | 12.11 |
| 70 | 30.77 | 25.85 | 20.33 | 12.11 |
| 75 | 30.77 | 25.85 | 20.33 | 12.11 |
| 80 | 30.77 | 25.85 | 20.33 | 12.11 |

***Medicare Part B Premiums***: Members first beginning to pay Medicare Part B premiums prior to January 1, 2010, are assumed to pay $96.40 in 2010 due to the Social Security "hold harmless" provisions. Members first beginning to pay Medicare Part B premiums on or after January 1, 2010, are assumed to pay $110.50 in 2010. Our valuation assumes Social Security benefits increase at 3.0 percent per year and will be sufficient to cover projected increases in the Part B premium. Our valuation does not consider the member's income when estimating Part B premiums.

## ACTUARIAL METHODS

***The individual entry-age normal actuarial cost method of valuation*** was used in determining liabilities and normal cost. Differences between assumed experience and actual experience ("actuarial gains and/or losses") become part of actuarial accrued liabilities.

In performing the valuation using the Entry Age Normal (EAN) method, the same salary scale was used in this valuation as was used in the pension valuations for these groups. This results in normal cost dollars that increase at the same rate as the normal cost dollars in the pension valuation for this same group of people. Normal cost for actives hired after the valuation date was not included in this valuation and was not factored into the Annual Required Contribution (ARC).

Unfunded actuarial accrued liabilities are amortized to produce payments (principal & interest), which are a level percent of payroll, over a 30-year period. For the Legislative Retirement System, unfunded actuarial accrued liabilities are amortized to produce level-dollar payments (principal & interest), over a 10-year period because it is a closed group.

***Data Processing:*** The following data processing methods were required for the June 30, 2010 valuation:

- A health extract of active members as of June 1, 2010 and active pension data as of June 30, 2009 was received for valuation purposes. As was the case in the previous valuation, the health extract contained too many active records and for members hired on or before June 30, 2009, the pension data was a more reliable source of determining whether a member was active or not. For purposes of the retiree health valuation, if a record in the health extract with a date of hire on or before June 30, 2009, was found to be active in the June 30, 2009, pension data, the record was included for retiree health valuation purposes. If a record in the health extract with a date of hire on or before June 30, 2009, was not found to be active in the June 30, 2009, pension data, the record was excluded for retiree health valuation purposes. Records from the health extract with a date of hire after June 30, 2009, were included for retiree health valuation purposes.
- As was the case with the previous valuation, reported service for members with a date of hire on or before June 30, 2009, was as of June 30, 2009, as opposed to June 1, 2010. For these records, reported service was incremented by one year for retiree health valuation purposes.
- Dental plan information for participating members was based upon reported June 30, 2010, plan participation.
- Participation in JRS I or JRS II was based upon date of hire.

# SECTION F

## PENSION-RELATED ASSUMPTIONS

# PENSION-RELATED ASSUMPTIONS

## Actuarial Assumptions Applicable to All Plans

### Other Postemployment Benefits
### Sponsored by the
### State of California

### As of June 30, 2010

## ECONOMIC ASSUMPTIONS:

**Salary Growth**

Annual increases vary by entry age and service. See sample rates in table below.

**Annual Percentage Increase**

| Duration of Service | State Miscellaneous Tier 1 & Tier 2 | | | Industrial | | |
|---|---|---|---|---|---|---|
| | Entry Age | | | Entry Age | | |
| | 20 | 30 | 40 | 20 | 30 | 40 |
| 0 | 13.35% | 10.95% | 8.25% | 9.55% | 8.85% | 8.25% |
| 3 | 8.95% | 8.05% | 6.55% | 8.15% | 7.75% | 7.35% |
| 5 | 7.25% | 6.75% | 5.85% | 7.35% | 7.15% | 6.95% |
| 10 | 4.95% | 4.85% | 4.45% | 6.05% | 5.85% | 5.75% |
| 15 | 4.25% | 4.15% | 3.95% | 5.15% | 5.05% | 4.95% |
| 20 | 3.85% | 3.85% | 3.75% | 4.55% | 4.45% | 4.35% |
| 25 | 3.75% | 3.75% | 3.65% | 3.85% | 3.85% | 3.85% |
| 30 | 3.75% | 3.75% | 3.65% | 3.85% | 3.85% | 3.85% |

| Duration of Service | Safety | | | POFF | | |
|---|---|---|---|---|---|---|
| | Entry Age | | | Entry Age | | |
| | 20 | 30 | 40 | 20 | 30 | 40 |
| 0 | 7.55% | 7.35% | 7.15% | 19.95% | 18.55% | 16.85% |
| 3 | 6.15% | 5.65% | 4.85% | 9.05% | 8.85% | 8.25% |
| 5 | 5.55% | 5.05% | 4.05% | 6.85% | 6.65% | 6.05% |
| 10 | 4.85% | 4.35% | 3.55% | 4.65% | 4.55% | 4.35% |
| 15 | 4.35% | 4.05% | 3.45% | 4.15% | 4.05% | 4.05% |
| 20 | 3.95% | 3.75% | 3.45% | 3.85% | 3.75% | 3.75% |
| 25 | 3.85% | 3.75% | 3.45% | 3.65% | 3.65% | 3.65% |
| 30 | 3.85% | 3.75% | 3.45% | 3.65% | 3.65% | 3.65% |

| Duration of Service | CHP Entry Age 20 | CHP Entry Age 30 | CHP Entry Age 40 |
|---|---|---|---|
| 0 | 9.05% | 9.05% | 9.05% |
| 3 | 6.25% | 6.25% | 6.25% |
| 5 | 5.15% | 5.15% | 5.15% |
| 10 | 3.95% | 3.95% | 3.95% |
| 15 | 3.75% | 3.75% | 3.75% |
| 20 | 3.65% | 3.65% | 3.65% |
| 25 | 3.65% | 3.65% | 3.65% |
| 30 | 3.65% | 3.65% | 3.65% |

Annual increases for members of JRS I, JRS II, and LRS are assumed to be 3.25% for all years of service and ages.

**Overall Payroll Growth**

3.25% compounded annually (used in projecting the payroll over which the unfunded liability is amortized). For the State Miscellaneous plan, the payroll of the Second Tier members is assumed to decrease in accordance with actuarial assumptions based on the assumption that all new entrants will elect the State Miscellaneous First Tier. The payroll of the First Tier members is assumed to grow at the rate necessary for the overall payroll of the State Miscellaneous plan to grow annually at a rate of 3.25%.

