



BOARD AGENDA FACT SHEET

CLERK USE ONLY
BOS ACTION
15

County Executive Office
Department /Agency

August 25, 2020
Requested Board Date

1. Request:

Board Approval	<input checked="" type="checkbox"/>	Information Only/Presentation	<input type="checkbox"/>
Other (specify)	<input type="checkbox"/>	Schedule Hearing Time: _____	<input type="checkbox"/>

2. Requested Action: *Type requested action below*

Adopt the Resolution to allow the County Executive Officer to continue with the process of offering a voluntary early retirement incentive package to County employees as drafted.

3. Cost \$ N/A Source: N/A

4. If approval of Contract, reviewed/approved by County Counsel on: N/A
By: N/A Action Request # N/A
Assigned by County Counsel's Office

5. If approval of position allocation change, approved by Human Resources on: N/A
By: N/A

6. Electronic copy submittal date: _____ By: _____

Department Head/Agency Representative

INSTRUCTIONS: Back-up must be submitted 11 BUSINESS days prior to requested date. Back-up submitted must contain an Original and 6 copies. Copies must be submitted double sided and three (3) hole punched. Back-up must be submitted in a PDF format to cobstaff@co.imperial.ca.us.

CEO/CLERK USE ONLY:



BOARD DATE: 08/25/20

Action Filing _____

Consent _____ Presentation _____

Hearing _____ CEO Approval _____

Other (specify) _____

CEO 08/25/2020
Date

COUNTY EXECUTIVE OFFICE

Tony Rouhotas Jr.
County Executive Officer
tonyrouhotas@co.imperial.ca.us
www.co.imperial.ca.us



County Administration Center
940 Main Street, Suite 208
El Centro, CA 92243
442-265-1001 Tel
442-265-1010 Fax

August 25, 2020

Board of Supervisors
County of Imperial
940 Main St., Suite 209
El Centro, CA 92243

Honorable Board Members:

Background:

As the County of Imperial moves forward in our budgeting process for the upcoming fiscal year, the County Executive Office along with GSA Budget and Fiscal and various other departments continue to look for methods of reducing the overall cost impacts. During this process, a question was posed as to the potential costs savings if the County were to offer a voluntary early retirement incentive to County employees. Staff coordinated multiple meetings internally and along with retirement staff. During these meetings it was decided to outline various retirement scenarios in order to determine which options would achieve the desired results.

Through the prepared Resolution, an early retirement incentive which is explained further below, would be proposed to all County employees that are otherwise eligible to retire. The employees who are most likely to take advantage of this incentive and those who are eligible are summarized as follows:

1. Employees that are over the age of fifty-five (55) and have at least twenty-five (25) years of service or more. There are approximately sixty-four (64) persons in this category.
2. Employees that are fifty (50) years of age and have more than twenty (20) years of service. There are approximately one hundred and sixty-five (165) persons in this category.
3. Employees that are fifty (50) years of age and have ten (10) or more years of service would also be eligible for this retirement incentive. There are approximately four hundred and fifty-six (456) persons in this category. However, given the relatively small amount of retirement benefits received at fifty (50) years of age and ten (10) years of service, it is anticipated that only a small number of employees from this group would elect to take the early retirement incentive.

The incentive that has been evaluated and is recommended would be to grant a service credit of one (1) year for retirement purposes only. A draft actuary report has been created with the focus of the cost to the County to offer this option to employees that are fifty (50) years of age and have ten (10) or more years of service. The draft actuary report has two (2) alternative sets of costs. The first set includes the final average compensation amount based on what the Imperial County Employees Retirement System ("ICERS") Board recognized as being pensionable under their policy prior to July 30, 2020.

The second set of costs is based on the decision made by the California Supreme Court on Alameda County Deputy Sheriff's Assoc. et al. v. Alameda County Employees' Retirement Assn. This litigation clarified what should be considered pensionable and for the purposes of this offer we will be using the second set of costs.

The actuary report also assumes that employees will be required to retire no later than thirty (30) calendar days from the date that the program is first offered.

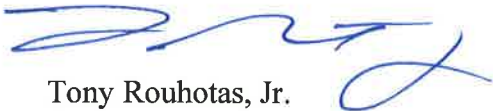
Fiscal Impact:

The positive impact to the General Fund is that within the first year of implementation, this program would have the potential of significant savings as shown in the attached chart which will be discussed in further detail.

Requested Action:

Adopt the Resolution to allow the County Executive Officer to continue with the process of offering a voluntary early retirement incentive package to County employees as drafted.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Tony Rouhotas, Jr.', is positioned above the typed name.

Tony Rouhotas, Jr.
County Executive Officer

GOLDEN HANDSHAKE ESTIMATED COST/SAVINGS

Estimated Yearly Salary Savings			
	Salary	Benefits	Salary & Benefits
General Fund	\$ 14,761,360.12	\$ 7,897,364.54	\$ 22,658,724.66
Non-General Funds	\$ 9,464,372.32	\$ 5,199,443.08	\$ 14,663,815.40
Total	\$ 24,225,732.44	\$ 13,096,807.62	\$ 37,322,540.06

Estimated Cost of GH			
	Estimated Cost of Retirement	Estimated cost of Vac/Comp	Total Cost
General Fund	\$ 6,438,666.00	\$ 2,111,848.67	\$ 8,550,514.67
Non-General Funds	\$ 5,413,057.00	\$ 1,153,562.45	\$ 6,566,619.45
Total	\$ 11,851,723.00	\$ 3,265,411.12	\$ 15,117,134.12

Savings VS Yearly Cost				
		Salary Savings	Cost of GH	Estimated Savings
Year 1	General Fund	\$ 22,658,724.66	\$ 3,541,467.67	\$ 19,117,256.99
	Non-General Funds	\$ 14,663,815.40	\$ 2,355,401.45	\$ 12,308,413.95
Year 2	General Fund	\$ 22,658,724.66	\$ 1,252,261.75	\$ 21,406,462.91
	Non-General Funds	\$ 14,663,815.40	\$ 1,052,804.50	\$ 13,611,010.90
Year 3	General Fund	\$ 22,658,724.66	\$ 1,252,261.75	\$ 21,406,462.91
	Non-General Funds	\$ 14,663,815.40	\$ 1,052,804.50	\$ 13,611,010.90
Year 4	General Fund	\$ 22,658,724.66	\$ 1,252,261.75	\$ 21,406,462.91
	Non-General Funds	\$ 14,663,815.40	\$ 1,052,804.50	\$ 13,611,010.90
Year 5	General Fund	\$ 22,658,724.66	\$ 1,252,261.75	\$ 21,406,462.91
	Non-General Funds	\$ 14,663,815.40	\$ 1,052,804.50	\$ 13,611,010.90
		\$ 186,612,700.30	\$ 15,117,134.12	\$ 171,495,566.18

August 21, 2020

RE: Voluntary Early Retirement Incentive Program

Dear Bargaining Representative:

This is to advise you that on August 25, 2020, the Board of Supervisors will discuss a resolution to establish a voluntary early retirement incentive program for County employees. The resolution is consistent with the Board of Supervisors authority under County Ordinance 3.26.040 and Section 31641.04 of Article 7 of Chapter 3, Part 3, Division 4, Title 3, of the Government Code.

As a summary, the proposed voluntary early retirement incentive program will provide one (1) year of additional retirement service to eligible employees. The one (1) year of service will **not** count towards any other type of benefit, including retiree health.

To be eligible for this additional year of service credit, employees must retire no later than 30 days from the date the resolution is passed. Additionally, as specified by the Government Code, this program will not be applicable to any member. If the member is not eligible to retire without the additional credit available under this program.

For complete details of the program, including fiscal impact, eligibility criteria and final provisions, please review the Board of Supervisors Agenda. The agenda will be available for viewing on Friday, August 21, 2020. You are strongly encouraged to listen to the live audio and video stream of the Board of Supervisors meetings at <https://imperialcounty.org/bosagendas>.

Public comment on a specific item on the agenda and/or general public comment may be submitted in writing. It is respectfully requested that all written comments be sent via email to the Clerk of the Board at bospubliccomment@co.imperial.ca.us no later than 2:00 p.m. on the Monday prior to the Board meeting. Public comments may be submitted orally either through teleconference or in person. Those wishing to make public comment telephonically should make arrangements with the Clerk of the Board prior to Monday, August 24, 2020 at 2:00 p.m.

If you are planning to attend the Board of Supervisors meeting in person you will be required to maintain appropriate social distancing i.e. maintain a six-foot distance between yourself and other individuals

We invite you to participate in the Board of Supervisors' meeting to express your comments and/or concerns regarding the implementation of this program.

Sincerely,

Rodolfo Aguayo
Human Resources & Risk Management Director

RESOLUTION OF THE IMPERIAL COUNTY BOARD OF SUPERVISORS REGARDING THE EARLY RETIREMENT INCENTIVE PROGRAM

RESOLUTION NO. _____

WHEREAS, section 31641.04 of the California Government Code provides for a board of supervisors to determine by resolution that because of an impending curtailment of service or change in the manner of performing service, savings of money, or other economic benefit resulting to a county, a member of the retirement plan shall be eligible to receive additional service credit if specific conditions exist; and

WHEREAS, due to negative economic impacts stemming from the 2019 novel coronavirus pandemic, the County of Imperial (“County”) is facing extreme budget uncertainties regarding anticipated revenues; and

WHEREAS, pursuant to section 3.36.040 of the County of Imperial Codified Ordinances, the County’s County Board of Supervisors (“Board”) has adopted the provisions of Government Code section 31641.04 as a basis for establishing an early retirement incentive program for eligible employees of the County as determined from time to time by resolution of the Board; and

WHEREAS, this action is being taken in accordance with the recommendations contained in the study of the cost to provide the early retirement option, attached hereto as **Exhibit “A,”** to implement cost efficiencies in the County; and

WHEREAS, in order to achieve savings in money and other economic benefits for the County, the best interests of the County will be served by permitting additional service credit for certain members of the Imperial County Employees’ Retirement System (“Retirement System”); and

WHEREAS, the early retirement incentive program shall apply to eligible members of the Retirement System in all jobs classifications and County departments. In order to be considered eligible, a member: (1) must not have received any unemployment insurance payment within six (6) months prior to August 1, 2020; (2) must be eligible to retire without the additional service credit that is to be made available under this Resolution; and (3) must not otherwise be prohibited from receiving the early retirement incentive pursuant to any applicable federal, State, or local law; and

WHEREAS, the additional retirement service credit that shall be made available pursuant to Government Code section 31641.04 for the positions enumerated herein shall not exceed one (1) year. Additionally, the amount of service credit shall not exceed the number of years intervening between the date of a member’s retirement, and the date the member would be required to be retired because of age; and

WHEREAS, eligible members wishing to utilize the additional service credits authorized through this Resolution shall be required to do so between the dates of August 26, 2020 and September 25, 2020.

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WHEREFORE, THE IMPERIAL COUNTY BOARD OF SUPERVISORS DOES HEREBY RESOLVE AS FOLLOWS:

1. The members of the Retirement System in all jobs classifications and County departments that are eligible to retire between August 26, 2020 and September 25, 2020 shall be offered up to one (1) year of early retirement service credit. The amount of service credit shall not exceed the number of years intervening between the date of a member's retirement, and the date the member would be required to be retired because of age.
2. Upon later reentry into County employment under circumstances otherwise requiring or permitting membership in the Retirement System, any member who has received additional service credit hereunder shall forfeit such additional service credit, and the County's payments hereunder shall be refunded, unless the reentry is the result of a temporary callback limited to the maximum of seven hundred twenty (720) hours of service in any one (1) calendar or fiscal year, as provided by State law.
3. The early service credit provided under this Resolution shall not be applicable to: (1) any member otherwise eligible if such member received any unemployment insurance payment within six (6) months prior to August 1, 2020; (2) any member if the member is not eligible to retire without the additional service credit that is to be made available under this Resolution, or (3) any member otherwise prohibited from receiving the early retirement incentive pursuant to any applicable federal, State, or local law.
4. Upon demand by the Retirement System, the County Auditor-Controller shall transmit to the Retirement System the amounts determined by the Retirement Board to be the actuarial equivalents of the differences between the allowances the eligible members receive after obtaining the additional service credit hereunder, and the allowances they would have received without such credit. The transfer to the retirement fund shall be made in a manner and at time periods acceptable to the County and the Board of Retirement.

PASSED AND ADOPTED by the Imperial County Board of Supervisors, this _____ day of _____, 2020 by the following roll call vote:

Luis A. Plancarte,
Chairman of the Board

ATTEST:

Blanca Acosta
Clerk of the Board

Exhibit A – Study of Costs



180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
T 415.263.8200

segalco.com

Personal and Confidential

August 21, 2020

Mr. Scott W. Jarvis
Retirement Administrator
Imperial County Employees' Retirement System
1221 State Street
El Centro, CA 92243

**Re: Imperial County Employees' Retirement System (ICERS)
Golden Handshake Estimate for Certain County Members as of September 18, 2020
Benefit Effective Date**

Dear Scott:

Pursuant to your request, we have determined the estimated costs associated with providing one year of additional service to certain County members in an early retirement incentive program ("Golden Handshake") based on the information provided in the email from your office on July 30, 2020. We understand that this benefit is permitted under Section 31641.04 of the California Government Code. The value of this benefit is subject to change at the member's actual retirement date to reflect any changes in the member's circumstances (as compared to those used in these benefit and liability estimates).

Two alternative sets of costs have been included for this study. In preparing the first set of costs, we have used the final average compensation amounts given to us by ICERS, which were prepared using those compensation elements recognized by the Board as being pensionable under its most recent policy prior to the adoption of Resolution No. ICERS-2020-1 (Resolution). Recently, the California Supreme Court has rendered a decision in the Alameda County Deputy Sheriff's Assoc. et al., v. Alameda County Employees' Retirement Assn. litigation that clarified what should be considered pensionable for that and other similarly situated 1937 Act county employees retirement systems. It is our understanding that on August 19, 2020, the Board adopted the aforementioned Resolution No. ICERS-2020-1, which states that for retirements effective on or after July 30, 2020, items of terminal pay are no longer includable and certain other pay elements are under review and may not be includable in compensation earnable for the purpose of calculating retirement benefits.

After discussion with your office, we have been directed to prepare two sets of costs for the Golden Handshake. The first set of costs has been calculated using the compensation elements prior to the Board's recent policy change. The second set of costs has been calculated to approximately reflect the financial impact of eliminating those compensation elements (including those pay elements that are still under review) as described in the above Resolution, and should

therefore be a closer estimate of the actual cost of the Golden Handshake benefit. However, the cost in the second estimate is subject to change at the member's actual retirement date to reflect forthcoming decisions on exactly which other elements of pay are affected by the Board's recent decision.

Background and Membership Data Used in the Study

We have received data from ICERS for 456 active members who may be eligible for this program. Earlier, at the request of ICERS, Segal provided assistance in determining the list of members who may be eligible based on those who satisfy the age and service requirements to receive a service retirement benefit as of September 18, 2020. We otherwise accepted the data provided to us by ICERS for these calculations at face value and have not audited it or reconciled it against any other documents. All calculations are based on the service retirement formulas for General and Safety members under Sections 31676.14 and 31664.1.¹

We understand that the window for members to retire under this incentive program will end on September 18, 2020. As directed by ICERS, we have assumed that members who retire during the window will select a date of retirement on September 18, 2020. This is also the retirement date assumed by ICERS in preparing the membership data provided for this study, as further discussed below.

