



AGENDA SUBMITTAL TO SOLANO COUNTY BOARD OF SUPERVISORS

ITEM TITLE Consider adopting the Public Agency Retirement System (PARS) Supplementary Retirement Plan (SRP) and resolution to offer the PARS SRP to eligible miscellaneous and safety retirement plan members employed by the County as of January 11, 2011 and which allows the County to withdraw the SRP in any department where the County's fiscal and operational objectives are not met		BOARD MEETING DATE January 11, 2011	AGENDA NUMBER 11
Dept:	Human Resources	Supervisorial District Number ALL	
Contact:	Donald W. Turko, Director		
Extension:	2552		
Published Notice Required?		Yes _____	No <u> X </u>
Public Hearing Required?		Yes _____	No <u> X </u>

DEPARTMENTAL RECOMMENDATION:

It is recommended that the Board of Supervisors:

1. Adopt the Public Agency Retirement System (PARS) Supplementary Retirement Plan (SRP) document for eligible miscellaneous and safety retirement plan members.
2. Adopt the resolution to offer the PARS SRP to eligible miscellaneous and safety retirement plan members employed by the County as of January 11, 2011 and which further allows the County to withdraw the SRP in any department where the County's fiscal and operational objectives are not met.

SUMMARY/DISCUSSION:

Solano County continues to face a persistent General Fund deficit which results in large part from the ongoing federal, state, and local recession and the concomitant decrease in County sales and property tax revenues. In an attempt to reduce the County's current imbalance of revenue to ongoing expenditures the County has taken a number of actions during the past two fiscal years to reduce the County's ongoing payroll costs. Those actions have included:

1. Making two separate CalPERS Early Retirement Incentive (ERI) offerings, one in fiscal year 2009-2010 and one in fiscal year 2010-2011. These two ERI offerings have resulted in 80 early retirements.
2. Abolishing vacant positions. In 2009-2010 the County abolished 192 vacant positions. In 2010-2011 the County has to date abolished an additional 110 vacant positions.
3. Layoffs. In fiscal year 2009-2010 the County reduced 218 filled positions resulting in 188 layoffs. In fiscal year 2010-2011 the County has to date reduced 35 filled positions, resulting in 19 additional layoffs.

4. Negotiating labor agreement concessions with the Deputy Sheriff's Association, the Attorney's Union, the Middle Management Association, the Correctional Sergeants and Lieutenants Union, and also imposed terms and conditions on the Correctional Officers Association.
5. Imposing benefit and other compensation reductions to unrepresented management and non management employees.

These combined actions have assisted in reducing ongoing General Fund payroll costs; however, since payroll costs can constitute up to 70% of a department's total budget, additional actions to reduce the size of the County workforce and the resulting County payroll costs must be pursued.

PARS Supplementary Retirement Plan (SRP)

Staff has reviewed several supplemental retirement offerings by other cities and counties, and is recommending that the Board of Supervisors adopt the PARS Supplementary Retirement Plan (SRP) (Attachment A) and the companion resolution (Attachment B) as a tool to incentivize further reductions in the current County workforce. The SRP does not contain the restrictions of the previous two CalPERS ERI offerings in that the County would not be restricted from filling a limited number of positions in classifications offered the SRP, and the County can choose not to offer the SRP in those departments where the SRP does not meet the fiscal and operational objectives of the County.

Staff is however, recommending that no more than 25% of the positions made vacant through the SRP offering be filled. This will permit more classifications to be included in the offering, and it is anticipated that this flexibility will maximize the ability of County departments to reduce the number of higher salary positions. Following close of the SRP offering in April 2011 the County Administrator will report back to the Board no later than May 10, 2011 regarding the projected savings resulting from the PARS SRP offering and identify all positions which will be eliminated as well as any positions which will be recommended for filling during the 2011-2012 fiscal year.

County employees eligible for participation in the SRP are those CalPERS miscellaneous and safety employees who:

- (a) are employed by Solano County as of January 11, 2011;
- (b) are fifty (50) years of age as of April 30, 2011;
- (c) have at least five (5) years of Solano County service as of April 30, 2011;
- (d) resign from Solano County employment effective no later than April 29, 2011, and;
- (e) retire under CalPERS effective no later than April 30, 2011

Under the proposed SRP, eligible employees would receive a supplemental retirement benefit equivalent to 6% of final pay (base pay plus longevity) which will be paid out under one of fifteen (15) different payment options chosen by the employee. Sample benefit payment options are identified in Attachment D to this Agenda item for illustrative purposes. The actual payment for each eligible employee will be based upon the classification and base pay level.