**Inflation**

3% compounded annually.

## DEMOGRAPHIC ASSUMPTIONS:

### Marital Status

For active members, a percentage married upon Retirement is assumed according to the following table.

| Plan | Percent Married |
|---|---|
| State Miscellaneous, Tier 1 | 85% |
| State Miscellaneous, Tier 2 | 85% |
| State Industrial | 85% |
| State Safety | 90% |
| State Police Officers/Firefighters | 90% |
| California Highway Patrol | 90% |
| JRS I | 90% |
| JRS II | 90% |
| LRS | 90% |

### Age of Spouse

It is assumed that female spouses are 3 years younger than male spouses.

## MISCELLANEOUS ASSUMPTIONS:

### Tier 2 Members electing Tier 1 benefits

Tier 2 members of both the State Miscellaneous and State Industrial plans have the right to convert their Tier 2 service to Tier 1 service provided that they make up the shortfall in their accumulated contributions with interest. In this valuation, we have assumed that all Tier 2 members will elect to convert their Tier 2 service to Tier 1 service.

# Plan Specific Actuarial Assumptions

## STATE MISCELLANEOUS TIER 1 AND TIER 2

### Service Retirement

Rates vary by age and service.  See sample rates in table below.

| Attained Age | Years of Service 5 | 10 | 15 | 20 | 25 | 30 | 35 |
|---|---|---|---|---|---|---|---|
| 50 | 0.004 | 0.011 | 0.016 | 0.019 | 0.023 | 0.027 | 0.032 |
| 52 | 0.004 | 0.012 | 0.016 | 0.020 | 0.025 | 0.029 | 0.033 |
| 54 | 0.008 | 0.022 | 0.030 | 0.037 | 0.046 | 0.054 | 0.062 |
| 56 | 0.014 | 0.038 | 0.054 | 0.066 | 0.081 | 0.095 | 0.109 |
| 58 | 0.019 | 0.050 | 0.071 | 0.087 | 0.106 | 0.124 | 0.144 |
| 60 | 0.026 | 0.070 | 0.098 | 0.121 | 0.148 | 0.173 | 0.200 |
| 62 | 0.047 | 0.125 | 0.176 | 0.217 | 0.266 | 0.311 | 0.359 |
| 65 | 0.054 | 0.145 | 0.204 | 0.250 | 0.307 | 0.359 | 0.415 |
| 70 | 0.050 | 0.134 | 0.188 | 0.231 | 0.284 | 0.331 | 0.383 |
| 75 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |

### Termination with Refund

Rates vary by entry age and service.  See sample rates in table below.

| Duration of Service | Entry Age 20 | 25 | 30 | 35 | 40 |
|---|---|---|---|---|---|
| 0 | 0.1401 | 0.1340 | 0.1280 | 0.1220 | 0.1160 |
| 1 | 0.1249 | 0.1189 | 0.1128 | 0.1068 | 0.1009 |
| 2 | 0.1097 | 0.1037 | 0.0978 | 0.0917 | 0.0857 |
| 3 | 0.0945 | 0.0886 | 0.0826 | 0.0766 | 0.0705 |
| 4 | 0.0794 | 0.0734 | 0.0674 | 0.0614 | 0.0553 |
| 5 | 0.0104 | 0.0094 | 0.0084 | 0.0075 | 0.0065 |
| 10 | 0.0059 | 0.0051 | 0.0042 | 0.0034 | 0.0026 |
| 15 | 0.0040 | 0.0033 | 0.0025 | 0.0018 | 0.0011 |
| 20 | 0.0025 | 0.0019 | 0.0013 | 0.0007 | 0.0001 |
| 25 | 0.0013 | 0.0008 | 0.0003 | 0.0001 | 0.0001 |
| 30 | 0.0005 | 0.0001 | 0.0001 | 0.0001 | 0.0001 |

# STATE MISCELLANEOUS TIER 1 AND TIER 2 (CONTINUED)

## Terminations with Vested Deferred Benefits

Rates vary by entry age and service. See sample rates in table below.

| Duration of Service | Entry Age 20 | 25 | 30 | 35 | 40 |
|---|---|---|---|---|---|
| 5 | 0.0556 | 0.0504 | 0.0452 | 0.0400 | 0.0349 |
| 6 | 0.0526 | 0.0472 | 0.0420 | 0.0368 | 0.0316 |
| 7 | 0.0495 | 0.0441 | 0.0389 | 0.0335 | 0.0280 |
| 8 | 0.0463 | 0.0409 | 0.0356 | 0.0299 | 0.0245 |
| 9 | 0.0430 | 0.0374 | 0.0321 | 0.0264 | 0.0209 |
| 10 | 0.0395 | 0.0340 | 0.0283 | 0.0226 | - |
| 14 | 0.0349 | 0.0289 | 0.0229 | 0.0171 | - |
| 15 | 0.0335 | 0.0275 | 0.0216 | - | - |
| 19 | 0.0277 | 0.0213 | 0.0150 | - | - |
| 20 | 0.0262 | 0.0198 | - | - | - |
| 24 | 0.0196 | 0.0130 | - | - | - |
| 25 | 0.0179 | - | - | - | - |
| 29 | 0.0103 | - | - | - | - |
| 30 | - | - | - | - | - |

## Non-Industrial Death

Rates vary by age and gender.  See sample rates in table below.

## Non-Industrial Disability

Rates vary by age and gender.  See sample rates in table below.

| | Male | | Female | |
|---|---|---|---|---|
| Attained Age | Non-Industrial Death | Non-Industrial Disability | Non-Industrial Death | Non-Industrial Disability |
| 20 | 0.00047 | 0.0001 | 0.00016 | 0.0001 |
| 25 | 0.00050 | 0.0002 | 0.00026 | 0.0001 |
| 30 | 0.00053 | 0.0003 | 0.00036 | 0.0005 |
| 35 | 0.00067 | 0.0005 | 0.00046 | 0.0013 |
| 40 | 0.00087 | 0.0012 | 0.00065 | 0.0023 |
| 45 | 0.00120 | 0.0022 | 0.00093 | 0.0040 |
| 50 | 0.00176 | 0.0038 | 0.00126 | 0.0055 |
| 55 | 0.00260 | 0.0040 | 0.00176 | 0.0049 |
| 60 | 0.00395 | 0.0026 | 0.00266 | 0.0031 |

# STATE MISCELLANEOUS TIER 1 AND TIER 2 (CONTINUED)

## Postretirement Mortality

Rates vary by age and gender for healthy benefit recipients, for non-industrially disabled (disability not job related) retirees and for retirees who are industrially disabled (disability is job-related). See sample rates in table below.