Methodology

For each of the 456 members provided to us by ICERS for this study, we have estimated the cost impact of the Golden Handshake on an individual basis, as shown in Exhibit A.

Results Under the Board's Most Recent Policy Before Any Changes on Pensionable Pay Elements Pursuant to Resolution No. ICERS-2020-1

In Exhibit A, column (A) shows the projected Actuarial Accrued Liability (AAL) as of September 18, 2020, before any changes due to the Golden Handshake. This AAL is calculated for each of the 456 members by remeasuring the AAL determined in the most recent actuarial valuation as of June 30, 2019, using the new actuarial assumptions approved by the Board for the June 30, 2020 valuation. We have rolled forward this AAL as of June 30, 2019 with Normal Cost and interest and decreased it by expected benefit payments to obtain a projected AAL as of June 30, 2020. We have applied a similar methodology to further roll forward the expected AAL to September 18, 2020. Other than to reflect the actual marital status of each member based on information provided by ICERS for this study, this projected AAL as of September 18, 2020 is calculated based on all of our actuarial assumptions being met between

¹ Of the 456 members provided to us for this study, 11 General members and one Safety member have part of their service accrued under the Section 31676.11 formula. In general, active members with service accrued under the Section 31676.11 formula include those who were either: (a) inactive on July 1, 2005 when service for active members was converted to the Section 31676.14 formula and who subsequently returned to work, or (b) terminated and withdrew their contributions before July 1, 2005 and purchased back their service upon re-enrollment after July 1, 2005. In this study, we have reflected the Section 31676.11 benefit formula for any service accrued under that Section.

June 30, 2019 and September 18, 2020. It does not reflect any deviance of actual experience from those assumptions.²

Column (B) shows the estimated AAL for each member as of September 18, 2020 assuming retirement on that date and with one year of additional service provided by the Golden Handshake.

Column (C) shows the increase in AAL due to the one year of additional service that is granted by the Golden Handshake. Some of the members provided to us for these calculations are projected to have already reached their maximum benefit of 100% of highest average compensation based on their accrued service before applying an additional year of service. For these members, the effect of the one year of additional service is \$0.

Column (D) shows the other changes in AAL as of September 18, 2020. For example, the results in this column reflect the change in AAL when each member in this study retires on September 18, 2020. These results also reflect differences between the expected service (including sick leave conversion) and final monthly compensation (including conversion of unused vacation and holiday compensation time) projected using the actuarial assumptions, and the actual service and compensation as of September 18, 2020 provided by ICERS for the purposes of this study. We have adjusted the results in this column to limit the change in the cost related to the Supplemental benefits to be not less than \$0 for any member.

Column (E) is the sum of columns (C) and (D), and it is the estimated total cost of the Golden Handshake.

Finally, column (F) shows the first year amortization payment if the cost of the Golden Handshake is amortized over a period of five years at a level percentage of payroll, which is consistent with the following provision in Section III of the System's Statement of Actuarial Funding Policy:

Unless an alternative amortization period is recommended by the Actuary and accepted by the Board based on the results of an actuarial analysis... the increase in UAAL resulting from a temporary retirement incentive, including the impact of benefits resulting from additional service permitted in Section 31641.04 of the 1937 CERL, will be amortized over a period of 5 years;

We assume as part of this analysis that a five-year payment period for the additional AAL identified in this letter will be approved by the Board.

² In this step, we have adjusted the June 30, 2019 actuarial valuation results for two members based on data we received for the Golden Handshake: ID 580, who was inactive as of June 30, 2019, and ID 13688, who was not a member as of June 30, 2019.

Results Under Definition of Pensionable Pay Elements Pursuant to Resolution No. ICERS-2020-1

Whereas the results described above for columns (B) through (F) were based on final average compensation provided by ICERS, we have developed an alternative set of liabilities in columns (G) through (L) by estimating the financial impact of eliminating certain elements of pay (including those pay elements that are still under review) pursuant to Resolution No. ICERS-2020-1 as follows: After consultation with your office, we have estimated the financial impact of reducing the final average compensation provided by ICERS so as to exclude terminal pay due to conversion of unused vacation and holiday compensatory time. We have estimated that financial impact by backing out the assumed level of those pay elements using the assumptions for terminal pay developed in our most recent experience study (4.75% for General Legacy and 5.75% for Safety Legacy) recommending assumptions for the June 30, 2020 valuation. We also eliminated certain other elements of pay as provided in the data by ICERS. **While this is the closer of the two cost estimates for the Golden Handshake, it should be noted that the ultimate impact of eliminating certain elements of pay can only be known after the Board has reached further decisions on exactly which other elements of pay are affected by this recent policy change.**

Column (H) shows the estimated effect that the Resolution may have on the liabilities in the ongoing valuation. Any member with a value of \$0 in this column is part of the PEPRA tier, for which the current policy does not permit conversion of unused vacation and holiday compensatory time. This information is for illustrative purposes only, and it is not included in the estimated total cost of the Golden Handshake.

Column (G) and columns (I) through (L) are calculated in a similar way as their equivalent columns as described above, except they are based on liabilities that show the potential effect of the California Supreme Court decision.

Results

Results Under the Board's Policy Before Any Changes on Pensionable Pay Elements Pursuant to Resolution No. ICERS-2020-1

For the 456 active members provided to us by ICERS, their total AAL (reflecting the actual marital status as provided by ICERS for this study) calculated under the new assumptions rolled forward to September 18, 2020 before any adjustments is \$216,900,436³ as provided in column (A). In aggregate, the estimated impact of the Golden Handshake is \$14,915,684 (or an average of approximately \$33,000 per member) as provided in column (E). This total is made up of \$10,460,837 due to an additional year of service as provided in column (C), and \$4,454,847 due to immediate retirement and other changes in the data that differ from the actuarial assumptions as provided in column (D).

³ For reference, ICERS' total AAL as of June 30, 2019 was \$998,690,000. Of this amount, the active AAL as of June 30, 2019 was \$426,763,000. Both of these results are before reflecting the new actuarial assumptions approved by the Board for the June 30, 2020 valuation.

Based on a five-year amortization schedule as described in the Funding Policy, if all 456 members were to accept the Golden Handshake, we estimate the County would be required to pay \$3,311,679 in contributions in the first year, an amount which will increase with the annual payroll growth assumption of 3.25% (based on the new assumptions that would be used in the June 30, 2020 valuation) in each of the next four years.

Results Under Definition of Pensionable Pay Elements Pursuant to Resolution No. ICERS-2020-1

Under the alternative approach that shows the possible effect (including those pay elements that are still under review) of the Resolution, the estimated aggregate impact of the Golden Handshake is \$14,193,811 (or an average of approximately \$31,000 per member) as provided in column (K). This total is made up of \$9,954,904 due to an additional year of service as provided in column (I), and \$4,238,907 due to immediate retirement and other changes in the data that differ from the actuarial assumptions as provided in column (J). The estimated aggregate impact of the Resolution is a decrease of \$10,583,439 as provided in column (H) for illustration purposes only without considering any actions that may be taken later by the Board to return any contributions that it may deem appropriate paid by the members on those elements of salary that are no longer pensionable.

Based on a five-year amortization schedule as described in the Funding Policy, if all 456 members were to accept the Golden Handshake under this alternative approach, we estimate the County would be required to pay \$3,151,399 in contributions in the first year, an amount which will increase with the annual payroll growth assumption of 3.25% (based on the new assumptions that would be used in the June 30, 2020 valuation) in each of the next four years.

Other Considerations

The following are some additional considerations related to the calculations provided in this letter:

- The cost for each individual does not reflect any other financial implications of this retirement, such as the reduction in the employer's future dollar contribution to the System if that position is not replaced immediately. **In the June 30, 2019 valuation, these 456 active members consist of about 20% of ICERS' overall payroll. In practice, a decrease in total payroll as a result of a Golden Handshake will lead to increases in the Unfunded Actuarial Accrued Liability (UAAL) contribution rates for both the Regular and the Supplemental benefits as determined in the annual valuation.** Once we have information on the members who will actually retire under the Golden Handshake, we are available to provide ICERS with the corresponding increases in the UAAL contribution rates for both the Regular and Supplemental benefits in the annual valuation.
- The Golden Handshake is expected to increase both the Regular and the Supplemental benefits for the affected members in aggregate for the 456 members. We understand that the County will be expected to pay for the entire cost increase, including the cost for the Supplemental benefit, and the members will not be required to make any additional contributions as a result of the Golden Handshake. Once we have information on the

members who will actually retire under the Golden Handshake, we are available to provide ICERS with the corresponding breakdown of the total cost between Regular and Supplemental benefits.

As in all matters pertaining to the interpretation and application of the law, Plan or individual benefit calculation provisions, you should be guided by the advice of the Plan's Legal Counsel.

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.

Please let us know if you have any questions.

Sincerely,



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



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

MAM/jl
Enclosure

cc: Regina Rodrigues

As described in the letter above, the following table shows the estimated impact of the Golden Handshake on the Actuarial Accrued Liability (AAL) for all 456 active members provided to us by ICERS. Columns (A) through (F) are calculated using ICERS' most recent approach to determining retirement benefits before adoption of Resolution No. ICERS 2020-001, and columns (G) through (L) reflect the possible impact after the adoption of the Resolution, as directed by ICERS.

			Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1					Benefits Reflect <u>Estimated</u> Impact of Applying Resolution No. ICERS-2020-1					
Member Name	ID	(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴	(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
██████████	████	\$233,786	\$190,206	\$13,881	(\$57,462)	(\$43,581)	(\$9,676)	\$181,729	(\$10,668)	\$13,374	(\$54,763)	(\$41,389)	(\$9,189)
██████████	████	\$426,134	\$462,974	\$22,295	\$14,546	\$36,841	\$8,180	\$442,204	(\$19,259)	\$21,460	\$13,868	\$35,328	\$7,844
██████████	████	\$404,495	\$417,780	\$17,506	(\$4,221)	\$13,285	\$2,950	\$398,875	(\$18,304)	\$16,419	(\$3,735)	\$12,684	\$2,816
██████████	████	\$264,095	\$284,126	\$17,134	\$2,897	\$20,031	\$4,447	\$271,284	(\$12,009)	\$16,357	\$2,841	\$19,198	\$4,262
██████████	████	\$424,943	\$429,095	\$14,079	(\$9,927)	\$4,152	\$922	\$409,674	(\$19,267)	\$13,441	(\$9,443)	\$3,998	\$888
██████████	████	\$566,616	\$584,813	\$35,173	(\$16,976)	\$18,197	\$4,040	\$584,813	\$0	\$35,173	(\$16,976)	\$18,197	\$4,040
██████████	████	\$273,312	\$280,859	\$13,773	(\$6,226)	\$7,547	\$1,676	\$268,156	(\$12,374)	\$13,149	(\$5,931)	\$7,218	\$1,603
██████████	████	\$518,856	\$529,939	\$24,699	(\$11,348)	\$13,351	\$2,964	\$505,977	(\$23,440)	\$23,578	(\$10,844)	\$12,734	\$2,827
██████████	████	\$186,338	\$188,579	\$13,581	(\$11,340)	\$2,241	\$498	\$180,055	(\$8,501)	\$12,965	(\$10,747)	\$2,218	\$492
██████████	████	\$383,975	\$438,383	\$21,523	\$32,885	\$54,408	\$12,080	\$418,548	(\$17,334)	\$20,549	\$31,359	\$51,908	\$11,525

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$46,739	\$50,794	\$7,618	(\$3,563)	\$4,055	\$900
██████████	████	\$71,532	\$70,669	\$10,473	(\$11,336)	(\$863)	(\$192)
██████████	████	\$157,519	\$143,555	\$10,712	(\$24,676)	(\$13,964)	(\$3,100)
██████████	████	\$283,141	\$331,037	\$15,702	\$32,194	\$47,896	\$10,634
██████████	████	\$301,126	\$328,290	\$20,946	\$6,218	\$27,164	\$6,031
██████████	████	\$534,647	\$574,365	\$18,746	\$20,973	\$39,719	\$8,819
██████████	████	\$671,976	\$540,371	\$22,332	(\$153,937)	(\$131,605)	(\$29,220)
██████████	████	\$248,826	\$258,458	\$14,465	(\$4,833)	\$9,632	\$2,139
██████████	████	\$850,679	\$768,533	\$32,416	(\$114,562)	(\$82,146)	(\$18,239)
██████████	████	\$892,393	\$1,029,251	\$32,198	\$104,661	\$136,859	\$30,386
██████████	████	\$231,465	\$253,343	\$18,659	\$3,220	\$21,879	\$4,858
██████████	████	\$1,083,231	\$1,220,169	\$33,762	\$103,176	\$136,938	\$30,404
██████████	████	\$274,843	\$297,298	\$16,327	\$6,128	\$22,455	\$4,986
██████████	████	\$654,377	\$751,226	\$33,356	\$63,493	\$96,849	\$21,503
██████████	████	\$440,767	\$472,903	\$22,533	\$11,118	\$33,651	\$7,471

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$50,794	\$0	\$7,618	(\$3,563)	\$4,055	\$900
\$70,669	\$0	\$10,473	(\$11,336)	(\$863)	(\$192)
\$137,076	(\$7,168)	\$10,126	(\$23,402)	(\$13,276)	(\$2,948)
\$316,074	(\$12,629)	\$14,989	\$30,573	\$45,562	\$10,116
\$313,525	(\$13,710)	\$20,080	\$6,029	\$26,109	\$5,797
\$548,360	(\$24,190)	\$17,895	\$20,008	\$37,903	\$8,415
\$515,997	(\$30,595)	\$21,323	(\$146,707)	(\$125,384)	(\$27,839)
\$246,776	(\$11,246)	\$13,810	(\$4,614)	\$9,196	\$2,042
\$733,715	(\$38,795)	\$30,946	(\$109,115)	(\$78,169)	(\$17,356)
\$975,020	(\$47,930)	\$30,499	\$100,058	\$130,557	\$28,987
\$241,893	(\$10,543)	\$17,813	\$3,158	\$20,971	\$4,656
\$1,165,163	(\$48,999)	\$32,239	\$98,692	\$130,931	\$29,070
\$283,866	(\$12,437)	\$15,588	\$5,872	\$21,460	\$4,765
\$717,199	(\$29,732)	\$31,842	\$60,712	\$92,554	\$20,549
\$451,572	(\$19,817)	\$21,512	\$10,556	\$32,068	\$7,120