Exclusions

Department Heads, Assistant Department Heads, and other job classifications excluded from participation in the SRP are identified in Attachment C to this Agenda item.

SRP Implementation Timelines

If approved by the Board, the following timeline would be utilized in implementing the SRP:

Action Item	Date
Enrollment packets mailed to eligible employee homes	01/13/11
Employee orientation meetings held	01/20/11 01/25/11
Enrollment window closes	02/25/11
County informs PARS of replacement information	03/03/11
County receives post analysis from PARS	03/10/11
County announces whether SRP goes forward in whole or in part	04/01/11
Employees resign from County employment no later than	04/29/11
Employees retire under CalPERS no later than	04/30/11
County funds SRP no later than	05/10/11
Benefits commence (retroactive to May 1, 2011)	06/01/11

FINANCING:

The PARS SRP will be financed from the salary savings which result from those County employees who retire during the window period. The County would make an initial payment to PARS for the period of May 2011 through July 2011 by May 10, 2011, with five (5) subsequent annual payments made to PARS in each of the next five (5) fiscal years. Following the fifth payment, the County's fiscal obligation would cease with all future payments made to retirees by PARS.

Under the assumption that up to 25% of the positions would be re-filled, PARS has estimated the following savings to the County:

<u>Plan</u>	<u>Projected Savings Year 1</u>	<u>Projected Savings Year 5</u>
Miscellaneous	\$2,646,990	\$12,501,456
Safety	\$ 648,392	\$ 3,011,830

ALTERNATIVES:

The Board could choose not to adopt the recommendations contained herein; however, this is not recommended by staff. Due to the County's need to continue to reduce ongoing payroll costs, further staff position reductions are necessary. Failure to offer this retirement incentive will leave the Board with only two other alternatives to reducing the workforce: through natural attrition or through layoff. By utilizing the proposed SRP the County can incentivize and accelerate the workforce downsizing and reduce the workforce without fully spending down County reserve funds.

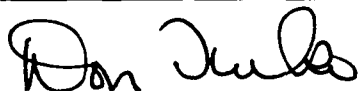
OTHER AGENCY INVOLVEMENT:

The Department of Human Resources has worked with the County Administrator's Office and the County Department Heads in preparing this agenda item.

CAO RECOMMENDATION:

APPROVE DEPARTMENT
RECOMMENDATION

DEPARTMENT HEAD SIGNATURE:



**DONALD W. TURKO
DIRECTOR OF HUMAN RESOURCES**

- Attachment A: PARS Supplementary Retirement Plan (SRP) document, Pages 5 - 8**
- Attachment B: PARS SRP Resolution, Pages 9 - 10**
- Attachment C: List of Excluded Job Classifications, Page 11**
- Attachment D: Sample Benefit Options, Pages 12 - 15**

2011 PARS Supplementary Retirement Plan

County of Solano

PERS-Eligible Miscellaneous and Safety Employees

With regard to the PARS Supplementary Retirement Plan for 2010-2011, the County proposes the following:

1.0 Eligibility

- 1.1 Those PERS-Eligible Miscellaneous (Non-Management and Management) and Safety (Non-Management and Management) employees who:
 - a) are employed by Solano County as of January 11, 2011;
 - b) are fifty (50) years of age as of April 30, 2011;
 - c) have at least five (5) years of Solano County service as of April 30, 2011;
 - d) Resign from Solano County employment effective no later than April 29, 2011;
and
 - e) Retire under PERS effective no later than April 30, 2011.
- 1.2 The positions listed in Appendix A will be excluded from eligibility:

2.0 Participation Requirements

- 2.1 Participating employees shall submit all required PARS enrollment materials and County Letter of Resignation to PARS on or before the deadline date of February 25, 2011. Resignations of participants are irrevocable as of the enrollment deadline and may not be rescinded unless the County withdraws the incentive for a particular employee group pursuant to Paragraph 2.2 below.
- 2.2 If after the close of the enrollment window the County determines that the plan does not meet the County's fiscal and operational objectives for a particular department, the County may withdraw the incentive for that department, provided it notifies the employees in that department of the withdrawal of the incentive on or before April 1, 2011. If the County withdraws the incentive for a particular department, resignations will be automatically rescinded for the employees in that department.
- 2.3 Participation in the retirement incentive requires:
 - a. Submission of required PARS enrollment materials and County Letter of Resignation to PARS by February 25, 2011;
 - b. Resignation from County employment effective no later than April 29, 2011;
and
 - c. Retirement from PERS on or before April 30, 2011.