| | Healthy Recipients | | Non-Industrially Disabled (Not Job-Related) | | Industrially Disabled (Job-Related) | |
|---|---|---|---|---|---|---|
| **Age** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| 50 | 0.00239 | 0.00125 | 0.01632 | 0.01245 | 0.00443 | 0.00356 |
| 55 | 0.00474 | 0.00243 | 0.01936 | 0.01580 | 0.00563 | 0.00546 |
| 60 | 0.00720 | 0.00431 | 0.02293 | 0.01628 | 0.00777 | 0.00798 |
| 65 | 0.01069 | 0.00775 | 0.03174 | 0.01969 | 0.01388 | 0.01184 |
| 70 | 0.01675 | 0.01244 | 0.03870 | 0.03019 | 0.02236 | 0.01716 |
| 75 | 0.03080 | 0.02071 | 0.06001 | 0.03915 | 0.03585 | 0.02665 |
| 80 | 0.05270 | 0.03749 | 0.08388 | 0.05555 | 0.06926 | 0.04528 |
| 85 | 0.09775 | 0.07005 | 0.14035 | 0.09577 | 0.11799 | 0.08017 |
| 90 | 0.16747 | 0.12404 | 0.21554 | 0.14949 | 0.16575 | 0.13775 |
| 95 | 0.25659 | 0.21556 | 0.31025 | 0.23055 | 0.26108 | 0.23331 |
| 100 | 0.34551 | 0.31876 | 0.45905 | 0.37662 | 0.40918 | 0.35165 |

# STATE INDUSTRIAL TIER 1 AND TIER 2

## Service Retirement

Rates vary by age and service. See sample rates in table below.

| Attained | Years of Service | | | | | | |
|---|---|---|---|---|---|---|---|
| Age | 5 | 10 | 15 | 20 | 25 | 30 | 35 |
| 50 | 0.006 | 0.011 | 0.018 | 0.026 | 0.031 | 0.033 | 0.039 |
| 52 | 0.006 | 0.011 | 0.018 | 0.026 | 0.031 | 0.033 | 0.039 |
| 54 | 0.016 | 0.029 | 0.045 | 0.067 | 0.079 | 0.084 | 0.100 |
| 56 | 0.020 | 0.037 | 0.057 | 0.085 | 0.100 | 0.106 | 0.126 |
| 58 | 0.025 | 0.046 | 0.071 | 0.106 | 0.125 | 0.132 | 0.157 |
| 60 | 0.038 | 0.070 | 0.109 | 0.162 | 0.191 | 0.202 | 0.240 |
| 62 | 0.076 | 0.139 | 0.217 | 0.321 | 0.378 | 0.402 | 0.476 |
| 65 | 0.083 | 0.153 | 0.238 | 0.353 | 0.416 | 0.442 | 0.523 |
| 70 | 0.089 | 0.163 | 0.254 | 0.376 | 0.444 | 0.472 | 0.559 |
| 75 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |

## Termination with Refund

Rates vary by entry age and service. See sample rates in table below.

| | Entry Age | | | | |
|---|---|---|---|---|---|
| Duration of Service | 20 | 25 | 30 | 35 | 40 |
| 0 | 0.0829 | 0.0794 | 0.0758 | 0.0723 | 0.0687 |
| 1 | 0.0740 | 0.0704 | 0.0669 | 0.0633 | 0.0598 |
| 2 | 0.0650 | 0.0615 | 0.0579 | 0.0544 | 0.0507 |
| 3 | 0.0560 | 0.0524 | 0.0489 | 0.0453 | 0.0418 |
| 4 | 0.0470 | 0.0435 | 0.0399 | 0.0364 | 0.0328 |
| 5 | 0.0095 | 0.0086 | 0.0077 | 0.0068 | 0.0059 |
| 10 | 0.0054 | 0.0046 | 0.0039 | 0.0031 | 0.0024 |
| 15 | 0.0036 | 0.0030 | 0.0023 | 0.0017 | 0.0010 |
| 20 | 0.0023 | 0.0017 | 0.0011 | 0.0006 | 0.0002 |
| 25 | 0.0011 | 0.0007 | 0.0003 | 0.0002 | 0.0002 |
| 30 | 0.0005 | 0.0002 | 0.0002 | 0.0002 | 0.0002 |

# STATE INDUSTRIAL TIER 1 AND TIER 2 (Continued)

## Terminations with Vested Deferred Benefits

Rates vary by entry age and service. See sample rates in table below.

| | Entry Age | | | | |
|---|---|---|---|---|---|
| Duration of Service | 20 | 25 | 30 | 35 | 40 |
| 5 | 0.0496 | 0.0449 | 0.0405 | 0.0356 | 0.0311 |
| 6 | 0.0470 | 0.0421 | 0.0377 | 0.0328 | 0.0281 |
| 7 | 0.0442 | 0.0393 | 0.0346 | 0.0297 | 0.0250 |
| 8 | 0.0414 | 0.0365 | 0.0316 | 0.0267 | 0.0220 |
| 9 | 0.0384 | 0.0335 | 0.0285 | 0.0234 | 0.0187 |
| 10 | 0.0353 | 0.0302 | 0.0253 | 0.0201 | - |
| 14 | 0.0311 | 0.0257 | 0.0206 | 0.0152 | - |
| 15 | 0.0302 | 0.0246 | 0.0194 | - | - |
| 19 | 0.0248 | 0.0190 | 0.0136 | - | - |
| 20 | 0.0232 | 0.0176 | - | - | - |
| 24 | 0.0173 | 0.0115 | - | - | - |
| 25 | 0.0159 | - | - | - | - |
| 29 | 0.0091 | - | - | - | - |
| 30 | - | - | - | - | - |

## Non-Industrial Death

Rates vary by age and gender.  See sample rates in table below.