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$497,289	\$567,718	\$26,915	\$43,514	\$70,429	\$15,637
██████████	████	\$262,909	\$318,292	\$14,758	\$40,625	\$55,383	\$12,297
██████████	████	\$355,105	\$387,855	\$16,842	\$15,908	\$32,750	\$7,271
██████████	████	\$57,941	\$55,646	\$7,758	(\$10,053)	(\$2,295)	(\$510)
██████████	████	\$706,594	\$844,722	\$32,230	\$109,412	\$141,642	\$31,448
██████████	████	\$391,075	\$447,994	\$21,952	\$34,968	\$56,920	\$12,638
██████████	████	\$385,821	\$427,631	\$19,720	\$22,090	\$41,810	\$9,283
██████████	████	\$262,806	\$295,013	\$18,635	\$13,572	\$32,207	\$7,151
██████████	████	\$298,197	\$366,479	\$21,474	\$46,808	\$68,282	\$15,160
██████████	████	\$234,786	\$219,104	\$15,256	(\$30,938)	(\$15,682)	(\$3,482)
██████████	████	\$324,310	\$376,595	\$17,905	\$34,380	\$52,285	\$11,609
██████████	████	\$432,431	\$542,463	\$24,797	\$85,235	\$110,032	\$24,430
██████████	████	\$661,425	\$755,841	\$28,289	\$66,127	\$94,416	\$20,963
██████████	████	\$914,823	\$952,187	\$30,341	\$7,023	\$37,364	\$8,296
██████████	████	\$753,016	\$688,274	\$31,103	(\$95,845)	(\$64,742)	(\$14,374)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$536,878	(\$27,071)	\$25,451	\$41,209	\$66,660	\$14,800
\$303,927	(\$11,850)	\$13,830	\$39,038	\$52,868	\$11,738
\$370,331	(\$15,961)	\$15,807	\$15,380	\$31,187	\$6,924
\$55,646	\$0	\$7,758	(\$10,053)	(\$2,295)	(\$510)
\$806,475	(\$31,005)	\$30,770	\$104,456	\$135,226	\$30,024
\$427,743	(\$17,603)	\$20,182	\$34,089	\$54,271	\$12,050
\$408,287	(\$17,485)	\$18,826	\$21,125	\$39,951	\$8,870
\$281,677	(\$11,871)	\$17,790	\$12,952	\$30,742	\$6,826
\$349,918	(\$13,201)	\$20,503	\$44,420	\$64,923	\$14,415
\$209,270	(\$10,729)	\$14,630	(\$29,418)	(\$14,788)	(\$3,283)
\$360,024	(\$14,467)	\$17,551	\$32,630	\$50,181	\$11,142
\$517,914	(\$19,576)	\$23,672	\$81,387	\$105,059	\$23,326
\$721,746	(\$30,059)	\$27,015	\$63,365	\$90,380	\$20,067
\$909,041	(\$41,510)	\$28,965	\$6,764	\$35,729	\$7,933
\$657,222	(\$34,313)	\$29,822	(\$91,303)	(\$61,481)	(\$13,650)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$449,960	\$551,480	\$30,979	\$70,540	\$101,519	\$22,540
██████████	██	\$1,026,392	\$1,400,535	\$45,222	\$336,677	\$381,899	\$84,792
██████████	██	\$223,318	\$262,663	\$13,611	\$25,734	\$39,345	\$8,736
██████████	██	\$174,728	\$164,501	\$12,320	(\$22,546)	(\$10,226)	(\$2,270)
██████████	██	\$341,767	\$414,615	\$35,486	\$37,362	\$72,848	\$16,174
██████████	██	\$376,377	\$451,154	\$20,302	\$54,474	\$74,776	\$16,602
██████████	██	\$401,269	\$475,905	\$21,384	\$53,252	\$74,636	\$16,571
██████████	██	\$601,044	\$638,934	\$0	\$37,890	\$37,890	\$8,413
██████████	██	\$182,027	\$221,599	\$13,881	\$26,256	\$40,137	\$8,911
██████████	██	\$1,142,983	\$1,390,147	\$42,022	\$205,142	\$247,164	\$54,877
██████████	██	\$906,969	\$985,815	\$42,554	\$36,292	\$78,846	\$17,506
██████████	██	\$62,114	\$45,920	\$5,868	(\$22,062)	(\$16,194)	(\$3,596)
██████████	██	\$113,838	\$124,290	\$15,139	(\$4,687)	\$10,452	\$2,321
██████████	██	\$193,246	\$190,044	\$13,525	(\$16,726)	(\$3,201)	(\$711)
██████████	██	\$386,273	\$494,624	\$26,539	\$81,812	\$108,351	\$24,057

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$526,529	(\$19,944)	\$29,575	\$66,938	\$96,513	\$21,428
\$1,238,221	(\$119,489)	\$39,970	\$294,028	\$333,998	\$74,156
\$250,806	(\$10,059)	\$12,994	\$24,553	\$37,547	\$8,336
\$157,115	(\$7,976)	\$11,802	(\$21,439)	(\$9,637)	(\$2,140)
\$396,230	(\$15,378)	\$34,253	\$35,588	\$69,841	\$15,507
\$430,750	(\$16,916)	\$19,383	\$51,906	\$71,289	\$15,828
\$454,392	(\$17,845)	\$20,415	\$50,553	\$70,968	\$15,757
\$610,018	(\$27,022)	\$0	\$35,996	\$35,996	\$7,992
\$211,663	(\$8,104)	\$13,251	\$25,029	\$38,280	\$8,499
\$1,327,153	(\$51,800)	\$40,116	\$195,854	\$235,970	\$52,392
\$932,340	(\$49,459)	\$40,338	\$34,491	\$74,829	\$16,614
\$45,920	\$0	\$5,868	(\$22,062)	(\$16,194)	(\$3,596)
\$124,290	\$0	\$15,139	(\$4,687)	\$10,452	\$2,321
\$181,462	(\$8,704)	\$12,913	(\$15,993)	(\$3,080)	(\$684)
\$472,260	(\$17,363)	\$25,335	\$78,015	\$103,350	\$22,946

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$621,680	\$727,747	\$26,788	\$79,279	\$106,067	\$23,550
██████████	██	\$465,049	\$434,726	\$16,379	(\$46,702)	(\$30,323)	(\$6,733)
██████████	██	\$769,923	\$701,428	\$24,767	(\$93,262)	(\$68,495)	(\$15,208)
██████████	██	\$167,088	\$175,355	\$14,872	(\$6,605)	\$8,267	\$1,835
██████████	██	\$407,757	\$384,942	\$19,053	(\$41,868)	(\$22,815)	(\$5,066)
██████████	██	\$869,620	\$991,267	\$27,418	\$94,229	\$121,647	\$27,009
██████████	██	\$185,811	\$206,318	\$13,513	\$6,994	\$20,507	\$4,553
██████████	██	\$216,767	\$228,098	\$13,039	(\$1,708)	\$11,331	\$2,516
██████████	██	\$358,824	\$356,251	\$15,577	(\$18,151)	(\$2,574)	(\$571)
██████████	██	\$605,146	\$675,679	\$28,265	\$42,268	\$70,533	\$15,660
██████████	██	\$307,362	\$281,040	\$13,628	(\$39,949)	(\$26,321)	(\$5,844)
██████████	██	\$610,238	\$564,580	\$19,405	(\$65,063)	(\$45,658)	(\$10,137)
██████████	██	\$306,189	\$284,504	\$14,839	(\$36,524)	(\$21,685)	(\$4,815)
██████████	██	\$457,422	\$491,708	\$19,846	\$14,440	\$34,286	\$7,612
██████████	██	\$343,785	\$342,217	\$20,595	(\$22,163)	(\$1,568)	(\$348)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$694,796	(\$28,129)	\$25,573	\$75,672	\$101,245	\$22,479
\$415,041	(\$21,087)	\$15,448	(\$44,370)	(\$28,922)	(\$6,421)
\$669,649	(\$34,976)	\$23,642	(\$88,940)	(\$65,298)	(\$14,498)
\$167,440	(\$7,606)	\$14,197	(\$6,239)	\$7,958	\$1,767
\$367,521	(\$18,480)	\$18,190	(\$39,946)	(\$21,756)	(\$4,830)
\$947,034	(\$39,380)	\$26,193	\$90,601	\$116,794	\$25,931
\$197,139	(\$8,417)	\$13,040	\$6,705	\$19,745	\$4,384
\$217,791	(\$9,849)	\$12,448	(\$1,576)	\$10,872	\$2,414
\$340,132	(\$16,320)	\$14,872	(\$17,245)	(\$2,373)	(\$527)
\$639,506	(\$32,782)	\$26,750	\$40,392	\$67,142	\$14,907
\$268,328	(\$13,982)	\$13,011	(\$38,063)	(\$25,052)	(\$5,562)
\$539,013	(\$27,641)	\$18,523	(\$62,107)	(\$43,584)	(\$9,677)
\$267,464	(\$18,308)	\$13,873	(\$34,290)	(\$20,417)	(\$4,533)
\$469,448	(\$20,715)	\$18,947	\$13,794	\$32,741	\$7,269
\$326,742	(\$15,609)	\$19,661	(\$21,095)	(\$1,434)	(\$318)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$82,033	\$66,629	\$9,259	(\$24,663)	(\$15,404)	(\$3,420)
██████████	████	\$1,544,130	\$1,701,101	\$46,934	\$110,037	\$156,971	\$34,852
██████████	████	\$346,606	\$413,991	\$17,049	\$50,337	\$67,386	\$14,961
██████████	████	\$342,046	\$358,251	\$31,287	(\$15,081)	\$16,206	\$3,598
██████████	████	\$202,753	\$218,269	\$13,282	\$2,234	\$15,516	\$3,445
██████████	████	\$909,571	\$1,120,205	\$45,062	\$165,573	\$210,635	\$46,767
██████████	████	\$313,123	\$371,562	\$28,821	\$29,618	\$58,439	\$12,975
██████████	████	\$217,820	\$190,959	\$10,869	(\$37,730)	(\$26,861)	(\$5,964)
██████████	████	\$601,613	\$692,830	\$38,801	\$52,416	\$91,217	\$20,253
██████████	████	\$390,321	\$388,331	\$15,781	(\$17,771)	(\$1,990)	(\$442)
██████████	████	\$519,383	\$512,692	\$16,856	(\$23,548)	(\$6,692)	(\$1,486)
██████████	████	\$450,900	\$383,994	\$20,008	(\$86,914)	(\$66,906)	(\$14,855)
██████████	████	\$252,831	\$299,189	\$20,051	\$26,308	\$46,359	\$10,293
██████████	████	\$240,681	\$236,330	\$14,494	(\$18,845)	(\$4,351)	(\$966)
██████████	████	\$79,590	\$58,512	\$7,301	(\$28,379)	(\$21,078)	(\$4,680)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$66,629	\$0	\$9,259	(\$24,663)	(\$15,404)	(\$3,420)
██████████	████	\$1,624,031	(\$69,717)	\$44,808	\$104,809	\$149,617	\$33,219
██████████	████	\$395,281	(\$15,340)	\$16,276	\$47,738	\$64,014	\$14,213
██████████	████	\$342,041	(\$15,597)	\$29,587	(\$13,995)	\$15,592	\$3,462
██████████	████	\$208,406	(\$9,180)	\$12,679	\$2,154	\$14,833	\$3,293
██████████	████	\$1,059,325	(\$49,526)	\$42,612	\$156,668	\$199,280	\$44,245
██████████	████	\$354,777	(\$14,000)	\$27,513	\$28,141	\$55,654	\$12,357
██████████	████	\$182,331	(\$9,913)	\$10,375	(\$35,951)	(\$25,576)	(\$5,679)
██████████	████	\$661,447	(\$27,348)	\$36,665	\$50,517	\$87,182	\$19,357
██████████	████	\$370,754	(\$17,715)	\$15,066	(\$16,918)	(\$1,852)	(\$411)
██████████	████	\$489,485	(\$23,455)	\$16,092	(\$22,535)	(\$6,443)	(\$1,431)
██████████	████	\$366,611	(\$20,383)	\$19,103	(\$83,008)	(\$63,905)	(\$14,189)
██████████	████	\$285,666	(\$11,417)	\$19,050	\$25,201	\$44,251	\$9,825
██████████	████	\$225,652	(\$10,886)	\$13,836	(\$17,979)	(\$4,143)	(\$920)
██████████	████	\$58,512	\$0	\$7,301	(\$28,379)	(\$21,078)	(\$4,680)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$224,618	\$279,124	\$22,646	\$31,860	\$54,506	\$12,102
██████████	████	\$236,742	\$282,159	\$20,247	\$25,170	\$45,417	\$10,084
██████████	████	\$672,795	\$657,990	\$40,183	(\$54,988)	(\$14,805)	(\$3,287)
██████████	████	\$259,502	\$329,374	\$24,733	\$45,139	\$69,872	\$15,513
██████████	████	\$314,972	\$277,757	\$24,647	(\$49,028)	(\$24,381)	(\$5,413)
██████████	████	\$75,039	\$53,189	\$7,457	(\$29,307)	(\$21,850)	(\$4,851)
██████████	████	\$77,230	\$85,255	\$12,629	(\$4,604)	\$8,025	\$1,782
██████████	████	\$252,793	\$289,727	\$14,141	\$22,793	\$36,934	\$8,200
██████████	████	\$615,445	\$592,784	\$26,951	(\$49,612)	(\$22,661)	(\$5,031)
██████████	████	\$1,049,156	\$1,218,023	\$55,017	\$113,850	\$168,867	\$37,493
██████████	████	\$731,450	\$738,076	\$35,901	(\$29,275)	\$6,626	\$1,471
██████████	████	\$492,028	\$597,955	\$42,826	\$66,015	\$108,841	\$24,166
██████████	████	\$784,628	\$911,749	\$29,169	\$97,951	\$127,120	\$28,224
██████████	████	\$62,334	\$50,142	\$6,758	(\$18,950)	(\$12,192)	(\$2,707)
██████████	████	\$497,902	\$589,650	\$34,809	\$56,939	\$91,748	\$20,371

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$266,514	(\$10,197)	\$21,619	\$30,474	\$52,093	\$11,566
\$269,418	(\$10,710)	\$19,328	\$24,058	\$43,386	\$9,633
\$628,177	(\$30,756)	\$38,360	(\$52,222)	(\$13,862)	(\$3,078)
\$314,492	(\$11,605)	\$23,610	\$42,985	\$66,595	\$14,786
\$265,227	(\$14,391)	\$23,565	(\$46,692)	(\$23,127)	(\$5,135)
\$53,189	\$0	\$7,457	(\$29,307)	(\$21,850)	(\$4,851)
\$83,731	(\$1,449)	\$12,400	(\$4,449)	\$7,951	\$1,765
\$276,626	(\$11,445)	\$13,314	\$21,964	\$35,278	\$7,833
\$444,982	(\$148,316)	\$20,224	(\$42,371)	(\$22,147)	(\$4,917)
\$1,151,821	(\$57,244)	\$51,908	\$108,001	\$159,909	\$35,504
\$704,637	(\$33,112)	\$34,273	(\$27,974)	\$6,299	\$1,399
\$570,906	(\$22,042)	\$40,884	\$63,097	\$103,981	\$23,087
\$870,461	(\$35,334)	\$27,847	\$93,321	\$121,168	\$26,903
\$49,779	(\$475)	\$6,709	(\$18,789)	(\$12,080)	(\$2,682)
\$562,964	(\$22,431)	\$33,230	\$54,264	\$87,494	\$19,426