ATTACHMENT A

2011 PARS Supplementary Retirement Plan

County of Solano

PERS-Eligible Miscellaneous and Safety Employees

3.0 Incentive Payments

3.1 Regarding the basic incentive under this plan:

- a) The basic, unmodified benefit shall be a monthly cash payment for the lifetime of the participant.
- b) The monthly cash payment amount shall equal one-twelfth of six percent (6.00%) of Final Pay.
- c) For purposes of this plan, Final Pay shall be defined as the employee's current base annual salary including longevity as of January 11, 2011, exclusive of any additional pays (i.e. differential pay, special duty pay, special assignment pay, educational incentive pay, and EPMC).

3.2 Alternative monthly forms of payment of equivalent present value to the basic benefit shall be offered. They shall include:

- a) Joint-and-survivor payments;
- b) Payments made for the life of the participant, subject to a ten year minimum; and
- c) Fixed term payments of from five (5) to fifteen (15) years. These payments are guaranteed to the participant and the beneficiary for the full term selected.

3.3 The amount of monthly payment shall be fixed as of February 25, 2011 and shall not be subject to increase thereafter.

3.4 The choice of form of payment (and the choice of payment beneficiary if choosing a joint and survivor form of payment) shall become final as of February 25, 2011 and shall not be subject to change thereafter.

3.5 PARS benefits are to commence June 1, 2011, retroactive to May 1, 2011.

4.0 Contract Administrator

4.1 The Contract Administrator for the Retirement Incentive shall be PARS.

4.2 In the event the plan is cancelled due to insufficient participation, the Employer shall pay PARS a one-time fee of \$10,000.

4.3 The fee for PARS shall be 5.5% of plan contributions to the Trust for services related to the Supplementary Retirement Plan.

2011 PARS Supplementary Retirement Plan

County of Solano

PERS-Eligible Miscellaneous and Safety Employees

Appendix A – Excluded Positions:

128010	Ag Commissioner/Sealer Wts/Mea
108150	Assessor/Recorder (E)
127080	Asst Ag Comm/Sealer Wts & Meas
107260	Asst Assessor/Recorder
107010	Asst Auditor-Controller
107030	Asst County Administrator
117020	Asst County Counsel
117270	Asst Director Child Supp Svcs
147240	Asst Director H&SS/Operations
147230	Asst Director H&SS/Resrch&Plan
197020	Asst Director Human Resources
157090	Asst Director Resources Mgmt
187030	Asst Director of General Svcs
147160	Asst Director of Library Svcs
117030	Asst Director of Probation
117310	Asst District Attorney
167070	Asst Registrar of Voters
107220	Asst Treasurer-Tax Col-Co Clrk
108040	Auditor-Controller (E)
107230	Chief Dep Auditor-Controller
117060	Chief Deputy District Attorney
117100	Chief Deputy Public Defender
147220	Chief Financial Officer
168050	Chief Information Officer
108050	County Administrator
	County Administrator's Office
	Contract & Program Specialist
	Chief Deputy Clerk
	Office Assistant II (C)
	Management Analyst
	Management Analyst (Senior)
118020	County Counsel
103300	Dep County Administrator
147320	Dep Director First 5 Solano
147280	Dep Director H&SS-Empl & Elig
137110	Dep Director H&SS-Health Offcr
137120	Dep Director H&SS-Mntl Hlth
147250	Dep Director H&SS-Soc Prog CWS
147260	Dep Director H&SS-Soc Prog ODA
147310	Dep Director of Library Svcs
188020	Director Of General Services
198010	Director Of Human Resources
118030	Director Of Probation
117220	Director of Admin Services
118160	Director of Child Support Svcs
148030	Director of Health & Soc Svcs
148010	Director of Library Services
158020	Director of Resources Mgmt
148020	Director of Veterans Services
118040	District Attorney (E)
148050	Exec Dir of Children&Families
128030	LAFCO Executive Officer
107320	Legis Intergov&Pub Affairs Off
118110	Public Defender
118130	Sheriff/Coroner/Pub Admin (E)
117290	Super of Juv Detention Facility
108160	Treasurer/Tax Col/Co Clk (E)
117230	Undersheriff
108060	Board of Supervisors (E)
783200	Board of Supervisors Aide