## Industrial Disability, Non-Industrial Disability & Industrial Death

Rates vary by age.  See sample rates in table below.

| | Non-Industrial Death | | Non-Industrial Disability | Industrial Disability | Industrial Death |
|---|---|---|---|---|---|
| Attained Age | Male | Female | Male and Female | Male and Female | Male and Female |
| 20 | 0.00047 | 0.00016 | 0.0004 | 0.0002 | 0.00003 |
| 25 | 0.00050 | 0.00026 | 0.0009 | 0.0002 | 0.00007 |
| 30 | 0.00053 | 0.00036 | 0.0014 | 0.0002 | 0.00010 |
| 35 | 0.00067 | 0.00046 | 0.0020 | 0.0003 | 0.00012 |
| 40 | 0.00087 | 0.00065 | 0.0032 | 0.0003 | 0.00013 |
| 45 | 0.00120 | 0.00093 | 0.0047 | 0.0004 | 0.00014 |
| 50 | 0.00176 | 0.00126 | 0.0062 | 0.0004 | 0.00015 |
| 55 | 0.00260 | 0.00176 | 0.0079 | 0.0006 | 0.00016 |
| 60 | 0.00395 | 0.00266 | 0.0092 | 0.0006 | 0.00017 |

# STATE INDUSTRIAL TIER 1 AND TIER 2 (Continued)

**Postretirement Mortality**

Rates vary by age and gender for healthy benefit recipients, for non-industrially disabled (disability not job related) retirees and for retirees who are industrially disabled (disability is job-related). See sample rates in table below.

| | Healthy Recipients | | Non-Industrially Disabled (Not Job-Related) | | Industrially Disabled (Job-Related) | |
|---|---|---|---|---|---|---|
| **Age** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| 50 | 0.00239 | 0.00125 | 0.01632 | 0.01245 | 0.00443 | 0.00356 |
| 55 | 0.00474 | 0.00243 | 0.01936 | 0.01580 | 0.00563 | 0.00546 |
| 60 | 0.00720 | 0.00431 | 0.02293 | 0.01628 | 0.00777 | 0.00798 |
| 65 | 0.01069 | 0.00775 | 0.03174 | 0.01969 | 0.01388 | 0.01184 |
| 70 | 0.01675 | 0.01244 | 0.03870 | 0.03019 | 0.02236 | 0.01716 |
| 75 | 0.03080 | 0.02071 | 0.06001 | 0.03915 | 0.03585 | 0.02665 |
| 80 | 0.05270 | 0.03749 | 0.08388 | 0.05555 | 0.06926 | 0.04528 |
| 85 | 0.09775 | 0.07005 | 0.14035 | 0.09577 | 0.11799 | 0.08017 |
| 90 | 0.16747 | 0.12404 | 0.21554 | 0.14949 | 0.16575 | 0.13775 |
| 95 | 0.25659 | 0.21556 | 0.31025 | 0.23055 | 0.26108 | 0.23331 |
| 100 | 0.34551 | 0.31876 | 0.45905 | 0.37662 | 0.40918 | 0.35165 |

# STATE SAFETY

## Service Retirement

Rates vary by age and service. See sample rates in table below.

| Attained Age | Years of Service | | | | | | |
|---|---|---|---|---|---|---|---|
| | 5 | 10 | 15 | 20 | 25 | 30 | 35 |
| 50 | 0.012 | 0.021 | 0.028 | 0.033 | 0.037 | 0.048 | 0.057 |
| 52 | 0.008 | 0.014 | 0.019 | 0.023 | 0.025 | 0.033 | 0.039 |
| 54 | 0.024 | 0.041 | 0.055 | 0.064 | 0.072 | 0.093 | 0.111 |
| 56 | 0.038 | 0.064 | 0.086 | 0.101 | 0.113 | 0.146 | 0.174 |
| 58 | 0.040 | 0.068 | 0.092 | 0.107 | 0.120 | 0.155 | 0.184 |
| 60 | 0.043 | 0.072 | 0.098 | 0.115 | 0.128 | 0.166 | 0.197 |
| 62 | 0.070 | 0.117 | 0.159 | 0.186 | 0.208 | 0.270 | 0.320 |
| 65 | 0.095 | 0.160 | 0.217 | 0.254 | 0.284 | 0.369 | 0.437 |
| 70 | 0.086 | 0.144 | 0.195 | 0.229 | 0.255 | 0.331 | 0.393 |
| 75 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |

## Termination with Refund

Rates vary by service. See sample rates in table below.

| Service | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 10 | 15 | 20 | 25 | 30 |
| 0.1313 | 0.0967 | 0.0622 | 0.0461 | 0.0374 | 0.0080 | 0.0058 | 0.0039 | 0.0025 | 0.0013 | 0.0009 |

## Terminations with Vested Deferred Benefits

Rates vary by entry age and service. See sample rates in table below.

| Duration of Service | Entry Age | | | | |
|---|---|---|---|---|---|
| | 20 | 25 | 30 | 35 | 40 |
| 5 | 0.0369 | 0.0369 | 0.0369 | 0.0369 | 0.0369 |
| 6 | 0.0363 | 0.0363 | 0.0363 | 0.0363 | 0.0363 |
| 7 | 0.0357 | 0.0357 | 0.0357 | 0.0357 | 0.0357 |
| 8 | 0.0349 | 0.0349 | 0.0349 | 0.0349 | 0.0349 |
| 9 | 0.0341 | 0.0341 | 0.0341 | 0.0341 | 0.0341 |
| 10 | 0.0333 | 0.0333 | 0.0333 | 0.0333 | - |
| 14 | 0.0296 | 0.0296 | 0.0296 | 0.0296 | - |
| 15 | 0.0286 | 0.0286 | 0.0286 | - | - |
| 19 | 0.0239 | 0.0239 | 0.0239 | - | - |
| 20 | 0.0226 | 0.0226 | - | - | - |
| 24 | 0.0173 | 0.0173 | - | - | - |
| 25 | 0.0159 | - | - | - | - |
| 29 | 0.0131 | - | - | - | - |
| 30 | 0.0131 | - | - | - | - |

## STATE SAFETY (Continued)

### Non-Industrial Death

Rates vary by age and gender. See sample rates in table below.