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$1,329,162	\$1,379,273	\$44,072	\$6,039	\$50,111	\$11,126
██████████	████	\$326,608	\$379,259	\$16,894	\$35,758	\$52,652	\$11,690
██████████	████	\$648,734	\$701,860	\$20,251	\$32,875	\$53,126	\$11,795
██████████	████	\$519,732	\$477,596	\$17,218	(\$59,355)	(\$42,137)	(\$9,356)
██████████	████	\$315,360	\$365,051	\$19,330	\$30,361	\$49,691	\$11,033
██████████	████	\$404,453	\$540,082	\$54,312	\$81,317	\$135,629	\$30,113
██████████	████	\$874,781	\$1,063,987	\$38,486	\$150,720	\$189,206	\$42,009
██████████	████	\$1,099,354	\$1,239,622	\$44,336	\$95,931	\$140,267	\$31,143
██████████	████	\$596,671	\$522,098	\$20,102	(\$94,675)	(\$74,573)	(\$16,557)
██████████	████	\$1,315,483	\$1,406,989	\$41,768	\$49,739	\$91,507	\$20,317
██████████	████	\$1,274,532	\$1,330,439	\$54,942	\$965	\$55,907	\$12,413
██████████	████	\$315,141	\$321,975	\$17,624	(\$10,791)	\$6,833	\$1,517
██████████	████	\$614,491	\$712,797	\$21,557	\$76,750	\$98,307	\$21,827
██████████	████	\$75,159	\$77,559	\$9,857	(\$7,458)	\$2,399	\$533
██████████	████	\$214,038	\$241,182	\$14,065	\$13,079	\$27,144	\$6,027

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$1,316,759	(\$60,324)	\$42,074	\$5,847	\$47,921	\$10,640
\$362,108	(\$14,724)	\$16,128	\$34,096	\$50,224	\$11,151
\$670,070	(\$29,381)	\$19,332	\$31,386	\$50,718	\$11,261
\$455,973	(\$23,602)	\$16,437	(\$56,594)	(\$40,157)	(\$8,916)
\$348,556	(\$14,232)	\$18,234	\$29,194	\$47,428	\$10,530
\$540,082	\$0	\$54,312	\$81,317	\$135,629	\$30,113
\$1,006,165	(\$47,432)	\$36,394	\$142,422	\$178,816	\$39,702
\$1,183,455	(\$49,898)	\$42,001	\$91,997	\$133,998	\$29,751
\$421,538	(\$111,515)	\$16,226	(\$79,844)	(\$63,618)	(\$14,125)
\$1,343,225	(\$59,681)	\$39,874	\$47,548	\$87,422	\$19,410
\$1,258,123	(\$69,441)	\$51,954	\$1,079	\$53,033	\$11,775
\$307,405	(\$14,386)	\$16,825	(\$10,175)	\$6,650	\$1,476
\$680,536	(\$27,828)	\$20,579	\$73,294	\$93,873	\$20,842
\$77,559	\$0	\$9,857	(\$7,458)	\$2,399	\$533
\$230,284	(\$9,667)	\$13,428	\$12,485	\$25,913	\$5,753

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$243,477	\$260,653	\$13,055	\$4,121	\$17,176	\$3,814
██████████	██	\$862,720	\$1,002,760	\$44,810	\$95,230	\$140,040	\$31,093
██████████	██	\$925,478	\$969,863	\$36,508	\$7,877	\$44,385	\$9,855
██████████	██	\$619,860	\$663,085	\$29,249	\$13,976	\$43,225	\$9,597
██████████	██	\$153,747	\$134,856	\$15,726	(\$34,618)	(\$18,892)	(\$4,195)
██████████	██	\$228,910	\$223,968	\$19,136	(\$24,078)	(\$4,942)	(\$1,097)
██████████	██	\$371,909	\$423,308	\$16,334	\$35,065	\$51,399	\$11,412
██████████	██	\$590,686	\$573,350	\$16,852	(\$34,188)	(\$17,336)	(\$3,849)
██████████	██	\$198,075	\$194,279	\$10,704	(\$14,499)	(\$3,795)	(\$843)
██████████	██	\$1,277,644	\$1,410,934	\$48,373	\$84,917	\$133,290	\$29,594
██████████	██	\$325,961	\$306,184	\$19,037	(\$38,814)	(\$19,777)	(\$4,391)
██████████	██	\$234,067	\$256,423	\$19,371	\$2,986	\$22,357	\$4,964
██████████	██	\$378,578	\$355,100	\$16,700	(\$40,178)	(\$23,478)	(\$5,213)
██████████	██	\$552,639	\$555,800	\$22,744	(\$19,583)	\$3,161	\$702
██████████	██	\$357,354	\$425,133	\$19,906	\$47,873	\$67,779	\$15,049

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$249,032	(\$11,013)	\$12,626	\$3,942	\$16,568	\$3,679
\$957,341	(\$39,139)	\$42,777	\$90,983	\$133,760	\$29,698
\$917,242	(\$50,395)	\$34,610	\$7,550	\$42,160	\$9,361
\$627,052	(\$33,796)	\$27,598	\$13,391	\$40,989	\$9,101
\$134,856	\$0	\$15,726	(\$34,618)	(\$18,892)	(\$4,195)
\$213,849	(\$10,430)	\$18,268	(\$22,899)	(\$4,631)	(\$1,028)
\$404,177	(\$16,617)	\$15,594	\$33,291	\$48,885	\$10,854
\$547,520	(\$26,740)	\$16,091	(\$32,517)	(\$16,426)	(\$3,647)
\$185,501	(\$8,976)	\$10,093	(\$13,690)	(\$3,597)	(\$799)
\$1,334,264	(\$69,324)	\$45,742	\$80,202	\$125,944	\$27,963
\$267,125	(\$40,910)	\$16,679	(\$34,606)	(\$17,927)	(\$3,980)
\$244,945	(\$10,587)	\$18,595	\$2,870	\$21,465	\$4,766
\$339,027	(\$17,225)	\$15,944	(\$38,270)	(\$22,326)	(\$4,957)
\$506,659	(\$47,915)	\$20,729	(\$18,794)	\$1,935	\$430
\$405,904	(\$16,145)	\$19,002	\$45,693	\$64,695	\$14,364

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$362,113	\$435,456	\$35,001	\$38,342	\$73,343	\$16,284
██████████	██	\$167,519	\$148,284	\$10,883	(\$30,118)	(\$19,235)	(\$4,271)
██████████	██	\$412,164	\$473,782	\$20,929	\$42,406	\$63,335	\$14,062
██████████	██	\$255,692	\$257,116	\$11,960	(\$10,536)	\$1,424	\$316
██████████	██	\$671,103	\$762,884	\$30,983	\$60,799	\$91,782	\$20,378
██████████	██	\$247,497	\$250,231	\$21,284	(\$18,549)	\$2,735	\$607
██████████	██	\$1,510,290	\$1,760,864	\$67,835	\$182,739	\$250,574	\$55,634
██████████	██	\$424,702	\$435,421	\$16,200	(\$5,481)	\$10,719	\$2,380
██████████	██	\$156,660	\$150,443	\$10,009	(\$16,226)	(\$6,217)	(\$1,380)
██████████	██	\$1,147,393	\$1,195,040	\$38,069	\$9,577	\$47,646	\$10,579
██████████	██	\$419,620	\$485,500	\$17,056	\$51,230	\$68,286	\$15,161
██████████	██	\$407,927	\$353,576	\$17,196	(\$71,547)	(\$54,351)	(\$12,067)
██████████	██	\$261,694	\$300,611	\$20,191	\$18,726	\$38,917	\$8,641
██████████	██	\$362,191	\$345,522	\$11,587	(\$28,256)	(\$16,669)	(\$3,701)
██████████	██	\$631,667	\$691,686	\$26,019	\$34,000	\$60,019	\$13,326

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$385,004	(\$41,188)	\$30,937	\$33,143	\$64,080	\$14,227
\$141,584	(\$7,666)	\$10,308	(\$28,577)	(\$18,269)	(\$4,056)
\$448,218	(\$21,850)	\$19,797	\$40,026	\$59,823	\$13,282
\$245,499	(\$11,612)	\$11,418	(\$9,999)	\$1,419	\$315
\$721,452	(\$36,402)	\$29,299	\$57,453	\$86,752	\$19,261
\$238,918	(\$11,262)	\$20,318	(\$17,635)	\$2,683	\$596
\$1,665,149	(\$82,167)	\$64,146	\$172,880	\$237,026	\$52,626
\$415,706	(\$19,264)	\$15,466	(\$5,198)	\$10,268	\$2,280
\$143,651	(\$7,128)	\$9,555	(\$15,436)	(\$5,881)	(\$1,306)
\$1,141,464	(\$51,839)	\$36,920	\$8,990	\$45,910	\$10,193
\$463,550	(\$18,879)	\$16,283	\$48,847	\$65,130	\$14,461
\$337,571	(\$18,547)	\$16,418	(\$68,227)	(\$51,809)	(\$11,503)
\$287,026	(\$11,866)	\$19,275	\$17,923	\$37,198	\$8,259
\$329,882	(\$16,420)	\$11,063	(\$26,952)	(\$15,889)	(\$3,528)
\$660,361	(\$28,612)	\$24,841	\$32,466	\$57,307	\$12,724

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$413,992	\$408,604	\$18,207	(\$23,594)	(\$5,387)	(\$1,196)
██████████	██	\$425,438	\$485,813	\$29,356	\$31,018	\$60,374	\$13,405
██████████	██	\$393,684	\$442,630	\$17,936	\$31,011	\$48,947	\$10,868
██████████	██	\$531,155	\$453,270	\$19,579	(\$97,463)	(\$77,884)	(\$17,292)
██████████	██	\$153,052	\$133,098	\$10,312	(\$30,266)	(\$19,954)	(\$4,430)
██████████	██	\$187,695	\$206,586	\$15,493	\$3,398	\$18,891	\$4,194
██████████	██	\$548,760	\$520,612	\$18,578	(\$46,726)	(\$28,148)	(\$6,250)
██████████	██	\$1,252,868	\$1,479,328	\$63,855	\$162,605	\$226,460	\$50,280
██████████	██	\$307,371	\$367,590	\$21,685	\$38,533	\$60,218	\$13,370
██████████	██	\$169,147	\$153,361	\$9,019	(\$24,805)	(\$15,786)	(\$3,505)
██████████	██	\$569,368	\$626,299	\$23,635	\$33,296	\$56,931	\$12,640
██████████	██	\$390,969	\$454,393	\$19,136	\$44,288	\$63,424	\$14,082
██████████	██	\$243,767	\$235,234	\$15,189	(\$23,722)	(\$8,533)	(\$1,895)
██████████	██	\$84,909	\$86,937	\$11,717	(\$9,689)	\$2,028	\$450
██████████	██	\$202,825	\$217,237	\$16,924	(\$2,512)	\$14,412	\$3,200

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$390,305	(\$18,736)	\$17,580	(\$22,531)	(\$4,951)	(\$1,099)
\$463,832	(\$19,339)	\$27,834	\$29,899	\$57,733	\$12,818
\$422,600	(\$17,797)	\$17,123	\$29,590	\$46,713	\$10,372
\$432,744	(\$24,159)	\$18,691	(\$92,943)	(\$74,252)	(\$16,486)
\$127,090	(\$6,993)	\$9,846	(\$28,815)	(\$18,969)	(\$4,212)
\$197,260	(\$8,509)	\$14,790	\$3,284	\$18,074	\$4,013
\$497,039	(\$24,825)	\$17,734	(\$44,630)	(\$26,896)	(\$5,972)
\$1,399,459	(\$67,999)	\$60,899	\$153,691	\$214,590	\$47,645
\$350,968	(\$13,953)	\$20,702	\$36,848	\$57,550	\$12,778
\$146,439	(\$7,697)	\$8,488	(\$23,499)	(\$15,011)	(\$3,333)
\$597,949	(\$25,835)	\$22,563	\$31,853	\$54,416	\$12,082
\$433,846	(\$17,281)	\$18,269	\$41,889	\$60,158	\$13,357
\$224,682	(\$11,130)	\$14,591	(\$22,546)	(\$7,955)	(\$1,766)
\$86,937	\$0	\$11,717	(\$9,689)	\$2,028	\$450
\$207,519	(\$9,173)	\$16,245	(\$2,378)	\$13,867	\$3,079

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$207,318	\$188,801	\$14,137	(\$32,654)	(\$18,517)	(\$4,111)
██████████	████	\$457,188	\$410,357	\$20,302	(\$67,133)	(\$46,831)	(\$10,398)
██████████	████	\$49,976	\$52,477	\$8,004	(\$5,503)	\$2,501	\$555
██████████	████	\$73,130	\$71,978	\$8,070	(\$9,222)	(\$1,152)	(\$256)
██████████	████	\$493,323	\$610,464	\$29,091	\$88,050	\$117,141	\$26,008
██████████	████	\$451,179	\$520,368	\$34,147	\$35,042	\$69,189	\$15,362
██████████	████	\$244,040	\$231,909	\$15,515	(\$27,647)	(\$12,132)	(\$2,694)
██████████	████	\$402,911	\$432,789	\$25,009	\$4,892	\$29,901	\$6,639
██████████	████	\$200,523	\$232,521	\$14,594	\$17,404	\$31,998	\$7,104
██████████	████	\$209,018	\$188,818	\$14,496	(\$34,696)	(\$20,200)	(\$4,485)
██████████	████	\$825,746	\$961,433	\$36,918	\$98,769	\$135,687	\$30,126
██████████	████	\$623,650	\$582,509	\$18,198	(\$59,339)	(\$41,141)	(\$9,134)
██████████	████	\$287,032	\$288,760	\$14,409	(\$12,682)	\$1,727	\$383
██████████	████	\$954,310	\$1,021,307	\$32,748	\$34,249	\$66,997	\$14,875
██████████	████	\$344,223	\$327,717	\$14,316	(\$30,822)	(\$16,506)	(\$3,665)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$180,274	(\$9,413)	\$13,369	(\$31,000)	(\$17,631)	(\$3,915)
██████████	████	\$364,408	(\$50,272)	\$18,024	(\$60,532)	(\$42,508)	(\$9,438)
██████████	████	\$52,477	\$0	\$8,004	(\$5,503)	\$2,501	\$555
██████████	████	\$71,978	\$0	\$8,070	(\$9,222)	(\$1,152)	(\$256)
██████████	████	\$577,496	(\$26,773)	\$27,518	\$83,428	\$110,946	\$24,633
██████████	████	\$496,815	(\$20,391)	\$32,599	\$33,428	\$66,027	\$14,660
██████████	████	\$221,489	(\$11,128)	\$14,875	(\$26,298)	(\$11,423)	(\$2,536)
██████████	████	\$413,241	(\$17,879)	\$23,874	\$4,693	\$28,567	\$6,343
██████████	████	\$222,021	(\$9,084)	\$13,933	\$16,649	\$30,582	\$6,790
██████████	████	\$180,325	(\$9,573)	\$13,879	(\$32,999)	(\$19,120)	(\$4,245)
██████████	████	\$917,879	(\$37,439)	\$35,243	\$94,329	\$129,572	\$28,768
██████████	████	\$556,120	(\$28,260)	\$17,373	(\$56,643)	(\$39,270)	(\$8,719)
██████████	████	\$275,838	(\$13,053)	\$13,900	(\$12,041)	\$1,859	\$413
██████████	████	\$975,045	(\$43,256)	\$31,262	\$32,729	\$63,991	\$14,208
██████████	████	\$312,885	(\$15,660)	\$13,667	(\$29,344)	(\$15,677)	(\$3,481)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$266,401	\$231,334	\$12,521	(\$47,588)	(\$35,067)	(\$7,786)
██████████	██	\$446,656	\$477,518	\$18,137	\$12,725	\$30,862	\$6,852
██████████	██	\$270,119	\$260,790	\$12,632	(\$21,961)	(\$9,329)	(\$2,071)
██████████	██	\$915,484	\$1,131,451	\$44,420	\$171,547	\$215,967	\$47,950
██████████	██	\$1,404,698	\$1,640,910	\$62,111	\$174,102	\$236,213	\$52,446
██████████	██	\$224,720	\$242,116	\$12,838	\$5,958	\$18,796	\$4,173
██████████	██	\$705,820	\$816,729	\$29,801	\$81,108	\$110,909	\$24,625
██████████	██	\$389,673	\$443,650	\$21,058	\$32,918	\$53,976	\$11,984
██████████	██	\$463,735	\$392,397	\$16,946	(\$88,285)	(\$71,339)	(\$15,839)
██████████	██	\$201,967	\$238,553	\$14,721	\$21,865	\$36,586	\$8,123
██████████	██	\$273,088	\$292,781	\$17,491	\$2,202	\$19,693	\$4,372
██████████	██	\$358,820	\$336,457	\$9,992	(\$32,355)	(\$22,363)	(\$4,965)
██████████	██	\$56,477	\$44,265	\$6,053	(\$18,265)	(\$12,212)	(\$2,711)
██████████	██	\$509,437	\$544,207	\$44,506	(\$9,736)	\$34,770	\$7,720
██████████	██	\$308,223	\$233,882	\$13,957	(\$88,298)	(\$74,341)	(\$16,506)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$220,914	(\$12,199)	\$11,999	(\$45,286)	(\$33,287)	(\$7,391)
\$455,924	(\$20,226)	\$17,314	\$12,180	\$29,494	\$6,548
\$248,990	(\$12,278)	\$12,060	(\$20,911)	(\$8,851)	(\$1,965)
\$1,071,144	(\$49,850)	\$41,899	\$163,612	\$205,511	\$45,629
\$1,566,550	(\$63,843)	\$59,293	\$166,402	\$225,695	\$50,110
\$231,586	(\$10,092)	\$12,645	\$5,705	\$18,350	\$4,074
\$772,373	(\$38,211)	\$28,181	\$76,583	\$104,764	\$23,260
\$423,565	(\$17,693)	\$20,104	\$31,482	\$51,586	\$11,453
\$374,629	(\$21,083)	\$16,180	(\$84,203)	(\$68,023)	(\$15,103)
\$227,790	(\$9,008)	\$14,052	\$20,779	\$34,831	\$7,733
\$279,550	(\$12,330)	\$16,699	\$2,093	\$18,792	\$4,172
\$321,235	(\$16,216)	\$9,539	(\$30,908)	(\$21,369)	(\$4,744)
\$44,265	\$0	\$6,053	(\$18,265)	(\$12,212)	(\$2,711)
\$519,563	(\$23,466)	\$42,487	(\$8,894)	\$33,593	\$7,459
\$223,313	(\$14,031)	\$13,252	(\$84,131)	(\$70,879)	(\$15,737)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