2011 PARS Supplementary Retirement Plan

County of Solano

PERS-Eligible Miscellaneous and Safety Employees

Projected Timeline:

- | | | |
|-----|---|--|
| 1. | Board of Supervisors approval of PARS Incentive | January 11, 2011 |
| 2. | Enrollment Packets Mailed to Employees' Home | January 12, 2011 |
| 3. | Employee Orientation Meetings | To be determined |
| 4. | Employee Enrollment Workshop | To be determined |
| 5. | Enrollment Window Closes | February 25, 2011 |
| 6. | County Informs PARS of Replacement Info | no later than March 3, 2011 |
| 7. | County receives Post-Analysis | no later than March 10, 2011 |
| 8. | County announces whether Plan goes forward | no later than April 1, 2011 |
| 9. | Employees Resign from County employment | on or before April 29, 2011 |
| 10. | Employees Retire under PERS | on or before April 30, 2011 |
| 11. | County funds SRP | no later than May 10, 2011 |
| 12. | Benefits Commence | June 1, 2011, retroactive to May 1, 2011 |

RESOLUTION NO. _____

**RESOLUTION OF THE SOLANO COUNTY BOARD OF SUPERVISORS
AUTHORIZING THE ESTABLISHMENT OF A
SUPPLEMENTARY RETIREMENT PLAN**

WHEREAS, the County of Solano (the "County") is a member of the Public Agency Retirement System (PARS) for the purpose of providing tax qualified retirement benefits; and

WHEREAS, it is to be determined to be in the best fiscal interest of the County and its employees to provide a supplementary retirement program to eligible employees who wish to voluntarily exercise their option to separate from County service; and

WHEREAS, the PARS Trust has made available a Supplementary Retirement Plan (SRP), supplementing CalPERS and qualifying under the relevant sections of the Internal Revenue Code and the California Government Code;

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board of Supervisors, being a member of the PARS Trust, does hereby adopt the PARS Supplementary Retirement Plan, effective January 11, 2011; and
2. If after close of the enrollment window, the County determines that the PARS Supplementary Retirement Plan does not meet the County's fiscal and operational objectives for a particular department, the County may withdraw the incentive for that department. If the County withdraws the incentive for a particular department, resignations will be automatically rescinded for the employees in that department; and
3. The Board of Supervisors hereby appoints the Director of Human Resources, or his/her successor or his/her designee as the County's Plan Administrator for the PARS Supplementary Retirement Plan; and
4. The County's Plan Administrator is hereby authorized to execute the PARS legal and administrative documents on behalf of the County and to take whatever additional actions are necessary to maintain the County's participation in PARS and to maintain PARS compliance of any relevant regulation issued or as may be issued; therefore authorizing him/her to take whatever additional actions are required to administer the County's PARS plan(s). In addition, if the County's Plan Administrator finds that the PARS supplemental plan benefit must be limited under Section 415 of Internal Revenue Code, then the Plan Administrator will implement replacement benefit programs at no additional cost to the County.

On Motion of Supervisor _____, and second by Supervisor _____,
the Solano County Board of Supervisors adopted this resolution on January 11, 2011 by the
following vote:

AYES: SUPERVISORS: _____

NOES: SUPERVISORS: _____

EXCUSED: SUPERVISORS: _____

MICHAEL J. REAGAN, CHAIR
Solano County Board of Supervisors

ATTEST:

MICHAEL D. JOHNSON, Clerk
Solano County Board of Supervisors

By: _____
Patricia J. Crittenden, Chief Deputy Clerk

Excluded Positions

The following is the list of positions provided by the County of Solano which have been excluded from eligibility for the proposed retirement incentive program:

128010	Ag Commissioner/Sealer Wts/Mea
108150	Assessor/Recorder (E)
127080	Asst Ag Comm/Sealer Wts & Meas
107260	Asst Assessor/Recorder
107010	Asst Auditor-Controller
107030	Asst County Administrator
117020	Asst County Counsel
117270	Asst Director Child Supp Svcs
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107230	Chief Dep Auditor-Controller
117060	Chief Deputy District Attorney
117100	Chief Deputy Public Defender
147220	Chief Financial Officer
168050	Chief Information Officer
108050	County Administrator
	County Administrator's Office
	Contract & Program Specialist
	Chief Deputy Clerk
	Office Assistant II (C)
	Management Analyst
	Management Analyst (Senior)
118020	County Counsel
103300	Dep County Administrator
147320	Dep Director First 5 Solano
147280	Dep Director H&SS-Empl & Elig
137110	Dep Director H&SS-Health Offcr
137120	Dep Director H&SS-Mntl Hlth
147250	Dep Director H&SS-Soc Prog CWS
147260	Dep Director H&SS-Soc Prog ODA
147310	Dep Director of Library Svcs
188020	Director Of General Services
198010	Director Of Human Resources
118030	Director Of Probation
117220	Director of Admin Services
118160	Director of Child Support Svcs
148030	Director of Health & Soc Svcs
148010	Director of Library Services
158020	Director of Resources Mgmt
148020	Director of Veterans Services
118040	District Attorney (E)
148050	Exec Dir of Children&Families
128030	LAFCO Executive Officer
107320	Legis Intergov&Pub Affairs Off
118110	Public Defender
118130	Sheriff/Coroner/Pub Admin (E)
117290	Super of Juv Detention Facility
108160	Treasurer/Tax Col/Co Clk (E)
117230	Undersheriff
108060	Board of Supervisors (E)
783200	Board of Supervisors Aide

BENEFIT ILLUSTRATION

Miscellaneous

2

Prepared for: Misc Non-Mgmt Employee
Prepared on: December 14, 2010

County of Solano
PARS Supplementary Retirement Plan

PARS SRP Level of Benefit =
6.00% of Final Pay

Projected PARS Benefit Payout Options

Option 1 (Lifetime) **\$318.16**

A monthly cash income paid for your lifetime only.
Option 1 does not pay out to a beneficiary.

Option 2 (Joint & Survivor) **\$276.79**

Option 2 is a modified monthly cash income paid for your lifetime and the lifetime of your one named beneficiary.

Option 3 (Life or 10 Years) **\$307.98**

Option 3 is a modified monthly cash income paid for the greater of 10 years or your lifetime. In the event of death within 10 years of your retirement, monthly payments will continue to your beneficiary or estate until a total of 120 payments have been made.

Options 5 to 15 (Fixed Payments)

Options 5-15 provide a benefit guaranteed for a fixed number of years as shown below. Benefits are paid out each month to the participant until the final payment is made. In the event of death, all remaining payments will be paid to your beneficiary or estate.

Option #	Years of Payment	Monthly Benefit
5*	5	\$904.79
6*	6	\$775.07
7*	7	\$682.74
8*	8	\$613.76
9*	9	\$560.34
10	10	\$517.83
11	11	\$483.25
12	12	\$454.60
13	13	\$430.52
14	14	\$410.04
15	15	\$392.42

*Options 5-9 are eligible for direct rollover into an IRA or to an eligible plan that accepts the rollover.

PARS Benefit Assumptions

The PARS Supplementary Retirement Plan benefits are illustrated according to the assumptions listed below. Your PARS benefit is subject to verification of these assumptions and will ultimately be determined based on the provisions of the plan.

To participate in the PARS SRP, you must review and correct any assumptions that are inaccurate using the enclosed Correction Form (page 4).

PARS Assumptions Table

Participant Birthdate	04/15/54
County Resignation Date	04/30/11
Participant Age at Resignation	57.04
Base Pay	\$63,632.71
*Your current base annual salary (exclusive of any additional pays) as of September 1, 2010.	
Beneficiary Birthdate*	04/15/54
Beneficiary Age at Resignation	57.04

*Note: A beneficiary birthdate assumption was created based on your own date of birth. Beneficiary birthdate only affects the amount of Option 2.

Your PARS Benefit

The PARS benefit supplements your primary retirement system allowance. If you participate in the PARS plan, your choice of benefit option and beneficiary for Option 2 is final upon the close of the enrollment window and cannot be changed thereafter.