### Industrial Disability, Non-Industrial Disability & Industrial Death

Rates vary by age. See sample rates in table below.

| | Non-Industrial Death | | Non-Industrial Disability | Industrial Disability | Industrial Death |
|---|---|---|---|---|---|
| **Attained Age** | **Male** | **Female** | **Male and Female** | **Male and Female** | **Male and Female** |
| 20 | 0.00047 | 0.00016 | 0.0004 | 0.0002 | 0.00003 |
| 25 | 0.00050 | 0.00026 | 0.0005 | 0.0011 | 0.00007 |
| 30 | 0.00053 | 0.00036 | 0.0006 | 0.0022 | 0.00010 |
| 35 | 0.00067 | 0.00046 | 0.0007 | 0.0032 | 0.00012 |
| 40 | 0.00087 | 0.00065 | 0.0007 | 0.0043 | 0.00013 |
| 45 | 0.00120 | 0.00093 | 0.0011 | 0.0053 | 0.00014 |
| 50 | 0.00176 | 0.00126 | 0.0022 | 0.0064 | 0.00015 |
| 55 | 0.00260 | 0.00176 | 0.0031 | 0.0096 | 0.00016 |
| 60 | 0.00395 | 0.00266 | 0.0039 | 0.0096 | 0.00017 |

### Postretirement Mortality

Rates vary by age and gender for healthy benefit recipients and for non-industrially disabled (disability not job related) retirees. Rates vary by age for retirees who are industrially disabled (disability is job-related). See sample rates in table below.

| | Healthy Recipients | | Non-Industrially Disabled (Not Job-Related) | | Industrially Disabled (Job-Related) | |
|---|---|---|---|---|---|---|
| **Age** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| 50 | 0.00239 | 0.00125 | 0.01632 | 0.01245 | 0.00443 | 0.00356 |
| 55 | 0.00474 | 0.00243 | 0.01936 | 0.01580 | 0.00563 | 0.00546 |
| 60 | 0.00720 | 0.00431 | 0.02293 | 0.01628 | 0.00777 | 0.00798 |
| 65 | 0.01069 | 0.00775 | 0.03174 | 0.01969 | 0.01388 | 0.01184 |
| 70 | 0.01675 | 0.01244 | 0.03870 | 0.03019 | 0.02236 | 0.01716 |
| 75 | 0.03080 | 0.02071 | 0.06001 | 0.03915 | 0.03585 | 0.02665 |
| 80 | 0.05270 | 0.03749 | 0.08388 | 0.05555 | 0.06926 | 0.04528 |
| 85 | 0.09775 | 0.07005 | 0.14035 | 0.09577 | 0.11799 | 0.08017 |
| 90 | 0.16747 | 0.12404 | 0.21554 | 0.14949 | 0.16575 | 0.13775 |
| 95 | 0.25659 | 0.21556 | 0.31025 | 0.23055 | 0.26108 | 0.23331 |
| 100 | 0.34551 | 0.31876 | 0.45905 | 0.37662 | 0.40918 | 0.35165 |

# STATE PEACE OFFICERS AND FIREFIGHTERS

## Service Retirement

Rates vary by age and service. See sample rates in table below.

| Attained Age | Years of Service | | | | | | |
|---|---|---|---|---|---|---|---|
| | 5 | 10 | 15 | 20 | 25 | 30 | 35 |
| 50 | 0.006 | 0.020 | 0.027 | 0.031 | 0.052 | 0.082 | 0.095 |
| 52 | 0.008 | 0.026 | 0.035 | 0.041 | 0.067 | 0.106 | 0.123 |
| 54 | 0.016 | 0.054 | 0.073 | 0.084 | 0.139 | 0.219 | 0.254 |
| 56 | 0.021 | 0.070 | 0.094 | 0.109 | 0.181 | 0.284 | 0.330 |
| 58 | 0.020 | 0.066 | 0.089 | 0.103 | 0.170 | 0.267 | 0.310 |
| 60 | 0.020 | 0.067 | 0.091 | 0.105 | 0.174 | 0.273 | 0.317 |
| 62 | 0.035 | 0.116 | 0.157 | 0.181 | 0.301 | 0.472 | 0.549 |
| 65 | 0.039 | 0.132 | 0.178 | 0.206 | 0.341 | 0.536 | 0.623 |
| 70 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |

## Termination with Refund

Rates vary by service. See sample rates in table below.

| Service | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 10 | 15 | 20 | 25 | 30 |
| 0.1217 | 0.0779 | 0.0431 | 0.0353 | 0.0275 | 0.0056 | 0.0039 | 0.0025 | 0.0015 | 0.0006 | 0.0003 |

## Terminations with Vested Deferred Benefits

Rates vary by entry age and service. See sample rates in table below.

| Duration of Service | Entry Age | | | | |
|---|---|---|---|---|---|
| | 20 | 25 | 30 | 35 | 40 |
| 5 | 0.0173 | 0.0173 | 0.0173 | 0.0173 | 0.0173 |
| 6 | 0.0168 | 0.0168 | 0.0168 | 0.0168 | 0.0168 |
| 7 | 0.0164 | 0.0164 | 0.0164 | 0.0164 | 0.0164 |
| 8 | 0.0159 | 0.0159 | 0.0159 | 0.0159 | 0.0159 |
| 9 | 0.0155 | 0.0155 | 0.0155 | 0.0155 | 0.0155 |
| 10 | 0.0149 | 0.0149 | 0.0149 | 0.0149 | - |
| 14 | 0.0127 | 0.0127 | 0.0127 | 0.0127 | - |
| 15 | 0.0120 | 0.0120 | 0.0120 | - | - |
| 19 | 0.0093 | 0.0093 | 0.0093 | - | - |
| 20 | 0.0086 | 0.0086 | - | - | - |
| 24 | 0.0055 | 0.0055 | - | - | - |
| 25 | 0.0046 | - | - | - | - |
| 29 | 0.0030 | - | - | - | - |
| 30 | 0.0030 | - | - | - | - |

## STATE PEACE OFFICERS AND FIREFIGHTERS (Continued)

### Non-Industrial Death

Rates vary by age and gender. See sample rates in table below.

### Industrial Disability, Non-Industrial Disability & Industrial Death

Rates vary by age. See sample rates in table below.

| | Non-Industrial Death | | Non-Industrial Disability | Industrial Disability | Industrial Death |
|---|---|---|---|---|---|
| **Attained Age** | **Male** | **Female** | **Male and Female** | **Male and Female** | **Male and Female** |
| 20 | 0.00047 | 0.00016 | 0.0001 | 0.0003 | 0.00003 |
| 25 | 0.00050 | 0.00026 | 0.0001 | 0.0015 | 0.00007 |
| 30 | 0.00053 | 0.00036 | 0.0001 | 0.0030 | 0.00010 |
| 35 | 0.00067 | 0.00046 | 0.0002 | 0.0045 | 0.00012 |
| 40 | 0.00087 | 0.00065 | 0.0004 | 0.0060 | 0.00013 |
| 45 | 0.00120 | 0.00093 | 0.0006 | 0.0075 | 0.00014 |
| 50 | 0.00176 | 0.00126 | 0.0010 | 0.0090 | 0.00015 |
| 55 | 0.00260 | 0.00176 | 0.0014 | 0.0208 | 0.00016 |
| 60 | 0.00395 | 0.00266 | 0.0019 | 0.0208 | 0.00017 |