Member Name	ID	(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹
██████████	██	\$687,001
██████████	██	\$280,992
██████████	██	\$1,025,108
██████████	██	\$613,534
██████████	██	\$188,345
██████████	██	\$508,338
██████████	██	\$350,828
██████████	██	\$456,254
██████████	██	\$517,998
██████████	██	\$68,924
██████████	██	\$157,426
██████████	██	\$740,396
██████████	██	\$284,417
██████████	██	\$420,962
██████████	██	\$400,792

(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
\$676,929	\$24,548	(\$34,620)	(\$10,072)	(\$2,236)
\$269,407	\$17,289	(\$28,874)	(\$11,585)	(\$2,572)
\$1,125,933	\$45,689	\$55,136	\$100,825	\$22,386
\$563,677	\$21,457	(\$71,314)	(\$49,857)	(\$11,070)
\$186,580	\$13,621	(\$15,386)	(\$1,765)	(\$392)
\$588,838	\$33,732	\$46,768	\$80,500	\$17,873
\$442,774	\$21,275	\$70,671	\$91,946	\$20,414
\$517,099	\$21,944	\$38,901	\$60,845	\$13,509
\$428,949	\$19,974	(\$109,023)	(\$89,049)	(\$19,771)
\$81,048	\$10,971	\$1,153	\$12,124	\$2,692
\$167,026	\$12,421	(\$2,500)	\$9,921	\$2,203
\$934,870	\$45,780	\$151,889	\$197,669	\$43,888
\$333,253	\$19,518	\$29,317	\$48,835	\$10,843
\$427,171	\$12,508	(\$6,299)	\$6,209	\$1,379
\$389,719	\$13,114	(\$24,187)	(\$11,073)	(\$2,459)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$646,264	(\$31,122)	\$23,436	(\$33,051)	(\$9,615)	(\$2,135)
\$257,373	(\$12,792)	\$16,661	(\$27,488)	(\$10,827)	(\$2,404)
\$1,064,737	(\$55,855)	\$43,112	\$52,372	\$95,484	\$21,200
\$538,146	(\$27,856)	\$20,241	(\$67,773)	(\$47,532)	(\$10,553)
\$178,150	(\$8,584)	\$13,005	(\$14,616)	(\$1,611)	(\$358)
\$557,134	(\$27,145)	\$31,599	\$44,342	\$75,941	\$16,861
\$422,742	(\$15,889)	\$20,309	\$67,494	\$87,803	\$19,495
\$493,695	(\$20,608)	\$20,644	\$37,404	\$58,048	\$12,888
\$409,524	(\$23,644)	\$19,070	(\$103,899)	(\$84,829)	(\$18,834)
\$81,048	\$0	\$10,971	\$1,153	\$12,124	\$2,692
\$159,519	(\$6,965)	\$11,857	(\$2,377)	\$9,480	\$2,105
\$892,535	(\$33,354)	\$43,705	\$145,071	\$188,776	\$41,913
\$318,204	(\$12,848)	\$18,633	\$28,003	\$46,636	\$10,354
\$407,839	(\$19,005)	\$11,941	(\$6,060)	\$5,881	\$1,306
\$372,077	(\$18,143)	\$12,335	(\$22,907)	(\$10,572)	(\$2,347)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$345,455	\$305,109	\$12,322	(\$52,668)	(\$40,346)	(\$8,958)
██████████	████	\$448,560	\$517,242	\$20,997	\$47,686	\$68,683	\$15,249
██████████	████	\$230,892	\$274,217	\$16,558	\$27,395	\$43,953	\$9,759
██████████	████	\$1,112,136	\$1,060,217	\$41,846	(\$93,765)	(\$51,919)	(\$11,527)
██████████	████	\$245,125	\$277,240	\$16,355	\$15,759	\$32,114	\$7,130
██████████	████	\$353,250	\$392,048	\$18,686	\$20,112	\$38,798	\$8,614
██████████	████	\$473,732	\$453,165	\$22,786	(\$43,353)	(\$20,567)	(\$4,566)
██████████	████	\$183,703	\$191,244	\$10,447	(\$2,625)	\$7,822	\$1,737
██████████	████	\$142,890	\$158,202	\$13,997	\$1,315	\$15,312	\$3,400
██████████	████	\$811,658	\$726,948	\$26,468	(\$87,707)	(\$61,239)	(\$13,597)
██████████	████	\$496,058	\$586,948	\$27,567	\$63,323	\$90,890	\$20,180
██████████	████	\$1,003,216	\$1,035,042	\$68,321	(\$35,036)	\$33,285	\$7,390
██████████	████	\$236,769	\$212,033	\$13,833	(\$38,569)	(\$24,736)	(\$5,492)
██████████	████	\$148,556	\$130,256	\$16,089	(\$34,389)	(\$18,300)	(\$4,063)
██████████	████	\$533,736	\$551,084	\$17,774	(\$426)	\$17,348	\$3,852

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$291,302	(\$15,679)	\$11,646	(\$50,120)	(\$38,474)	(\$8,542)
\$493,852	(\$20,185)	\$20,044	\$45,433	\$65,477	\$14,538
\$261,858	(\$10,311)	\$15,807	\$26,152	\$41,959	\$9,316
\$1,012,174	(\$50,653)	\$39,949	(\$89,258)	(\$49,309)	(\$10,948)
\$264,712	(\$10,990)	\$15,615	\$14,962	\$30,577	\$6,789
\$374,308	(\$15,986)	\$17,587	\$19,457	\$37,044	\$8,225
\$432,648	(\$21,547)	\$21,752	(\$41,290)	(\$19,538)	(\$4,338)
\$182,664	(\$8,184)	\$9,974	(\$2,497)	\$7,477	\$1,660
\$151,063	(\$6,515)	\$13,363	\$1,325	\$14,688	\$3,261
\$694,015	(\$36,704)	\$24,792	(\$83,275)	(\$58,483)	(\$12,985)
\$560,378	(\$22,480)	\$26,317	\$60,483	\$86,800	\$19,272
\$978,849	(\$55,481)	\$64,608	(\$33,493)	\$31,115	\$6,908
\$202,446	(\$10,805)	\$13,208	(\$36,727)	(\$23,519)	(\$5,222)
\$130,256	\$0	\$16,089	(\$34,389)	(\$18,300)	(\$4,063)
\$526,128	(\$24,066)	\$16,966	(\$507)	\$16,459	\$3,654

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$107,321	\$103,406	\$14,287	(\$18,203)	(\$3,916)	(\$869)
██████████	████	\$64,911	\$62,489	\$9,693	(\$12,115)	(\$2,422)	(\$538)
██████████	████	\$407,131	\$386,338	\$13,788	(\$34,581)	(\$20,793)	(\$4,617)
██████████	████	\$244,098	\$277,042	\$16,909	\$16,035	\$32,944	\$7,314
██████████	████	\$329,802	\$301,748	\$12,563	(\$40,617)	(\$28,054)	(\$6,229)
██████████	████	\$72,900	\$63,909	\$9,658	(\$18,649)	(\$8,991)	(\$1,996)
██████████	████	\$394,728	\$415,706	\$14,498	\$6,480	\$20,978	\$4,658
██████████	████	\$374,450	\$368,282	\$26,499	(\$32,667)	(\$6,168)	(\$1,369)
██████████	████	\$250,766	\$219,183	\$10,942	(\$42,526)	(\$31,584)	(\$7,012)
██████████	████	\$513,261	\$502,777	\$22,449	(\$32,932)	(\$10,483)	(\$2,328)
██████████	████	\$472,875	\$519,790	\$22,832	\$24,083	\$46,915	\$10,416
██████████	████	\$517,312	\$553,424	\$17,144	\$18,968	\$36,112	\$8,018
██████████	████	\$263,171	\$318,690	\$28,283	\$27,236	\$55,519	\$12,327
██████████	████	\$488,468	\$407,317	\$15,818	(\$96,969)	(\$81,151)	(\$18,018)
██████████	████	\$194,848	\$190,538	\$16,619	(\$20,929)	(\$4,310)	(\$957)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$103,406	\$0	\$14,287	(\$18,203)	(\$3,916)	(\$869)
\$62,489	\$0	\$9,693	(\$12,115)	(\$2,422)	(\$538)
\$368,931	(\$18,471)	\$13,243	(\$32,972)	(\$19,729)	(\$4,380)
\$264,530	(\$10,940)	\$15,842	\$15,530	\$31,372	\$6,965
\$288,095	(\$14,883)	\$11,994	(\$38,818)	(\$26,824)	(\$5,956)
\$63,323	(\$697)	\$9,568	(\$18,447)	(\$8,879)	(\$1,971)
\$396,894	(\$17,853)	\$13,840	\$6,179	\$20,019	\$4,445
\$351,616	(\$17,034)	\$25,083	(\$30,883)	(\$5,800)	(\$1,288)
\$209,276	(\$11,437)	\$10,392	(\$40,445)	(\$30,053)	(\$6,673)
\$480,007	(\$23,377)	\$21,432	(\$31,309)	(\$9,877)	(\$2,193)
\$492,385	(\$24,866)	\$21,626	\$22,750	\$44,376	\$9,853
\$528,377	(\$23,397)	\$16,366	\$18,097	\$34,463	\$7,652
\$304,290	(\$11,903)	\$27,000	\$26,022	\$53,022	\$11,772
\$388,877	(\$22,226)	\$15,099	(\$92,464)	(\$77,365)	(\$17,177)
\$181,929	(\$8,953)	\$15,817	(\$19,782)	(\$3,965)	(\$880)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$265,326	\$290,178	\$20,234	\$4,618	\$24,852	\$5,518
██████████	██	\$581,964	\$601,906	\$19,471	\$471	\$19,942	\$4,428
██████████	██	\$663,639	\$597,956	\$25,025	(\$90,707)	(\$65,682)	(\$14,583)
██████████	██	\$281,915	\$253,337	\$13,640	(\$42,218)	(\$28,578)	(\$6,345)
██████████	██	\$374,953	\$372,694	\$19,760	(\$22,019)	(\$2,259)	(\$502)
██████████	██	\$463,340	\$408,497	\$17,195	(\$72,039)	(\$54,844)	(\$12,177)
██████████	██	\$1,421,743	\$1,580,431	\$50,323	\$108,365	\$158,688	\$35,233
██████████	██	\$184,038	\$201,313	\$15,725	\$1,550	\$17,275	\$3,836
██████████	██	\$430,167	\$524,183	\$22,525	\$71,491	\$94,016	\$20,874
██████████	██	\$518,728	\$578,882	\$26,096	\$34,058	\$60,154	\$13,356
██████████	██	\$273,809	\$331,558	\$21,386	\$36,563	\$57,949	\$12,866
██████████	██	\$414,826	\$360,488	\$15,156	(\$69,494)	(\$54,338)	(\$12,064)
██████████	██	\$508,842	\$545,856	\$15,044	\$21,969	\$37,013	\$8,218
██████████	██	\$259,051	\$266,900	\$12,715	(\$4,865)	\$7,850	\$1,743
██████████	██	\$300,268	\$318,275	\$16,316	\$1,692	\$18,008	\$3,998

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$277,067	(\$12,030)	\$19,315	\$4,456	\$23,771	\$5,278
██████████	██	\$559,579	(\$40,250)	\$17,799	\$66	\$17,865	\$3,967
██████████	██	\$570,867	(\$30,260)	\$23,890	(\$86,401)	(\$62,511)	(\$13,879)
██████████	██	\$241,874	(\$12,809)	\$12,904	(\$40,137)	(\$27,233)	(\$6,046)
██████████	██	\$355,253	(\$17,614)	\$18,831	(\$20,917)	(\$2,086)	(\$463)
██████████	██	\$390,153	(\$21,063)	\$16,571	(\$68,695)	(\$52,124)	(\$11,573)
██████████	██	\$1,494,948	(\$77,237)	\$48,004	\$102,438	\$150,442	\$33,402
██████████	██	\$192,219	(\$8,346)	\$15,010	\$1,516	\$16,526	\$3,669
██████████	██	\$497,095	(\$22,105)	\$21,359	\$67,673	\$89,032	\$19,767
██████████	██	\$534,319	(\$39,287)	\$24,082	\$30,796	\$54,878	\$12,184
██████████	██	\$316,599	(\$12,335)	\$20,417	\$34,931	\$55,348	\$12,289
██████████	██	\$339,413	(\$24,159)	\$14,268	(\$65,522)	(\$51,254)	(\$11,380)
██████████	██	\$521,164	(\$22,986)	\$14,362	\$20,946	\$35,308	\$7,839
██████████	██	\$254,837	(\$11,702)	\$12,138	(\$4,650)	\$7,488	\$1,663
██████████	██	\$303,874	(\$13,659)	\$15,415	\$1,850	\$17,265	\$3,833

