MEETING DATE: 08/13/07

AGENDA ITEM: Review and Comment on the Request for Proposal for Actuarial Services Associated with Implementation of Governmental Accounting Standards Board Statement 45

ATTACHMENTS

ATTACHMENT NO. 1

Culver CITY

REQUEST FOR PROPOSAL

FOR

ACTUARIAL SERVICES

Prepared by

Office of the City Treasurer

July 2007

1. Introduction

The City of Culver City, Office of the City Treasurer, hereinafter referred to as the "City", is soliciting proposals for Actuarial Services. Qualified firms, hereafter referred to as "Vendor", which meet the requirements set forth in this Request for Proposal (RFP) are encouraged to participate.

Profile of the City of Culver City

The City of Culver City, located on the Westside of Los Angeles County, California, was incorporated in 1917. The City Charter, which was adopted in 1947, establishes the form of government, states the powers and duties of the City Council, and establishes various City offices. The City operated under a Mayor/City Council/Chief Administrative Officer form of government. The City Clerk and City Treasurer are elected. The accounting and financial reporting functions are the Charter responsibility of the Office of the City Treasurer.

On April 11, 2006, an election was held that significantly revised the City Charter effective July, 2006. The City will continue to operate under a Mayor/City Council form of government but the Chief Administrative Officer was replaced by a City Manager. Under this new organizational structure, all department heads with the exception of the City Attorney, the Police Chief and the Fire Chief are appointed by and report to the City Manager. The City Attorney, the Police Chief and the Fire Chief, along with the City Manager will be appointed by and report to the City Council. The elected City Treasurer, and the elected City Clerk, will remain in office until their respective terms end in April 2008. The City is currently recruiting for the newly created position of Chief Financial Officer for the reorganized Finance Department and hopes to have this staff member on board by the fall of 2007.

Culver City is a full-service City, serving a daytime population estimated in excess of 250,000 and a nighttime population of 40,669. Services provided include police, fire, general maintenance, public improvements, recreation, planning and zoning, refuse collection, municipal bus lines and general administrative services.

The total number of full time equivalent positions in the City for FY 2006-07 is 692; the City's total adopted budget for 2006-07 is approximately $123 million (General Operation, Enterprise, Section 8 Housing, and Capital Funds). Currently, the City provides benefits to approximately 409 retirees, as of June 30, 2006.

2. Instructions

Purpose

The purpose of the Request for Proposal (RFP) is to provide interested vendors the necessary information for preparing quotes for Actuarial Services to meet the City's specific needs. It is the intent of the City to establish an ongoing contract that may be renewed biennially for up to 6 years total time. Either party can cancel the contract for any reason with 60 days written notice.

Proposed Submission

Each quote shall be delivered via US Mail, in person, or express courier to the attention of the City Clerk. Three (3) copies of the quote shall be submitted for use by the RFP Team. The City Clerk shall receive quotes no later than **4:00 PM, Thursday October 4, 2007**. Submissions after this deadline will not be accepted. **Quotes will not be accepted by facsimile or electronic mail.**

Each quote shall include a letter of transmittal, not to exceed one page in length, signed by an authorized representative of the vendor. This letter of transmittal must state the names of the individual(s) authorized to negotiate with the City and sign contracts on behalf of the vendor. Each proposal must be submitted in a single sealed envelope. Submission shall be submitted and labeled as follows:

Christopher Armenta
City Clerk
City of Culver City
9770 Culver Boulevard
Culver City, California 90232

Evaluation and Selection Process

A Preparer's Conference will be held in the City Hall, Conference Room 1B, 9770 Culver Boulevard, Culver City, California, on August 30, 2007, Thursday at 10:00 AM so that questions concerning the RFP may be directed to staff prior to the completion of proposal. Attendance is strongly encouraged for those firms intending to submit proposals. A conference call phone in number can be provided for those unable to attend in person.

Contact with City staff is encouraged up to the submittal of the proposal. After the proposal is submitted, no further contact is permitted. The City contact coordinators will be Iris Kym, Accounting Manager at (310) 253-5857 or e-mail at iris.kym@culvercity.org, and Karen Maggio, Deputy City Treasurer at (310) 253-5844 or e-mail at karen.maggio@culvercity.org.

Deadline for Submission – 4:00 PM on Thursday, October 4, 2007.

3. Conditions and Requirements

Prices

Prices quoted by vendors will be firm prices, not subject to increases other than allowable for the additional year's services as the RFP has indicated. Vendor quoted prices shall include any applicable state and federal tax. Vendors are to stipulate the expiration date of their quoted proposal.

Evaluation Criteria

The various significant factors that will be considered in the evaluation of quotes are summarized below. The City's final selection will not be dictated on any single factor, including price. The relative importance of these factors involves judgment on the part of the City's RFP Team and will include both objective and subjective analysis. A vendor may be eliminated from consideration for failure to comply with any of the requirements, depending upon the critical nature of such requirements.