### Postretirement Mortality

Rates vary by age and gender for healthy benefit recipients, for non-industrially disabled (disability not job related) retirees and for retirees who are industrially disabled (disability is job-related). See sample rates in table below.

| | Healthy Recipients | | Non-Industrially Disabled (Not Job-Related) | | Industrially Disabled (Job-Related) | |
|---|---|---|---|---|---|---|
| **Age** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| 50 | 0.00239 | 0.00125 | 0.01632 | 0.01245 | 0.00443 | 0.00356 |
| 55 | 0.00474 | 0.00243 | 0.01936 | 0.01580 | 0.00563 | 0.00546 |
| 60 | 0.00720 | 0.00431 | 0.02293 | 0.01628 | 0.00777 | 0.00798 |
| 65 | 0.01069 | 0.00775 | 0.03174 | 0.01969 | 0.01388 | 0.01184 |
| 70 | 0.01675 | 0.01244 | 0.03870 | 0.03019 | 0.02236 | 0.01716 |
| 75 | 0.03080 | 0.02071 | 0.06001 | 0.03915 | 0.03585 | 0.02665 |
| 80 | 0.05270 | 0.03749 | 0.08388 | 0.05555 | 0.06926 | 0.04528 |
| 85 | 0.09775 | 0.07005 | 0.14035 | 0.09577 | 0.11799 | 0.08017 |
| 90 | 0.16747 | 0.12404 | 0.21554 | 0.14949 | 0.16575 | 0.13775 |
| 95 | 0.25659 | 0.21556 | 0.31025 | 0.23055 | 0.26108 | 0.23331 |
| 100 | 0.34551 | 0.31876 | 0.45905 | 0.37662 | 0.40918 | 0.35165 |

# CALIFORNIA HIGHWAY PATROL

## Service Retirement

Rates vary by age and service.  See sample rates in table below.

| Attained | Years of Service | | | | | | |
|---|---|---|---|---|---|---|---|
| Age | 5 | 10 | 15 | 20 | 25 | 30 | 35 |
| 50 | 0.0044 | 0.0044 | 0.0044 | 0.0044 | 0.0132 | 0.0250 | 0.0288 |
| 52 | 0.0145 | 0.0145 | 0.0145 | 0.0145 | 0.0435 | 0.0825 | 0.0950 |
| 54 | 0.0303 | 0.0303 | 0.0303 | 0.0303 | 0.0909 | 0.1725 | 0.1988 |
| 56 | 0.0271 | 0.0271 | 0.0271 | 0.0271 | 0.0813 | 0.1542 | 0.1777 |
| 58 | 0.0229 | 0.0229 | 0.0229 | 0.0229 | 0.0686 | 0.1301 | 0.1499 |
| 60 | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 |

## Termination with Refund

Rates vary by service.  See sample rates in table below.

| Service | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 10 | 15 | 20 | 25 | 30 |
| 0.0129 | 0.0124 | 0.0121 | 0.0116 | 0.0113 | 0.0040 | 0.0029 | 0.0019 | 0.0011 | 0.0006 | 0.0003 |

## Terminations with Vested Deferred Benefits

Rates vary by entry age and service. See sample rates in table below.

| Duration of Service | Entry Age | | | | |
|---|---|---|---|---|---|
| | 20 | 25 | 30 | 35 | 40 |
| 5 | 0.0093 | 0.0093 | 0.0093 | 0.0093 | 0.0093 |
| 6 | 0.0091 | 0.0091 | 0.0091 | 0.0091 | 0.0091 |
| 7 | 0.0090 | 0.0090 | 0.0090 | 0.0090 | 0.0090 |
| 8 | 0.0087 | 0.0087 | 0.0087 | 0.0087 | 0.0087 |
| 9 | 0.0085 | 0.0085 | 0.0085 | 0.0085 | 0.0085 |
| 10 | 0.0082 | 0.0082 | 0.0082 | 0.0082 | - |
| 14 | 0.0071 | 0.0071 | 0.0071 | 0.0071 | - |
| 15 | 0.0070 | 0.0070 | 0.0070 | - | - |
| 19 | 0.0056 | 0.0056 | 0.0056 | - | - |
| 20 | 0.0053 | 0.0053 | - | - | - |
| 24 | 0.0038 | 0.0038 | - | - | - |
| 25 | 0.0033 | - | - | - | - |
| 29 | 0.0026 | - | - | - | - |
| 30 | 0.0026 | - | - | - | - |

# CALIFORNIA HIGHWAY PATROL (Continued)

**Non-Industrial Death & Industrial Death**

Rates vary by age and gender. See sample rates in table below.

**Industrial Disability& Non-Industrial Disability**

Rates vary by age. See sample rates in table below.

| | Non-Industrial Death | | Non-Industrial Disability | Industrial Disability | Industrial Death |
|---|---|---|---|---|---|
| Attained Age | Male | Female | Male and Female | Male and Female | Male and Female |
| 20 | 0.00047 | 0.00016 | 0.0001 | 0.0010 | 0.00003 |
| 25 | 0.00050 | 0.00026 | 0.0001 | 0.0020 | 0.00007 |
| 30 | 0.00053 | 0.00036 | 0.0001 | 0.0029 | 0.00010 |
| 35 | 0.00067 | 0.00046 | 0.0001 | 0.0038 | 0.00012 |
| 40 | 0.00087 | 0.00065 | 0.0001 | 0.0048 | 0.00013 |
| 45 | 0.00120 | 0.00093 | 0.0003 | 0.0058 | 0.00014 |
| 50 | 0.00176 | 0.00126 | 0.0003 | 0.0067 | 0.00015 |
| 55 | 0.00260 | 0.00176 | 0.0003 | 0.1189 | 0.00016 |
| 60 | 0.00395 | 0.00266 | 0.0003 | 0.1189 | 0.00017 |

**Postretirement Mortality**

Rates vary by age and gender for healthy benefit recipients, for non-industrially disabled (disability not job related) retirees and for retirees who are industrially disabled (disability is job-related). See sample rates in table below.