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$1,252,494	\$1,310,424	\$44,413	\$20,415	\$64,828	\$14,394
██████████	██	\$597,084	\$540,099	\$19,258	(\$76,244)	(\$56,986)	(\$12,652)
██████████	██	\$295,915	\$349,968	\$21,365	\$32,688	\$54,053	\$12,001
██████████	██	\$510,781	\$565,833	\$25,602	\$29,450	\$55,052	\$12,223
██████████	██	\$186,931	\$198,594	\$14,964	(\$3,300)	\$11,664	\$2,590
██████████	██	\$844,426	\$802,163	\$27,134	(\$69,397)	(\$42,263)	(\$9,384)
██████████	██	\$183,724	\$206,194	\$13,679	\$8,791	\$22,470	\$4,989
██████████	██	\$582,755	\$639,056	\$23,713	\$32,588	\$56,301	\$12,500
██████████	██	\$1,369,253	\$1,284,018	\$52,782	(\$138,017)	(\$85,235)	(\$18,924)
██████████	██	\$760,927	\$880,012	\$59,818	\$59,267	\$119,085	\$26,440
██████████	██	\$301,718	\$264,485	\$14,202	(\$51,435)	(\$37,233)	(\$8,267)
██████████	██	\$914,791	\$771,186	\$35,310	(\$178,915)	(\$143,605)	(\$31,884)
██████████	██	\$632,929	\$549,636	\$20,746	(\$104,038)	(\$83,292)	(\$18,493)
██████████	██	\$315,582	\$310,716	\$15,243	(\$20,110)	(\$4,867)	(\$1,081)
██████████	██	\$969,671	\$1,129,179	\$45,302	\$114,206	\$159,508	\$35,415

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$1,251,067	(\$56,790)	\$42,401	\$19,549	\$61,950	\$13,755
\$515,643	(\$27,117)	\$18,385	(\$72,710)	(\$54,325)	(\$12,062)
\$334,150	(\$13,267)	\$20,395	\$31,106	\$51,501	\$11,435
\$540,229	(\$23,057)	\$24,170	\$28,336	\$52,506	\$11,658
\$189,623	(\$8,518)	\$14,237	(\$3,027)	\$11,210	\$2,489
\$765,934	(\$38,365)	\$26,017	(\$66,144)	(\$40,127)	(\$8,909)
\$196,879	(\$8,330)	\$13,059	\$8,426	\$21,485	\$4,770
\$610,126	(\$26,457)	\$22,638	\$31,190	\$53,828	\$11,951
\$1,225,825	(\$62,434)	\$50,205	(\$131,198)	(\$80,993)	(\$17,983)
\$833,083	(\$41,072)	\$57,415	\$55,812	\$113,227	\$25,139
\$252,518	(\$13,785)	\$13,559	(\$48,974)	(\$35,415)	(\$7,863)
\$729,349	(\$49,995)	\$33,467	(\$168,914)	(\$135,447)	(\$30,073)
\$467,057	(\$92,597)	\$17,625	(\$90,900)	(\$73,275)	(\$16,269)
\$296,653	(\$14,281)	\$14,418	(\$19,066)	(\$4,648)	(\$1,032)
\$1,067,815	(\$52,577)	\$42,837	\$107,885	\$150,722	\$33,464

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$264,082	\$269,906	\$14,560	(\$8,736)	\$5,824	\$1,293
██████████	██	\$227,651	\$243,944	\$15,937	\$356	\$16,293	\$3,617
██████████	██	\$939,504	\$1,004,787	\$28,903	\$36,380	\$65,283	\$14,495
██████████	██	\$144,559	\$168,890	\$12,979	\$11,436	\$24,415	\$5,421
██████████	██	\$851,643	\$1,068,014	\$48,857	\$167,514	\$216,371	\$48,040
██████████	██	\$707,954	\$781,810	\$0	\$73,856	\$73,856	\$16,398
██████████	██	\$441,885	\$416,926	\$19,315	(\$44,274)	(\$24,959)	(\$5,542)
██████████	██	\$606,531	\$680,996	\$30,271	\$44,194	\$74,465	\$16,533
██████████	██	\$171,439	\$204,168	\$14,516	\$18,401	\$32,917	\$7,308
██████████	██	\$474,339	\$442,668	\$13,979	(\$45,650)	(\$31,671)	(\$7,032)
██████████	██	\$267,075	\$269,959	\$18,044	(\$15,160)	\$2,884	\$640
██████████	██	\$208,004	\$516,855	\$16,770	\$292,081	\$308,851	\$68,573
██████████	██	\$880,675	\$986,059	\$41,106	\$64,278	\$105,384	\$23,398
██████████	██	\$341,031	\$433,323	\$32,315	\$59,977	\$92,292	\$20,491
██████████	██	\$359,623	\$329,457	\$10,748	(\$40,914)	(\$30,166)	(\$6,698)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$257,700	(\$12,011)	\$13,898	(\$8,269)	\$5,629	\$1,250
\$232,937	(\$10,263)	\$15,215	\$334	\$15,549	\$3,452
\$959,262	(\$42,563)	\$27,591	\$34,730	\$62,321	\$13,837
\$161,307	(\$6,467)	\$12,390	\$10,944	\$23,334	\$5,181
\$1,009,972	(\$46,382)	\$46,087	\$158,624	\$204,711	\$45,451
\$746,415	(\$32,060)	\$0	\$70,521	\$70,521	\$15,658
\$398,046	(\$20,132)	\$18,274	(\$41,981)	(\$23,707)	(\$5,264)
\$643,993	(\$33,075)	\$28,558	\$41,979	\$70,537	\$15,661
\$194,982	(\$7,655)	\$13,857	\$17,577	\$31,434	\$6,979
\$422,803	(\$21,477)	\$13,526	(\$43,585)	(\$30,059)	(\$6,674)
\$257,752	(\$12,110)	\$17,226	(\$14,439)	\$2,787	\$619
\$493,499	(\$9,525)	\$16,056	\$278,964	\$295,020	\$65,502
\$932,479	(\$47,918)	\$38,872	\$60,849	\$99,721	\$22,141
\$409,797	(\$18,484)	\$30,556	\$56,694	\$87,250	\$19,372
\$314,550	(\$16,290)	\$10,260	(\$39,043)	(\$28,783)	(\$6,391)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$161,339	\$160,350	\$10,766	(\$11,756)	(\$990)	(\$220)
██████████	██	\$457,525	\$403,076	\$16,035	(\$70,484)	(\$54,449)	(\$12,089)
██████████	██	\$459,526	\$524,694	\$23,026	\$42,142	\$65,168	\$14,469
██████████	██	\$784,115	\$1,074,316	\$53,609	\$236,592	\$290,201	\$64,432
██████████	██	\$760,809	\$896,373	\$40,667	\$94,897	\$135,564	\$30,099
██████████	██	\$404,626	\$406,745	\$14,503	(\$12,384)	\$2,119	\$470
██████████	██	\$219,630	\$206,899	\$12,151	(\$24,882)	(\$12,731)	(\$2,827)
██████████	██	\$631,568	\$630,740	\$20,086	(\$20,914)	(\$828)	(\$184)
██████████	██	\$490,922	\$530,453	\$27,524	\$12,006	\$39,530	\$8,777
██████████	██	\$962,562	\$1,069,404	\$33,985	\$72,857	\$106,842	\$23,722
██████████	██	\$729,748	\$839,621	\$30,061	\$79,812	\$109,873	\$24,395
██████████	██	\$2,113,500	\$2,525,442	\$73,084	\$338,857	\$411,941	\$91,462
██████████	██	\$1,764,184	\$1,850,082	\$69,009	\$25,819	\$94,828	\$21,054
██████████	██	\$1,560,691	\$1,635,758	\$62,215	\$12,852	\$75,067	\$16,667
██████████	██	\$381,634	\$377,789	\$12,614	(\$16,459)	(\$3,845)	(\$854)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$153,218	(\$7,327)	\$10,385	(\$11,180)	(\$795)	(\$177)
\$384,826	(\$20,818)	\$15,306	(\$67,187)	(\$51,881)	(\$11,519)
\$500,940	(\$20,819)	\$21,981	\$40,252	\$62,233	\$13,817
\$1,025,640	(\$35,558)	\$51,177	\$225,906	\$277,083	\$61,520
\$847,669	(\$41,343)	\$38,456	\$89,748	\$128,204	\$28,465
\$388,335	(\$18,295)	\$13,845	(\$11,841)	\$2,004	\$445
\$197,664	(\$9,996)	\$11,720	(\$23,689)	(\$11,969)	(\$2,657)
\$602,164	(\$28,695)	\$19,175	(\$19,884)	(\$709)	(\$157)
\$501,656	(\$26,610)	\$25,820	\$11,524	\$37,344	\$8,291
\$1,020,963	(\$43,667)	\$32,445	\$69,622	\$102,067	\$22,662
\$794,489	(\$39,559)	\$28,907	\$75,394	\$104,301	\$23,158
\$2,410,977	(\$95,869)	\$69,771	\$323,576	\$393,347	\$87,334
\$1,766,253	(\$79,274)	\$64,464	\$26,150	\$90,614	\$20,119
\$1,561,618	(\$70,960)	\$59,394	\$12,493	\$71,887	\$15,961
\$360,693	(\$17,234)	\$12,041	(\$15,747)	(\$3,706)	(\$823)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$836,346	\$927,082	\$0	\$90,921	\$90,921	\$20,187
██████████	████	\$483,052	\$452,212	\$23,632	(\$54,472)	(\$30,840)	(\$6,847)
██████████	████	\$782,692	\$746,057	\$23,907	(\$60,541)	(\$36,634)	(\$8,134)
██████████	████	\$1,366,358	\$1,406,614	\$46,405	(\$6,149)	\$40,256	\$8,938
██████████	████	\$225,262	\$260,625	\$19,640	\$15,723	\$35,363	\$7,852
██████████	████	\$154,559	\$178,679	\$12,890	\$12,315	\$25,205	\$5,596
██████████	████	\$425,201	\$536,388	\$45,604	\$65,583	\$111,187	\$24,686
██████████	████	\$550,291	\$528,015	\$23,696	(\$45,972)	(\$22,276)	(\$4,946)
██████████	████	\$432,251	\$442,886	\$21,958	(\$11,323)	\$10,635	\$2,361
██████████	████	\$1,401,924	\$1,659,694	\$54,955	\$202,816	\$257,771	\$57,232
██████████	████	\$262,462	\$273,695	\$13,447	(\$2,214)	\$11,233	\$2,494
██████████	████	\$740,867	\$873,203	\$35,048	\$97,289	\$132,337	\$29,382
██████████	████	\$958,265	\$878,756	\$32,682	(\$112,190)	(\$79,508)	(\$17,653)
██████████	████	\$217,289	\$224,400	\$15,702	(\$8,592)	\$7,110	\$1,579
██████████	████	\$654,321	\$685,456	\$17,691	\$13,444	\$31,135	\$6,913

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$885,103	(\$37,835)	\$0	\$86,592	\$86,592	\$19,226
\$431,735	(\$22,042)	\$22,561	(\$51,835)	(\$29,274)	(\$6,500)
\$712,256	(\$35,533)	\$22,822	(\$57,725)	(\$34,903)	(\$7,749)
\$1,342,862	(\$62,054)	\$44,299	(\$5,741)	\$38,558	\$8,561
\$248,856	(\$10,008)	\$18,749	\$14,852	\$33,601	\$7,460
\$170,633	(\$6,939)	\$12,069	\$12,013	\$24,082	\$5,347
\$507,257	(\$23,066)	\$42,906	\$62,216	\$105,122	\$23,340
\$504,102	(\$24,865)	\$22,352	(\$43,675)	(\$21,323)	(\$4,734)
\$422,833	(\$19,630)	\$20,962	(\$10,749)	\$10,213	\$2,268
\$1,584,476	(\$63,460)	\$52,460	\$193,552	\$246,012	\$54,621
\$261,323	(\$11,859)	\$12,838	(\$2,118)	\$10,720	\$2,380
\$833,661	(\$33,556)	\$33,457	\$92,893	\$126,350	\$28,053
\$838,938	(\$43,613)	\$31,200	(\$106,914)	(\$75,714)	(\$16,811)
\$214,261	(\$9,851)	\$14,990	(\$8,167)	\$6,823	\$1,515
\$629,238	(\$52,513)	\$16,239	\$11,191	\$27,430	\$6,090

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$297,222	\$350,088	\$24,720	\$28,145	\$52,865	\$11,737
██████████	██	\$727,877	\$764,912	\$24,468	\$12,567	\$37,035	\$8,223
██████████	██	\$539,912	\$506,100	\$17,814	(\$51,626)	(\$33,812)	(\$7,507)
██████████	██	\$429,451	\$439,131	\$16,681	(\$7,000)	\$9,681	\$2,149
██████████	██	\$908,597	\$858,017	\$34,110	(\$84,690)	(\$50,580)	(\$11,230)
██████████	██	\$171,455	\$201,625	\$16,322	\$13,848	\$30,170	\$6,699
██████████	██	\$788,190	\$867,094	\$37,361	\$41,543	\$78,904	\$17,519
██████████	██	\$502,442	\$481,895	\$14,849	(\$35,396)	(\$20,547)	(\$4,562)
██████████	██	\$431,010	\$484,388	\$25,408	\$27,970	\$53,378	\$11,851
██████████	██	\$269,405	\$267,232	\$12,578	(\$14,750)	(\$2,172)	(\$482)
██████████	██	\$332,581	\$385,189	\$22,219	\$30,389	\$52,608	\$11,680
██████████	██	\$448,069	\$434,626	\$16,088	(\$29,530)	(\$13,442)	(\$2,984)
██████████	██	\$180,730	\$228,137	\$19,170	\$28,237	\$47,407	\$10,526
██████████	██	\$223,705	\$232,361	\$17,785	(\$9,130)	\$8,655	\$1,922
██████████	██	\$717,404	\$754,542	\$30,524	\$6,614	\$37,138	\$8,246