1. Proper Submission and Completeness of RFP: Receipt of a complete proposal by the due date as outlined in the quote schedule. **Late submissions or delivery via facsimile or electronic mail will not be considered.**

2. Comprehensiveness of Services Provided. The vendor must have the capability to meet the required service levels described in this RFP under the "Scope of Services".

3. Public Sector Experience & References: The vendor's experience in providing services to the public sector will be assessed as well as client references.

4. Charges for Services: The amount of proposed charges will be assessed.

Right to Request Additional Information

During the evaluation process, the City reserves the right, where it may serve the best interest of the City, to request additional information and clarification from vendors. At the discretion of the City, vendors submitting quotes may be requested to make oral presentations as part of the evaluation process.

Right to Reject Any or All Quotes

The City reserves the right to reject any or all price quotes, to waive technicalities or formalities, and to accept any price quote deemed in the best interest of the City. When two or more vendors are deemed equal.

Contracts

It is recognized that the formal basis of any agreement between the City and the vendor is a contract rather than a proposal. In submitting price quotes, vendors must indicate that they are prepared to complete a contract containing all the information submitted in their price quote. The price quote will become part of the contract between the City and the successful vendor. If the vendor has a specific contract that they wish to use, the vendor must submit a sample along with the RFP, which will be subject to the approval of the City Attorney.

Rights to Submitted Materials

All quotes, inquiries, responses, or correspondence related to or in reference to this RFP, and all reports, charts, displays, schedules, exhibits, and other documentation submitted by the vendor will become property of the City and a matter of public record.

Proposal Interpretations and Addenda

Any changes to this RFP by the City will be sent to each vendor or individual to whom an RFP has been sent. Such changes become an integral part of the RFP for incorporation into any contract awarded pursuant to the RFP.

Insurance Requirements

For the duration of the contract, the vendor must procure and maintain insurance against loss of property. The cost of such insurance is the vendor's responsibility.

Additional Services

The general service requirements describe the minimum work to be accomplished. Upon final selection of the vendor, the scope of service may be modified and refined during negotiations with the City.

Undue Influence

The vendor declares and warrants that no undue influence or pressure is used against or in concert with any officer or employee of the City in connection with the award or terms of the Agreement that will be executed as a result of this RFP, including any method of coercion, confidential financial arrangement, or financial inducement. No officer or employee of the City will receive compensation, directly or indirectly, from the vendor, or from any officer, employee or agent of the vendor, in connection with the award of the Agreement or any work to be conducted as a result of the RFP. Violation of this Section shall be a material breach of the Agreement/Contract entitling the City to any and all remedies by law or in equity.

Non-Discrimination

The City maintains various policies related to contractual service providers. Among these is an anti-discrimination policy, which requires that our contractors not discriminate in hiring on the basis of age, gender, race, religion, sexual orientation, or medical condition. Upon acceptance of a proposal, the City may request that the selected vendor sign a statement affirming their compliance with this policy.

4. Vendor Quote Format

To assist the City evaluating of submitted quotes, the City requires that each quote with the following format:

1. Letter of Transmittal

   In the Letter of Transmittal, the vendor shall describe their understanding of the work to be performed and why the vendor is the best qualified to perform the services requested. This letter of transmittal must state the names of the individual(s) authorized to negotiate with the City and sign contracts on behalf of the vendor.

2. Vendor Contact Information

   Submit a completed Vendor Contact Information (see Appendix A).

3. Certification of Quotes

   Submit a completed Certification of quote to the Culver City (see Appendix B).

4. A list of staff who will be working on the study and the estimated number of staff hours/days required to complete the study will be required to complete the project. The City intends to complete the project and provide information to the City Manager, the Mayor and City Council for their review by **February 11, 2008.**

5. A list of five current and former clients

   Provide a minimum of five current and former clients for which actuarial service has been performed (preferably work associated with implementation of GASB 45); include an overview of the work performed, individual contact person, address and phone number.

5. Retirement Policy

The City has bargaining agreements with the Culver City Management Group, Culver City Employees' Association, Police Officers' Association, and Police Management (under negotiation, so under terms of prior MOU), Culver City Fire Management Group and Culver City Firefighters.

The summary of the retiree's benefits is described as follows, and the actual Memorandum of Understanding (MOU) for each representative group is included in Appendix C.

Medical Insurance Premiums-Retired Employees-Through December 31, 2006
Effective through December 31, 2006, the City contribution 100% for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser Los Angeles Region rate (Retiree, Retiree and Spouse, Retiree and family, as applicable) plus fifty percent of the difference between Kaiser Los Angeles Region rates and the most expensive plan rates. Retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference. Retirees are responsible paying the Medicare Part B premium.