| | Healthy Recipients | | Non-Industrially Disabled (Not Job-Related) | | Industrially Disabled (Job-Related) | |
|---|---|---|---|---|---|---|
| Age | Male | Female | Male | Female | Male | Female |
| 50 | 0.00239 | 0.00125 | 0.01632 | 0.01245 | 0.00443 | 0.00356 |
| 55 | 0.00474 | 0.00243 | 0.01936 | 0.01580 | 0.00563 | 0.00546 |
| 60 | 0.00720 | 0.00431 | 0.02293 | 0.01628 | 0.00777 | 0.00798 |
| 65 | 0.01069 | 0.00775 | 0.03174 | 0.01969 | 0.01388 | 0.01184 |
| 70 | 0.01675 | 0.01244 | 0.03870 | 0.03019 | 0.02236 | 0.01716 |
| 75 | 0.03080 | 0.02071 | 0.06001 | 0.03915 | 0.03585 | 0.02665 |
| 80 | 0.05270 | 0.03749 | 0.08388 | 0.05555 | 0.06926 | 0.04528 |
| 85 | 0.09775 | 0.07005 | 0.14035 | 0.09577 | 0.11799 | 0.08017 |
| 90 | 0.16747 | 0.12404 | 0.21554 | 0.14949 | 0.16575 | 0.13775 |
| 95 | 0.25659 | 0.21556 | 0.31025 | 0.23055 | 0.26108 | 0.23331 |
| 100 | 0.34551 | 0.31876 | 0.45905 | 0.37662 | 0.40918 | 0.35165 |

# JUDGES'S RETIREMENT SYSTEM I

## Probability of Termination from Active Service

| Age | Non-vested Withdrawal | Disability | Vested Termination |
|---|---|---|---|
| 40 | 0.0120 | 0.0008 | 0.0030 |
| 45 | 0.0100 | 0.0014 | 0.0043 |
| 50 | 0.0120 | 0.0024 | 0.0085 |
| 55 | 0.0150 | 0.0041 | 0.0150 |
| 60 | 0.0000 | 0.0064 | 0.0180 |
| 65 | 0.0000 | 0.0092 | 0.0250 |
| 70 | 0.0000 | 0.0000 | 0.0000 |

**Probability of Service Retirement**

| Age | Rate | Age | Rate |
|---|---|---|---|
| 60 | 0.3000 | 66 | 0.4000 |
| 61 | 0.6000 | 67 | 0.4000 |
| 62 | 0.7000 | 68 | 0.4500 |
| 63 | 0.6000 | 69 | 0.5000 |
| 64 | 0.6000 | 70 | 0.7500 |
| 65 | 0.5000 | 71-79 | 0.5000 |
| | | 80 | 1.0000 |

## Mortality

Mortality for active and retired members and beneficiaries is in accordance with the 1994 Group Annuity Mortality Table. Mortality for disabled members is based on the PBGC Mortality Table for disabled lives not receiving Social Security Benefits to age 64, and on the 1994 Group Annuity Mortality Table at age 65 and after.

# JUDGES'S RETIREMENT SYSTEM II

## Service Retirement

Rates vary by age and service.

Service Greater than 20 years

| Age | Rate |
|---|---|
| Below 65 | 0.0000 |
| 65 | 0.7500 |
| 66 | 0.4000 |
| 67 | 0.3000 |
| 68 | 0.3500 |
| 69 | 0.5000 |
| 70* | 1.0000 |

* For Judges age 70 and older with 5 or more years of service the probability of retirement is 100%.

## Withdrawal

Rates vary by age and service.

| Entry Age | 0-1 | 1-2 | 2-3 | 3-4 | 4-5 | 5 or more |
|---|---|---|---|---|---|---|
| 35 | 0.0053 | 0.0053 | 0.0053 | 0.0053 | 0.0053 | 0.0023 |
| 40 | 0.0045 | 0.0045 | 0.0045 | 0.0045 | 0.0045 | 0.0038 |
| 45 | 0.0038 | 0.0038 | 0.0038 | 0.0038 | 0.0038 | 0.0075 |
| 50 | 0.0038 | 0.0038 | 0.0038 | 0.0038 | 0.0038 | 0.0090 |
| 55 | 0.0000 | 0.0000 | 0.0000 | 0.0000 | 0.0000 | 0.0083 |
| 60 | 0.0000 | 0.0000 | 0.0000 | 0.0000 | 0.0000 | 0.0075 |

## Pre-Retirement Non-Industrial Mortality

Rates vary by age.

## JUDGES'S RETIREMENT SYSTEM II (Continued)

### Non-Industrial Disability

Rates vary by age.

| Attained Age | Pre-Retirement Mortality | Non-Industrial Disability |
|---|---|---|
| 35 | 0.0008 | 0.0000 |
| 40 | 0.0012 | 0.0010 |
| 45 | 0.0016 | 0.0019 |
| 50 | 0.0026 | 0.0032 |
| 55 | 0.0037 | 0.0054 |
| 60 | 0.0058 | 0.0085 |
| 65 | 0.0106 | 0.0122 |
| 70 | 0.0000 | 0.0000 |

### Industrial Mortality

Rates are zero.

### Industrial Disability

Rates are zero.

### Post-Retirement Mortality: 1994 GAM no setback

Rates vary by age and sex.

| Age | Healthy Male | Healthy Female | Non-Industrial Disability | Age | Healthy Male | Healthy Female | Non-Industrial Disability |
|---|---|---|---|---|---|---|---|
| 35 | 0.0009 | 0.0005 | 0.0200 | 75 | 0.0372 | 0.0227 | 0.0910 |
| 40 | 0.0011 | 0.0007 | 0.0248 | 80 | 0.0620 | 0.0394 | 0.1135 |
| 45 | 0.0016 | 0.0010 | 0.0293 | 85 | 0.0972 | 0.0677 | 0.1535 |
| 50 | 0.0026 | 0.0014 | 0.0360 | 90 | 0.1529 | 0.1163 | 0.2135 |
| 55 | 0.0044 | 0.0023 | 0.0452 | 95 | 0.2336 | 0.1862 | 0.2937 |
| 60 | 0.0080 | 0.0044 | 0.0578 | 100 | 0.3172 | 0.2764 | 0.3977 |
| 65 | 0.0145 | 0.0086 | 0.0691 | 105 | 0.4072 | 0.3836 | 0.8000 |
| 70 | 0.0237 | 0.0137 | 0.0786 | 110 | 0.4868 | 0.4823 | 1.0000 |

## Legislators' Retirement System

**Probabilities of Decrement for Active Participants**

Vested Withdrawal – Sample vested withdrawal rates are shown in the following table.

Death – 1994 Group Annuity Mortality Table for Males and Females, published and recorded in the Transactions of the Society of Actuaries.

Disability – Sample disability rates are shown in the following table.

Non-vested Withdrawal – Sample rates for non-vested withdrawal are shown in the following table.