For Additional Information

Please contact the Plan Enrollments Department at (800) 731-7884 or via email at enrollments@pars.org.

1
Neither County of Solano nor PARS provides tax, accounting, or legal advice. See your tax consultant, accountant or attorney for advice.

BENEFIT ILLUSTRATION

Miscellaneous

2

Prepared for: Misc Mgmt Employee
 Prepared on: December 14, 2010

County of Solano PARS Supplementary Retirement Plan

PARS SRP Level of Benefit =
6.00% of Final Pay

Projected PARS Benefit Payout Options

Option 1 (Lifetime) \$485.46

A monthly cash income paid for your lifetime only.
 Option 1 does not pay out to a beneficiary.

Option 2 (Joint & Survivor) \$422.34

Option 2 is a modified monthly cash income paid for your lifetime and the lifetime of your one named beneficiary.

Option 3 (Life or 10 Years) \$471.27

Option 3 is a modified monthly cash income paid for the greater of 10 years or your lifetime. In the event of death within 10 years of your retirement, monthly payments will continue to your beneficiary or estate until a total of 120 payments have been made.

Options 5 to 15 (Fixed Payments)

Options 5-15 provide a benefit guaranteed for a fixed number of years as shown below. Benefits are paid out each month to the participant until the final payment is made. In the event of death, all remaining payments will be paid to your beneficiary or estate.

Option #	Years of Payment	Monthly Benefit
5*	5	\$1,402.27
6*	6	\$1,201.24
7*	7	\$1,058.13
8*	8	\$951.22
9*	9	\$868.44
10	10	\$802.56
11	11	\$748.95
12	12	\$704.56
13	13	\$667.24
14	14	\$635.49
15	15	\$608.19

*Options 5-9 are eligible for direct rollover into an IRA or to an eligible plan that accepts the rollover.

PARS Benefit Assumptions

The PARS Supplementary Retirement Plan benefits are illustrated according to the assumptions listed below. Your PARS benefit is subject to verification of these assumptions and will ultimately be determined based on the provisions of the plan.

To participate in the PARS SRP, you must review and correct any assumptions that are inaccurate using the enclosed Correction Form (page 4).

PARS Assumptions Table

Participant Birthdate	07/29/54
County Resignation Date	04/30/11
Participant Age at Resignation	56.75
Base Pay	\$97,092.81
*Your current base annual salary (exclusive of any additional pays) as of September 1, 2010.	
Beneficiary Birthdate*	07/29/54
Beneficiary Age at Resignation	56.75

*Note: A beneficiary birthdate assumption was created based on your own date of birth. Beneficiary birthdate only affects the amount of Option 2.

Your PARS Benefit

The PARS benefit supplements your primary retirement system allowance. If you participate in the PARS plan, your choice of benefit option and beneficiary for Option 2 is final upon the close of the enrollment window and cannot be changed thereafter.

For Additional Information

Please contact the Plan Enrollments Department at (800) 731-7884 or via email at enrollments@pars.org.

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BENEFIT ILLUSTRATION

Safety

2

Prepared for: Safety Non-Mgmt Employee

County of Solano

Prepared on: December 14, 2010

PARS Supplementary Retirement Plan

PARS SRP Level of Benefit =
6.00% of Final Pay

Projected PARS Benefit Payout Options

Option 1 (Lifetime) **\$361.43**

A monthly cash income paid for your lifetime only.
Option 1 does not pay out to a beneficiary.

Option 2 (Joint & Survivor) **\$317.34**

Option 2 is a modified monthly cash income paid for your lifetime and the lifetime of your one named beneficiary.

Option 3 (Life or 10 Years) **\$352.83**

Option 3 is a modified monthly cash income paid for the greater of 10 years or your lifetime. In the event of death within 10 years of your retirement, monthly payments will continue to your beneficiary or estate until a total of 120 payments have been made.

Options 5 to 15 (Fixed Payments)

Options 5-15 provide a benefit guaranteed for a fixed number of years as shown below. Benefits are paid out each month to the participant until the final payment is made. In the event of death, all remaining payments will be paid to your beneficiary or estate.