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$334,250	(\$13,484)	\$23,378	\$27,133	\$50,511	\$11,215
██████████	██	\$730,260	(\$32,933)	\$23,026	\$12,291	\$35,317	\$7,841
██████████	██	\$483,185	(\$24,514)	\$16,889	(\$49,102)	(\$32,213)	(\$7,152)
██████████	██	\$419,261	(\$19,397)	\$15,923	(\$6,716)	\$9,207	\$2,044
██████████	██	\$819,137	(\$41,383)	\$32,564	(\$80,641)	(\$48,077)	(\$10,674)
██████████	██	\$192,533	(\$7,681)	\$15,368	\$13,391	\$28,759	\$6,385
██████████	██	\$827,816	(\$35,755)	\$35,668	\$39,713	\$75,381	\$16,737
██████████	██	\$460,287	(\$22,730)	\$14,393	(\$33,818)	(\$19,425)	(\$4,313)
██████████	██	\$462,751	(\$19,497)	\$24,526	\$26,712	\$51,238	\$11,376
██████████	██	\$255,331	(\$12,194)	\$12,186	(\$14,066)	(\$1,880)	(\$417)
██████████	██	\$367,879	(\$15,088)	\$21,328	\$29,059	\$50,387	\$11,187
██████████	██	\$414,951	(\$20,201)	\$15,117	(\$28,034)	(\$12,917)	(\$2,868)
██████████	██	\$217,847	(\$8,076)	\$18,301	\$26,892	\$45,193	\$10,034
██████████	██	\$221,859	(\$10,197)	\$16,979	(\$8,628)	\$8,351	\$1,854
██████████	██	\$713,540	(\$39,030)	\$28,865	\$6,301	\$35,166	\$7,808

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	████	\$325,624	\$292,780	\$13,732	(\$46,577)	(\$32,845)	(\$7,292)
██████████	████	\$671,349	\$784,702	\$36,053	\$77,300	\$113,353	\$25,167
██████████	████	\$338,170	\$372,213	\$19,118	\$14,926	\$34,044	\$7,559
██████████	████	\$132,714	\$133,827	\$17,503	(\$16,390)	\$1,113	\$247
██████████	████	\$400,047	\$465,493	\$17,782	\$47,664	\$65,446	\$14,531
██████████	████	\$654,582	\$767,548	\$31,786	\$81,180	\$112,966	\$25,081
██████████	████	\$696,280	\$764,454	\$30,039	\$38,134	\$68,173	\$15,136
██████████	████	\$324,373	\$389,560	\$19,544	\$45,643	\$65,187	\$14,473
██████████	████	\$200,613	\$201,439	\$15,719	(\$14,893)	\$826	\$183
██████████	████	\$405,178	\$368,380	\$18,130	(\$54,928)	(\$36,798)	(\$8,170)
██████████	████	\$390,758	\$446,264	\$18,177	\$37,463	\$55,640	\$12,354
██████████	████	\$795,857	\$750,454	\$26,578	(\$71,980)	(\$45,402)	(\$10,080)
██████████	████	\$358,046	\$335,990	\$15,495	(\$37,551)	(\$22,056)	(\$4,897)
██████████	████	\$1,055,890	\$1,048,741	\$34,401	(\$41,551)	(\$7,150)	(\$1,587)
██████████	████	\$454,792	\$548,281	\$24,899	\$68,589	\$93,488	\$20,757

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$279,538	(\$14,818)	\$13,111	(\$44,379)	(\$31,268)	(\$6,942)
\$742,078	(\$36,270)	\$33,410	\$73,589	\$106,999	\$23,757
\$355,470	(\$15,358)	\$18,349	\$14,309	\$32,658	\$7,251
\$133,827	\$0	\$17,503	(\$16,390)	\$1,113	\$247
\$444,443	(\$18,042)	\$16,974	\$45,464	\$62,438	\$13,863
\$732,799	(\$29,623)	\$30,345	\$77,496	\$107,841	\$23,944
\$729,830	(\$31,604)	\$28,678	\$36,477	\$65,155	\$14,466
\$371,956	(\$14,630)	\$18,657	\$43,556	\$62,213	\$13,813
\$192,336	(\$9,103)	\$15,006	(\$14,180)	\$826	\$183
\$351,708	(\$18,499)	\$17,306	(\$52,278)	(\$34,972)	(\$7,765)
\$426,149	(\$11,955)	\$17,353	\$35,689	\$53,042	\$11,777
\$716,456	(\$36,161)	\$25,371	(\$68,612)	(\$43,241)	(\$9,601)
\$320,784	(\$16,318)	\$14,794	(\$35,738)	(\$20,944)	(\$4,650)
\$1,001,219	(\$47,952)	\$32,840	(\$39,559)	(\$6,719)	(\$1,492)
\$500,265	(\$39,029)	\$22,717	\$61,785	\$84,502	\$18,762

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$160,679	\$186,764	\$13,713	\$12,372	\$26,085	\$5,792
██████████	██	\$331,161	\$344,720	\$16,292	(\$2,732)	\$13,560	\$3,011
██████████	██	\$309,145	\$356,872	\$21,963	\$26,677	\$48,640	\$10,799
██████████	██	\$283,970	\$327,021	\$19,894	\$23,157	\$43,051	\$9,558
██████████	██	\$627,871	\$532,972	\$17,973	(\$112,872)	(\$94,899)	(\$21,070)
██████████	██	\$352,011	\$337,722	\$14,331	(\$28,620)	(\$14,289)	(\$3,173)
██████████	██	\$141,271	\$163,901	\$14,542	\$8,088	\$22,630	\$5,024
██████████	██	\$1,441,856	\$1,638,377	\$54,947	\$141,574	\$196,521	\$43,633
██████████	██	\$189,035	\$158,010	\$12,426	(\$43,452)	(\$31,026)	(\$6,889)
██████████	██	\$375,088	\$422,669	\$17,515	\$30,066	\$47,581	\$10,564
██████████	██	\$354,075	\$407,915	\$16,254	\$37,586	\$53,840	\$11,954
██████████	██	\$395,588	\$336,796	\$12,219	(\$71,011)	(\$58,792)	(\$13,053)
██████████	██	\$249,434	\$304,083	\$16,672	\$37,977	\$54,649	\$12,134
██████████	██	\$563,439	\$677,286	\$43,866	\$69,981	\$113,847	\$25,277
██████████	██	\$306,775	\$324,344	\$17,690	(\$121)	\$17,569	\$3,901

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$178,357	(\$7,250)	\$13,093	\$11,835	\$24,928	\$5,535
██████████	██	\$329,124	(\$15,054)	\$15,470	(\$2,453)	\$13,017	\$2,890
██████████	██	\$340,759	(\$13,941)	\$20,178	\$26,254	\$46,432	\$10,309
██████████	██	\$312,334	(\$12,856)	\$19,093	\$22,127	\$41,220	\$9,152
██████████	██	\$508,838	(\$28,413)	\$16,816	(\$107,436)	(\$90,620)	(\$20,120)
██████████	██	\$322,602	(\$15,894)	\$13,845	(\$27,360)	(\$13,515)	(\$3,001)
██████████	██	\$156,521	(\$6,362)	\$13,809	\$7,802	\$21,611	\$4,798
██████████	██	\$1,564,142	(\$65,415)	\$52,457	\$135,244	\$187,701	\$41,675
██████████	██	\$150,963	(\$8,666)	\$11,956	(\$41,362)	(\$29,406)	(\$6,529)
██████████	██	\$403,544	(\$17,013)	\$16,721	\$28,748	\$45,469	\$10,095
██████████	██	\$389,448	(\$16,107)	\$15,518	\$35,962	\$51,480	\$11,430
██████████	██	\$321,818	(\$17,801)	\$11,675	(\$67,644)	(\$55,969)	(\$12,427)
██████████	██	\$290,467	(\$11,297)	\$16,040	\$36,290	\$52,330	\$11,619
██████████	██	\$646,629	(\$25,613)	\$41,877	\$66,926	\$108,803	\$24,157
██████████	██	\$309,762	(\$13,947)	\$16,976	(\$42)	\$16,934	\$3,760

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$182,454	\$201,754	\$13,516	\$5,783	\$19,299	\$4,285
██████████	████	\$349,394	\$387,944	\$19,842	\$18,709	\$38,551	\$8,559
██████████	████	\$454,933	\$486,041	\$15,769	\$15,339	\$31,108	\$6,907
██████████	████	\$1,638,035	\$1,977,220	\$67,165	\$272,020	\$339,185	\$75,308
██████████	████	\$698,572	\$718,323	\$20,996	(\$1,245)	\$19,751	\$4,385
██████████	████	\$293,255	\$292,372	\$18,440	(\$19,323)	(\$883)	(\$196)
██████████	████	\$344,127	\$397,780	\$19,231	\$34,422	\$53,653	\$11,912
██████████	████	\$197,455	\$220,563	\$15,847	\$7,260	\$23,107	\$5,130
██████████	████	\$591,881	\$729,935	\$48,528	\$89,526	\$138,054	\$30,652
██████████	████	\$364,470	\$396,804	\$17,653	\$14,681	\$32,334	\$7,179
██████████	████	\$187,209	\$233,339	\$19,094	\$27,036	\$46,130	\$10,242
██████████	████	\$184,884	\$176,731	\$10,636	(\$18,789)	(\$8,153)	(\$1,810)
██████████	████	\$57,575	\$46,272	\$5,982	(\$17,285)	(\$11,303)	(\$2,510)
██████████	████	\$512,849	\$649,844	\$37,526	\$99,469	\$136,995	\$30,417
██████████	████	\$874,052	\$937,920	\$28,575	\$35,293	\$63,868	\$14,180

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$192,649	(\$8,243)	\$12,903	\$5,535	\$18,438	\$4,094
\$370,385	(\$15,868)	\$18,940	\$17,919	\$36,859	\$8,184
\$464,765	(\$20,418)	\$15,077	\$15,174	\$30,251	\$6,717
\$1,869,744	(\$88,790)	\$63,511	\$256,988	\$320,499	\$71,159
\$685,791	(\$31,644)	\$20,046	(\$1,182)	\$18,864	\$4,188
\$279,147	(\$13,355)	\$17,603	(\$18,356)	(\$753)	(\$167)
\$379,790	(\$15,595)	\$18,191	\$33,066	\$51,257	\$11,380
\$210,608	(\$8,803)	\$15,129	\$6,826	\$21,955	\$4,875
\$696,881	(\$26,889)	\$46,327	\$85,562	\$131,889	\$29,283
\$378,849	(\$16,566)	\$16,852	\$14,092	\$30,944	\$6,870
\$222,800	(\$8,493)	\$18,228	\$25,857	\$44,085	\$9,788
\$168,847	(\$8,432)	\$10,255	(\$17,860)	(\$7,605)	(\$1,689)
\$46,272	\$0	\$5,982	(\$17,285)	(\$11,303)	(\$2,510)
\$620,439	(\$23,044)	\$35,825	\$94,809	\$130,634	\$29,004
\$895,432	(\$39,576)	\$27,279	\$33,678	\$60,957	\$13,534

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	ID	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$172,814	\$173,037	\$11,438	(\$11,215)	\$223	\$50
██████████	██	\$1,397,059	\$1,502,248	\$62,548	\$42,641	\$105,189	\$23,355
██████████	██	\$431,293	\$492,188	\$21,187	\$39,708	\$60,895	\$13,520
██████████	██	\$454,227	\$472,890	\$17,763	\$900	\$18,663	\$4,144
██████████	██	\$477,730	\$555,505	\$33,583	\$44,192	\$77,775	\$17,268
██████████	██	\$74,195	\$75,764	\$11,610	(\$10,041)	\$1,569	\$348
██████████	██	\$989,522	\$1,164,558	\$38,149	\$136,887	\$175,036	\$38,863
██████████	██	\$354,669	\$396,617	\$19,574	\$22,374	\$41,948	\$9,314
██████████	██	\$670,502	\$576,402	\$18,490	(\$112,590)	(\$94,100)	(\$20,893)
██████████	██	\$319,649	\$282,855	\$14,217	(\$51,011)	(\$36,794)	(\$8,169)
██████████	██	\$702,292	\$712,249	\$27,585	(\$17,628)	\$9,957	\$2,211
██████████	██	\$630,010	\$689,360	\$20,468	\$38,882	\$59,350	\$13,177
██████████	██	\$264,676	\$310,882	\$14,428	\$31,778	\$46,206	\$10,259
██████████	██	\$695,815	\$668,381	\$29,945	(\$57,380)	(\$27,435)	(\$6,091)
██████████	██	\$201,878	\$201,347	\$11,661	(\$12,193)	(\$532)	(\$118)

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Member Name	ID	Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	██	\$165,224	(\$7,853)	\$10,919	(\$10,656)	\$263	\$58
██████████	██	\$1,420,592	(\$76,123)	\$59,146	\$40,511	\$99,657	\$22,127
██████████	██	\$469,911	(\$19,554)	\$20,227	\$37,945	\$58,172	\$12,916
██████████	██	\$451,482	(\$20,453)	\$16,958	\$750	\$17,708	\$3,932
██████████	██	\$530,364	(\$21,634)	\$32,062	\$42,206	\$74,268	\$16,489
██████████	██	\$75,764	\$0	\$11,610	(\$10,041)	\$1,569	\$348
██████████	██	\$1,111,792	(\$44,866)	\$36,418	\$130,718	\$167,136	\$37,109
██████████	██	\$378,810	(\$16,036)	\$18,821	\$21,356	\$40,177	\$8,920
██████████	██	\$550,293	(\$30,380)	\$17,402	(\$107,231)	(\$89,829)	(\$19,944)
██████████	██	\$270,058	(\$14,556)	\$13,573	(\$48,608)	(\$35,035)	(\$7,779)
██████████	██	\$679,984	(\$31,835)	\$26,334	(\$16,807)	\$9,527	\$2,115
██████████	██	\$658,138	(\$28,550)	\$19,540	\$37,139	\$56,679	\$12,584
██████████	██	\$297,251	(\$11,829)	\$14,188	\$30,216	\$44,404	\$9,859
██████████	██	\$632,116	(\$38,020)	\$28,374	(\$54,053)	(\$25,679)	(\$5,701)
██████████	██	\$192,251	(\$9,123)	\$10,980	(\$11,484)	(\$504)	(\$112)

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$838,249	\$930,940	\$34,634	\$58,057	\$92,691	\$20,580
██████████	████	\$154,571	\$126,725	\$10,121	(\$37,967)	(\$27,846)	(\$6,183)
██████████	████	\$245,709	\$281,067	\$13,998	\$21,635	\$35,633	\$7,911
██████████	████	\$419,861	\$385,983	\$18,336	(\$52,214)	(\$33,878)	(\$7,522)
██████████	████	\$578,959	\$600,056	\$26,061	(\$4,963)	\$21,098	\$4,684
██████████	████	\$868,862	\$986,396	\$36,889	\$80,646	\$117,535	\$26,096
██████████	████	\$284,196	\$322,371	\$15,981	\$22,194	\$38,175	\$8,476
██████████	████	\$286,301	\$308,814	\$14,374	\$8,139	\$22,513	\$4,998
██████████	████	\$224,454	\$274,876	\$16,252	\$34,499	\$50,751	\$11,268
██████████	████	\$428,150	\$507,151	\$24,213	\$54,787	\$79,000	\$17,540
██████████	████	\$252,234	\$303,520	\$17,526	\$33,760	\$51,286	\$11,387
██████████	████	\$329,307	\$337,081	\$15,049	(\$7,275)	\$7,774	\$1,726
██████████	████	\$288,950	\$316,592	\$21,054	\$6,588	\$27,642	\$6,137
██████████	████	\$335,138	\$381,260	\$22,825	\$23,298	\$46,123	\$10,241
██████████	████	\$272,238	\$280,807	\$20,363	(\$11,794)	\$8,569	\$1,903