For each 1,000 active participants at the age shown, the following number will leave within a year on account of:

| Age | Vested Withdrawal | Disability | Non-Vested Withdrawal |
|---|---|---|---|
| 30 | 50.0 | 0.1 | 25.0 |
| 35 | 50.0 | 0.2 | 25.0 |
| 40 | 50.0 | 0.7 | 20.0 |
| 41 | 50.0 | 0.8 | 15.0 |
| 42 | 40.0 | 0.9 | 15.0 |
| 43 | 40.0 | 1.0 | 15.0 |
| 44 | 40.0 | 1.1 | 15.0 |
| 45 | 40.0 | 1.2 | 15.0 |
| 46 | 40.0 | 1.3 | 15.0 |
| 47 | 40.0 | 1.5 | 15.0 |
| 48 | 40.0 | 1.7 | 15.0 |
| 49 | 40.0 | 1.9 | 15.0 |
| 50 | 40.0 | 2.2 | 15.0 |
| 51 | 40.0 | 2.5 | 5.0 |
| 52 | 40.0 | 3.0 | 0.0 |
| 53 | 40.0 | 3.6 | 0.0 |
| 54 | 40.0 | 4.3 | 0.0 |
| 55 | 40.0 | 5.0 | 0.0 |
| 56 | 40.0 | 5.8 | 0.0 |
| 57 | 40.0 | 6.7 | 0.0 |
| 58 | 40.0 | 7.5 | 0.0 |
| 59 | 40.0 | 8.4 | 0.0 |
| 60 | 40.0 | 9.5 | 0.0 |

## Legislators' Retirement System (Continued)

**Mortality Rates After Leaving Active Participation**

For healthy lives and disabled lives – 1994 Group Annuity Mortality Table, published and recorded in the Transactions of the Society of Actuaries.

# APPENDIX

## GLOSSARY

# GLOSSARY

**Other Postemployment Benefits**
**Sponsored by the**
**State of California**

**As of June 30, 2010**

**Accrued Service.** The service credited under the plan, which was rendered before the date of the actuarial valuation.

**Actuarial Accrued Liability (AAL).** The difference between (i) the actuarial present value of future plan benefits; and (ii) the actuarial present value of future normal cost, which is sometimes referred to as "accrued liability" or "past service liability."

**Actuarial Assumptions.** Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Demographic assumptions (rates of mortality, disability, turnover, and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

**Actuarial Cost Method.** A mathematical budgeting procedure for allocating the dollar amount of the "actuarial present value of future plan benefits" between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the "actuarial funding method."

**Actuarial Equivalent.** A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.

**Actuarial Present Value.** The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

**Actuarial Value of Assets.** The value of cash, investments, and other property belonging to a pension or OPEB plan, as used by the actuary for the purpose of an actuarial valuation.

**Amortization.** Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

**Annual OPEB Cost (AOC)**. An accrual-basis measure of the periodic cost of an employer's participation in a defined OPEB plan.

**Annual Required Contribution (ARC).** The ARC is the normal cost plus the portion of the unfunded actuarial accrued liability to be amortized in the current period. The ARC is an amount that is actuarially determined in accordance with the requirements so that, if paid on an ongoing basis, it would be expected to provide sufficient resources to fund both the normal cost for each year and the amortized unfunded liability.

**Discount Rate.** The rate used to adjust a series of future payments to reflect the time value of money.

**Expected Net Employer Contributions.** The difference between the age-adjusted premium or expected retiree healthcare claims and retired member's share of the premium. This amount is used to offset the Annual OPEB Cost during the fiscal year.

**Entry-Age Normal Cost Actuarial Method.** A method under which the actuarial present value of projected benefits of each individual included in the actuarial valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this actuarial present value allocated to a valuation year is called the normal cost.

**Governmental Accounting Standards Board (GASB).** GASB is the private, nonpartisan, nonprofit organization that works to create and improve the rules U.S. state and local governments follow when accounting for their finances and reporting them to the public.

**Implicit Rate Subsidy**. The de facto subsidy of retirees by permitting them to pay lower than age-adjusted premiums through the use of a single common or blended premium for both retirees and active employees.

**Explicit Rate Subsidy.** The portion of the premium paid by the employer. The premium may be based on the experience of active and retired members or retired members only.

**Medical Trend Rate (Health Inflation).** The increase in the plan's cost over time. Trend includes all elements that may influence a plan's cost, assuming those enrollments and the plan benefits do not change. Trend includes such elements as pure price inflation, changes in utilization, advances in medical technology, and cost shifting.

**Net OPEB Obligation (NOO)**. An accounting liability when an employer doesn't fully fund the ARC.

**Normal Cost.** The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as "current service cost." Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

**Other Postemployment Benefits (OPEB).** OPEB are postemployment benefits other than pensions. OPEB generally takes the form of health insurance and dental, vision, prescription drugs or other healthcare benefits.

**Pay-As-You-Go Funding**. A method of financing benefits by making required benefit payments only as they come due.

**Plan Member**. A plan's membership includes active service employees, terminated employees who are eligible to receive benefits but are not receiving them, and retired employees and beneficiaries currently receiving benefits.

**Pooled Money Investment Account (PMIA).** An account administered by the Pooled Money Investment Board in the State of California that is limited to investments in the following categories: U.S. government securities, securities of federally-sponsored agencies, domestic corporate bonds, interest-bearing time deposits in California banks, savings and loan associations and credit unions, prime-rated commercial paper, repurchase and reverse repurchase agreements, security loans, banker's acceptances, negotiable certificates of deposit and loans to various bond funds.

**Pre-Funding**. A method of financing benefits by placing resources in trust as employees earn benefits so that the resources thus accumulated, along with related earnings, can be used to make benefit payments as they become due.

**Present Value of all Projected Benefits.** The present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value of money and the probabilities of payment.

**Qualified Plan.** A qualified plan is an employer-sponsored retirement plan that qualifies for special tax treatment under Section 401(a) of the Internal Revenue Code.

**Reserve Account**. An account used to indicate that funds have been set-aside for a specific purpose and are not generally available for other uses.

**State Plan of the California Public Employees' Retirement System.** Consists of, all State Miscellaneous employees (including CSU), State Industrial Members, Highway Patrol, State Police Officers and Firefighters (including CSU), and Other State Safety Employees.

**Unfunded Actuarial Accrued Liability (UAAL).** The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as "unfunded accrued liability."

**Valuation Assets.** The value of current plan assets recognized for valuation purposes.