Option #	Years of Payment	Monthly Benefit
5*	5	\$1,074.92
6*	6	\$920.82
7*	7	\$811.12
8*	8	\$729.17
9*	9	\$665.71
10	10	\$615.21
11	11	\$574.11
12	12	\$540.08
13	13	\$511.48
14	14	\$487.14
15	15	\$466.21

*Options 5-9 are eligible for direct rollover into an IRA or to an eligible plan that accepts the rollover.

PARS Benefit Assumptions

The PARS Supplementary Retirement Plan benefits are illustrated according to the assumptions listed below. Your PARS benefit is subject to verification of these assumptions and will ultimately be determined based on the provisions of the plan.

To participate in the PARS SRP, you must review and correct any assumptions that are inaccurate using the enclosed Correction Form (page 4).

PARS Assumptions Table

Participant Birthdate	07/08/56
County Resignation Date	04/30/11
Participant Age at Resignation	54.81
Base Pay	\$72,286.27
*Your current base annual salary (exclusive of any additional pays) as of September 1, 2010.	
Beneficiary Birthdate*	07/08/56
Beneficiary Age at Resignation	54.81

*Note: A beneficiary birthdate assumption was created based on your own date of birth. Beneficiary birthdate only affects the amount of Option 2.

Your PARS Benefit

The PARS benefit supplements your primary retirement system allowance. If you participate in the PARS plan, your choice of benefit option and beneficiary for Option 2 is final upon the close of the enrollment window and cannot be changed thereafter.

For Additional Information

Please contact the Plan Enrollments Department at (800) 731-7884 or via email at enrollments@pars.org.

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BENEFIT ILLUSTRATION

Safety

2

Prepared for: Safety Mgmt Employee

County of Solano

Prepared on: December 14, 2010

PARS Supplementary Retirement Plan

PARS SRP Level of Benefit =
6.00% of Final Pay

Projected PARS Benefit Payout Options

Option 1 (Lifetime) **\$489.92**

A monthly cash income paid for your lifetime only.
Option 1 does not pay out to a beneficiary.

Option 2 (Joint & Survivor) **\$428.22**

Option 2 is a modified monthly cash income paid for your lifetime and the lifetime of your one named beneficiary.

Option 3 (Life or 10 Years) **\$476.99**

Option 3 is a modified monthly cash income paid for the greater of 10 years or your lifetime. In the event of death within 10 years of your retirement, monthly payments will continue to your beneficiary or estate until a total of 120 payments have been made.

Options 5 to 15 (Fixed Payments)

Options 5-15 provide a benefit guaranteed for a fixed number of years as shown below. Benefits are paid out each month to the participant until the final payment is made. In the event of death, all remaining payments will be paid to your beneficiary or estate.

Option #	Years of Payment	Monthly Benefit
5*	5	\$1,436.45
6*	6	\$1,230.51
7*	7	\$1,083.92
8*	8	\$974.40
9*	9	\$889.61
10	10	\$822.11
11	11	\$767.20
12	12	\$721.73
13	13	\$683.50
14	14	\$650.98
15	15	\$623.01

*Options 5-9 are eligible for direct rollover into an IRA or to an eligible plan that accepts the rollover.

PARS Benefit Assumptions

The PARS Supplementary Retirement Plan benefits are illustrated according to the assumptions listed below. Your PARS benefit is subject to verification of these assumptions and will ultimately be determined based on the provisions of the plan.

To participate in the PARS SRP, you must review and correct any assumptions that are inaccurate using the enclosed Correction Form (page 4).

PARS Assumptions Table

Participant Birthdate	08/11/55
County Resignation Date	04/30/11
Participant Age at Resignation	55.72
Base Pay	\$97,984.88
*Your current base annual salary (exclusive of any additional pays) as of September 1, 2010.	
Beneficiary Birthdate*	08/11/55
Beneficiary Age at Resignation	55.72

*Note: A beneficiary birthdate assumption was created based on your own date of birth. Beneficiary birthdate only affects the amount of Option 2.

Your PARS Benefit

The PARS benefit supplements your primary retirement system allowance. If you participate in the PARS plan, your choice of benefit option and beneficiary for Option 2 is final upon the close of the enrollment window and cannot be changed thereafter.

For Additional Information

Please contact the Plan Enrollments Department at (800) 731-7884 or via email at enrollments@pars.org.

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Neither County of Solano nor PARS provides tax, accounting, or legal advice. See your tax consultant, accountant or attorney for advice.