Medical Insurance Premiums-for future retirees-Effective January 1, 2007
The City's monthly contributions for medical insurance provided though the PERS Health plan, for the employee that retire on or after January 1, 2007, the City will pay 95% of the monthly medical plan premium except PERSCare plan, and the retirees shall pay 5% of the monthly medical premium; for the PERSCare Plan's premium City shall pay seventy percent of the monthly premium, and the retirees shall pay thirty percent of the monthly PERSCare premium.

Eligibility for Retiree Medical Insurance
The City required all employees hired or after January 1, 2007, or as permitted by law, vesting after a minimum of five (5) years, equivalent to a minimum of ten thousand four hundred (10,400) hours, of paid time with the City to be eligible to participate in the City's retiree medical insurance plan upon their retirement from the City.

6. Scope of Services

Provide City with an actuarial valuation report as of its current fiscal year 2007-2008 which contains the following information:

1. Disclosure of the post employment benefits obligations (unfunded accrued liability and annual required contributions (ARC) in accordance with the recently issued GASB Statement No. 45.

2. Breakdown of the liability by the following:

   - Current Employees
   - Retired Employees and dependents (survivors)
   - Over age 65
   - Under age 65
   - Valuation of liability assuming conversion to Eight Options: Pay as You Go, Designed Fund, Internal Service Fund, Irrevocable Trust Fund, Over Fund (Catch Up), Don't Fund Entire Amount (Fund irrevocable trust with less than 100% of actuarially determined annual Other Post Employment Benefits (OPEB), Revocable/Irrevocable Contribution (Fund part of contribution to irrevocable trust and part to accessible funds), and Use of CalPERS (Use CalPERS for pre-funding).

3. The required annual total contribution amounts under the various funding strategies utilizing different amortization periods: 20, 25, and 30 years.

4. For each valuation, a breakdown of the annual contribution amount into the following components:

   - Normal contribution amount
   - Past service amount
   - All other unfunded liabilities
   - Interest earning component on contribution amounts

5. A schedule for each valuation indicating the projected number of retirees for each of the next 30 years based on the current pools of retirees and active employees, with the projected benefits payable.

6. A summary of the actuarial basis and assumptions used in the valuations.

7. The selected vendor will prepare the necessary material for the Comprehensive Annual Financial Report to comply with GASB OPEB reporting and disclosure requirements.

8. An executive summary of the results of this analysis.

9. The selected vendor must certify that the actuarial valuation was prepared in accordance with the CalPERS requirements as the City may elect to use the CalPERS pre funding option.

10. The selected vendor will be required to present their study to the City Council.

11. The selected vendor will also be required to respond to questions from the City's outside auditors. Note that the City will also be issuing an RFP for outside audit services in FY 07-08 and will have new auditors.

Project Approach:

- Conduct initial discussions with the City to develop an in-depth understanding of its post-retirement health care plan, in order to learn about data availability, management information system capabilities and to discuss specific issues the City would like addressed during the review.

- Submit data requests to the City either in writing or electronic mail.

- Gather and compile data provided by the City and review for reasonableness. Anomalies (if any) should be identified and clarified as appropriate.

- Perform a comprehensive actuarial study of the plan, compliant with GASB Statement No. 45 and other applicable actuarial and accounting standards based upon the City's own data to the greatest extent credible.

- Determine the unfunded accrued liability and the annual required contributions (ARC) under GASB 45.

Appendix A

Vendor Contact Information

Vendor Name: ____

Vendor Parent or Ownership: ________________________________

Vendor Address: ____

____

____

Vendor Telephone Number: _______________ Fax Number: _______________

Management person responsible for direct contact with the City and the services required for this Request for Proposal (RFP):

Name: ____

Title: ____

Telephone Number: ______________________________________

E-mail Address: ____

Person responsible for day-to-day servicing of the project:

Name: ____

Title: ____

Telephone Number: ______________________________________

E-mail Address: ____

Appendix B

Certification of Quote to the City of Culver City

I. The undersigned hereby submits its proposal and, by doing so, agrees to furnish services to the City in accordance with the Request for Proposal (RFP) and to be bound by the terms and conditions of the RFP.

II. This vendor has carefully reviewed its quote and understands and agrees that the City is not responsible for any errors or omissions on the part of the vendor and that the vendor is responsible for these.

III. It is understood and agreed that the City reserves the right to accept or reject any or all proposals and to waive any informality or irregularity in any proposal received by the City.