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

		(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
		\$881,062	(\$45,331)	\$33,446	\$54,698	\$88,144	\$19,570
		\$117,175	(\$11,687)	\$9,383	(\$35,092)	(\$25,709)	(\$5,708)
		\$268,968	(\$11,071)	\$13,942	\$20,656	\$34,598	\$7,682
		\$368,514	(\$19,116)	\$17,505	(\$49,736)	(\$32,231)	(\$7,156)
		\$572,883	(\$26,194)	\$24,879	(\$4,761)	\$20,118	\$4,467
		\$932,791	(\$47,115)	\$34,883	\$76,162	\$111,045	\$24,655
		\$308,154	(\$12,822)	\$15,612	\$21,168	\$36,780	\$8,166
		\$294,853	(\$12,952)	\$13,459	\$8,046	\$21,505	\$4,775
		\$262,494	(\$10,071)	\$15,515	\$32,949	\$48,464	\$10,760
		\$484,444	(\$19,421)	\$23,347	\$52,368	\$75,715	\$16,811
		\$289,819	(\$11,387)	\$16,731	\$32,241	\$48,972	\$10,873
		\$322,025	(\$14,953)	\$14,562	(\$6,891)	\$7,671	\$1,703
		\$302,275	(\$13,163)	\$20,018	\$6,470	\$26,488	\$5,881
		\$364,012	(\$15,175)	\$21,504	\$22,546	\$44,050	\$9,780
		\$252,225	(\$27,192)	\$18,106	(\$10,926)	\$7,180	\$1,594

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

	(A)	(B)	(C)	(D)	(E) = (C) + (D)	(F)
Member Name	June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	Sept. 18, 2020 AAL After Golden Handshake ²	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
██████████	\$937,745	\$992,087	\$36,543	\$17,799	\$54,342	\$12,065
██████████	\$407,847	\$437,074	\$26,590	\$2,637	\$29,227	\$6,489
██████████	\$402,210	\$382,356	\$14,232	(\$34,086)	(\$19,854)	(\$4,408)
██████████	\$822,099	\$872,692	\$29,271	\$21,322	\$50,593	\$11,233
██████████	\$207,599	\$178,824	\$10,458	(\$39,233)	(\$28,775)	(\$6,389)
██████████	\$736,939	\$835,276	\$27,023	\$71,313	\$98,336	\$21,833
██████████	\$226,986	\$233,461	\$14,482	(\$8,007)	\$6,475	\$1,438
██████████	\$223,306	\$234,838	\$14,939	(\$3,407)	\$11,532	\$2,560
██████████	\$409,072	\$379,138	\$17,414	(\$47,348)	(\$29,934)	(\$6,646)
██████████	\$797,451	\$916,250	\$30,759	\$88,040	\$118,799	\$26,377
██████████	\$336,981	\$362,964	\$16,619	\$9,364	\$25,983	\$5,769
██████████	\$526,084	\$568,432	\$33,378	\$8,970	\$42,348	\$9,402
██████████	\$388,766	\$387,163	\$17,958	(\$19,561)	(\$1,603)	(\$356)
██████████	\$291,382	\$285,147	\$13,486	(\$19,721)	(\$6,235)	(\$1,384)
██████████	\$638,793	\$739,738	\$29,973	\$70,972	\$100,945	\$22,412

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G)	(H)	(I)	(J)	(K) = (I) + (J)	(L)
Sept. 18, 2020 AAL After Golden Handshake ²	Estimated Effect of Resolution No. ICERS-2020-1	Cost of Additional Year of Service	Cost of Immediate Ret. and Other Experience ³	Estimated Total Cost of Golden Handshake	First Year Amort. Payment ⁴
\$947,145	(\$42,576)	\$34,887	\$17,088	\$51,975	\$11,540
\$417,296	(\$18,545)	\$25,385	\$2,609	\$27,994	\$6,215
\$365,053	(\$18,262)	\$13,493	(\$32,388)	(\$18,895)	(\$4,195)
\$833,409	(\$37,273)	\$28,188	\$20,395	\$48,583	\$10,787
\$170,742	(\$9,457)	\$9,983	(\$37,383)	(\$27,400)	(\$6,084)
\$797,959	(\$33,197)	\$25,814	\$68,403	\$94,217	\$20,919
\$222,911	(\$10,273)	\$13,825	(\$7,626)	\$6,199	\$1,376
\$224,230	(\$10,095)	\$14,261	(\$3,241)	\$11,020	\$2,447
\$361,977	(\$18,436)	\$16,622	(\$45,280)	(\$28,658)	(\$6,363)
\$874,762	(\$36,084)	\$28,353	\$85,042	\$113,395	\$25,177
\$346,555	(\$15,173)	\$15,864	\$8,884	\$24,748	\$5,495
\$542,837	(\$23,966)	\$32,010	\$8,709	\$40,719	\$9,041
\$369,635	(\$17,675)	\$17,141	(\$18,597)	(\$1,456)	(\$323)
\$272,251	(\$13,205)	\$12,874	(\$18,800)	(\$5,926)	(\$1,316)
\$699,553	(\$34,492)	\$28,342	\$66,910	\$95,252	\$21,148

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$247,802	\$208,339	\$12,552	(\$52,016)	(\$39,464)	(\$8,762)
██████████	████	\$149,245	\$174,284	\$12,464	\$12,575	\$25,039	\$5,559
██████████	████	\$748,346	\$685,583	\$23,188	(\$85,952)	(\$62,764)	(\$13,935)
██████████	████	\$296,025	\$299,425	\$20,617	(\$17,218)	\$3,399	\$755
██████████	████	\$362,351	\$316,074	\$14,728	(\$61,006)	(\$46,278)	(\$10,275)
██████████	████	\$239,919	\$219,852	\$18,976	(\$39,043)	(\$20,067)	(\$4,455)
██████████	████	\$263,327	\$271,016	\$13,353	(\$5,664)	\$7,689	\$1,707
██████████	████	\$434,640	\$370,865	\$12,763	(\$48,817)	(\$36,054)	(\$8,005)
██████████	████	\$793,103	\$844,218	\$27,301	\$23,814	\$51,115	\$11,349
██████████	████	\$608,471	\$658,268	\$29,707	\$20,090	\$49,797	\$11,056
██████████	████	\$764,260	\$787,509	\$24,404	(\$1,155)	\$23,249	\$5,162
██████████	████	\$177,038	\$155,628	\$11,268	(\$32,678)	(\$21,410)	(\$4,754)
██████████	████	\$935,077	\$1,021,261	\$40,152	\$46,032	\$86,184	\$19,135
██████████	████	\$1,002,391	\$1,083,051	\$33,517	\$47,142	\$80,659	\$17,908
██████████	████	\$173,033	\$193,663	\$14,361	\$6,269	\$20,630	\$4,580

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$198,922	(\$11,352)	\$11,921	(\$49,449)	(\$37,528)	(\$8,332)
\$166,435	(\$6,623)	\$11,664	\$12,149	\$23,813	\$5,287
\$654,523	(\$33,976)	\$22,134	(\$81,982)	(\$59,848)	(\$13,288)
\$285,886	(\$13,493)	\$19,572	(\$16,219)	\$3,353	\$744
\$301,770	(\$16,444)	\$14,061	(\$58,198)	(\$44,137)	(\$9,800)
\$209,914	(\$11,056)	\$18,114	(\$37,063)	(\$18,949)	(\$4,207)
\$258,764	(\$11,896)	\$12,746	(\$5,414)	\$7,332	\$1,628
\$354,079	(\$19,634)	\$11,940	(\$46,390)	(\$34,450)	(\$7,649)
\$805,981	(\$35,908)	\$26,063	\$22,723	\$48,786	\$10,832
\$622,498	(\$33,124)	\$27,930	\$19,221	\$47,151	\$10,469
\$751,831	(\$34,657)	\$23,297	(\$1,068)	\$22,229	\$4,935
\$148,598	(\$8,075)	\$10,663	(\$31,028)	(\$20,365)	(\$4,522)
\$965,876	(\$50,858)	\$38,084	\$43,573	\$81,657	\$18,130
\$1,034,543	(\$45,340)	\$32,564	\$44,928	\$77,492	\$17,205
\$184,919	(\$7,784)	\$13,709	\$5,961	\$19,670	\$4,367

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	████	\$195,293	\$215,039	\$15,079	\$4,667	\$19,746	\$4,384
██████████	████	\$1,510,307	\$1,532,405	\$45,780	(\$23,682)	\$22,098	\$4,906
██████████	████	\$533,979	\$617,944	\$20,575	\$63,390	\$83,965	\$18,642
██████████	████	\$604,631	\$642,831	\$40,943	(\$2,743)	\$38,200	\$8,481
██████████	████	\$406,305	\$481,141	\$28,732	\$46,104	\$74,836	\$16,616
██████████	████	\$381,238	\$375,259	\$20,526	(\$26,505)	(\$5,979)	(\$1,327)
██████████	████	\$250,813	\$299,509	\$19,601	\$29,095	\$48,696	\$10,812
██████████	████	\$392,275	\$401,306	\$12,559	(\$3,528)	\$9,031	\$2,005
██████████	████	\$653,176	\$681,797	\$30,159	(\$1,538)	\$28,621	\$6,355
██████████	████	\$333,852	\$303,733	\$14,977	(\$45,096)	(\$30,119)	(\$6,687)
██████████	████	\$303,186	\$365,427	\$33,102	\$29,140	\$62,242	\$13,819
██████████	████	\$369,322	\$426,834	\$21,632	\$36,546	\$58,178	\$12,917
██████████	████	\$944,940	\$1,023,823	\$32,043	\$46,839	\$78,882	\$17,514
██████████	████	\$850,540	\$722,825	\$29,814	(\$157,529)	(\$127,715)	(\$28,356)
██████████	████	\$868,413	\$883,735	\$36,163	(\$20,841)	\$15,322	\$3,402

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$205,327	(\$8,842)	\$14,394	\$4,482	\$18,876	\$4,191
\$1,462,961	(\$68,415)	\$43,354	(\$22,285)	\$21,069	\$4,678
\$589,982	(\$24,170)	\$19,641	\$60,532	\$80,173	\$17,801
\$613,716	(\$27,638)	\$39,084	(\$2,362)	\$36,722	\$8,153
\$459,380	(\$18,381)	\$27,171	\$44,285	\$71,456	\$15,865
\$358,274	(\$17,356)	\$19,596	(\$25,204)	(\$5,608)	(\$1,245)
\$285,988	(\$11,316)	\$18,712	\$27,779	\$46,491	\$10,322
\$383,581	(\$17,794)	\$11,973	(\$2,873)	\$9,100	\$2,020
\$644,746	(\$35,607)	\$28,357	(\$1,180)	\$27,177	\$6,034
\$289,996	(\$15,223)	\$14,207	(\$42,841)	(\$28,634)	(\$6,358)
\$345,911	(\$16,457)	\$31,459	\$27,723	\$59,182	\$13,140
\$407,566	(\$16,655)	\$20,653	\$34,885	\$55,538	\$12,331
\$977,436	(\$42,840)	\$30,589	\$44,748	\$75,337	\$16,727
\$690,183	(\$38,782)	\$28,572	(\$150,147)	(\$121,575)	(\$26,993)
\$836,508	(\$47,309)	\$34,196	(\$18,792)	\$15,404	\$3,420

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.

Benefits Reflect ICERS' Practice Before Resolution No. ICERS-2020-1

		(A) June 30, 2019 AAL Projected to Sept. 18, 2020 ¹	(B) Sept. 18, 2020 AAL After Golden Handshake ²	(C) Cost of Additional Year of Service	(D) Cost of Immediate Ret. and Other Experience ³	(E) = (C) + (D) Estimated Total Cost of Golden Handshake	(F) First Year Amort. Payment ⁴
██████████	██	\$1,100,752	\$1,193,603	\$29,844	\$63,007	\$92,851	\$20,615
██████████	██	\$293,960	\$265,293	\$14,437	(\$43,104)	(\$28,667)	(\$6,365)
██████████	██	\$659,476	\$750,149	\$39,665	\$51,008	\$90,673	\$20,132
██████████	██	\$220,162	\$200,961	\$13,338	(\$32,539)	(\$19,201)	(\$4,263)
██████████	██	\$379,427	\$429,105	\$23,256	\$26,421	\$49,677	\$11,030
██████████	██	\$87,750	\$89,710	\$13,956	(\$11,996)	\$1,960	\$435
██████████	██	\$209,926	\$224,978	\$20,415	(\$4,891)	\$15,524	\$3,447
██████████	██	\$79,251	\$68,831	\$10,358	(\$20,777)	(\$10,419)	(\$2,313)
██████████	██	\$58,266	\$54,700	\$8,791	(\$12,357)	(\$3,566)	(\$792)
██████████	██	\$137,769	\$181,220	\$16,008	\$27,729	\$43,737	\$9,711
██████████	██	\$358,305	\$458,153	\$70,304	\$29,543	\$99,847	\$22,169
Total		\$216,900,436	\$231,701,492	\$10,460,837	\$4,454,847	\$14,915,684	\$3,311,679

Benefits Reflect Estimated Impact of Applying Resolution No. ICERS-2020-1

(G) Sept. 18, 2020 AAL After Golden Handshake ²	(H) Estimated Effect of Resolution No. ICERS-2020-1	(I) Cost of Additional Year of Service	(J) Cost of Immediate Ret. and Other Experience ³	(K) = (I) + (J) Estimated Total Cost of Golden Handshake	(L) First Year Amort. Payment ⁴
\$1,139,515	(\$49,868)	\$28,492	\$60,139	\$88,631	\$19,678
\$253,290	(\$13,317)	\$13,781	(\$41,134)	(\$27,353)	(\$6,073)
\$716,439	(\$29,982)	\$38,130	\$48,815	\$86,945	\$19,304
\$191,873	(\$10,066)	\$12,732	(\$30,955)	(\$18,223)	(\$4,046)
\$405,878	(\$20,461)	\$21,992	\$24,920	\$46,912	\$10,416
\$89,710	\$0	\$13,956	(\$11,996)	\$1,960	\$435
\$215,288	(\$9,433)	\$19,911	(\$4,669)	\$15,242	\$3,384
\$68,831	\$0	\$10,358	(\$20,777)	(\$10,419)	(\$2,313)
\$54,700	\$0	\$8,791	(\$12,357)	(\$3,566)	(\$792)
\$173,071	(\$5,932)	\$15,283	\$26,507	\$41,790	\$9,278
\$433,854	(\$19,030)	\$66,455	\$28,125	\$94,580	\$20,999
\$220,398,340	(\$10,583,439)	\$9,954,904	\$4,238,907	\$14,193,811	\$3,151,399

Note: For some members, the sum of columns (C) and (D) is not equal to the increase between columns (A) and (B), due to the adjustment described below in footnote 3. As a result, the grand total sum of columns (C) and (D) is \$114,628 higher than the grand total increase between columns (A) and (B). Similarly, under the second scenario, the grand total of columns (H), (I), and (J) is \$112,468 higher than the grand total increase between columns (A) and (G).

¹ Uses the new actuarial assumptions approved by the Board for the June 30, 2020 actuarial valuation.

² Estimated, based on data provided to us by ICERS for the purposes of this study.

³ We have adjusted the results in these columns to limit the change in the cost related to the Supplemental benefits to not be less than \$0 for any member.

⁴ Amortization of the total cost in columns (E) and (K), respectively, payable mid-year for five years as a level percentage of payroll.