IV. The proposal includes all of the commentary, figures and data required by the RFP.

V. This vendor has carefully read and understands all of the items contained in Section 3, Conditions and Requirements.

Name of Vendor: ____________________

Date: ____________________

Title: ____________________

Address: ____________________

____

Telephone Number: ____________________ Fax Number: ____________________

E-mail Address: ____________________

Authorized Signature: ____________________

Appendix C

Memorandums of Understanding (MOU)

1. Culver City Management Group – October 1, 2005 through September 30, 2010; Page 20, 21 & 22.

2. Police Officers' Association – July 1, 2005 through June 30, 2009; Page 25 & 26.

3. Culver City Employees' Association (CCEA) - January 1, 2006 through December 31, 2010; Page 40 & 41.

4. Culver City Fire Management Group - January 1, 2005 through December 31, 2008; Page 21 & 22.

5. Culver City Firefighters - January 1, 2005 through December 31, 2008; Page 23 & 24.

6. Culver City Police Management Group - January 1, 2001 through June 30, 2005 (Currently under negotiation with the City).

Master Memorandum of Understanding
between

City of Culver City
and
Culver City Management Group

October 1, 2005 through September 30, 2010

C. COST SHARING PLAN, [redacted], FOR PERS 2.5% AT AGE 55 AND ONE-YEAR FINAL COMPENSATION RETIREMENT BENEFITS

1. The PERS employee contribution of eight percent (8%) is established by State legislation.

2. In order to help fund the additional cost incurred by the City due to the adoption of the PERS two and one-half percent, 2.5% at Age 55 and One-year Final Compensation retirement benefits for all eligible unit employees, each unit employee shall pay two percent (2%) of the eight percent (8%) PERS employee contribution rate through a bi-weekly payroll deduction.

3. The City shall pay the remaining six percent (6%) of the PERS employee contribution rate. The eight percent (8%) PERS employee contribution rate is non-PERSable.

4. It is understood that the two percent (2%) cost paid by each unit employee represents twenty-five percent (25%) of the PERS employee contribution rate of eight percent (8%).

5. All unit employees will continue to pay two percent (2%) of the eight percent (8%) PERS employee contribution rate as long as the City provides the two and one-half percent, 2.5% at Age 55 and One-Year Final Compensation retirement benefits.

6. The City continues to pay all other PERS costs related to PERS benefits provided by the City.

7. The City does not warrant that this contribution is "qualified" for tax deferral and is not to be held liable for such tax payments as may be determined assessable.

8. This cost sharing agreement between the City and CCMG, for the PERS 2.5% @ 55 retirement and one-year final compensation benefits, shall not prejudice either party regarding any current legal action taken by either party related to Employer Paid Member Contributions (EPMC).

14

II. MEDICAL INSURANCE

A. MEDICAL INSURANCE – PERS MEDICAL PLANS

The City will provide unit employees, their eligible dependents, and retirees and their eligible dependents with medical insurance provided through the California Public Employees Retirement System under the Medical and Hospital Care Act (PEHMCA).

B. JOINT LABOR / MANAGEMENT HEALTH BENEFITS STUDY COMMITTEE

1. PURPOSE OF COMMITTEE AND STUDY

The City and the CCMG agree to participate in a Joint Labor/Management Health Benefit Committee which will study the feasibility of withdrawing from the PERS Health Care Plan and participating in other employee medical benefit plans.

2. MUTUAL AGREEMENT IN WRITING

The City and the CCMG must mutually agree in writing to change from CalPERS Health Care to another health care plan.

C. MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES – [redacted]

[redacted], the City contribution for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser South rates (Employee/retiree, Employee/Retiree and Spouse, and Employee/retiree and Family, as applicable) plus fifty percent (50%) of the difference between Kaiser South rates and the most expensive plan rates. At all times during the term of this agreement, the City's contribution for medical insurance shall be sufficient to cover PERSChoice rates. Unit employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference.

D. **MEDICAL INSURANCE PREMIUMS – ACTIVE AND FUTURE RETIRED EMPLOYEES - [redacted]**

[redacted] the City's monthly contribution for medical insurance provided through the PERS Health plan, for active employees and employees that retire on or after January 1, 2007, shall be as follows:

All plans except PERSCare:

- City shall pay ninety-five percent (95%) of the monthly medical plan premium; and
- Employees and retirees shall pay five percent (5%) of the monthly medical plan premium.

PERSCare Plan:

- City shall pay seventy percent (70%) of the monthly PERSCare premium; and
- Employee and retirees shall pay thirty percent (30%) of the monthly PERSCare premium.

E. **ELIGIBILITY FOR RETIREE MEDICAL INSURANCE**

All unit employees who are hired on or after January 1, 2007, or as permitted by law, shall complete a minimum of five (5) years, equivalent to a minimum of ten-thousand four hundred (10,400) hours, of paid service time with the City of Culver City to be eligible to participate in the City's retiree medical insurance plan upon their retirement from the City of Culver City.

F. **ELIGIBILITY FOR RETIREE MEDICAL INSURANCE SHOULD THE CITY CEASE PARTICIPATION IN THE PERS HEALTH PLANS**

Should the City cease participation in the PERS Health Plans, the City agrees to provide health insurance for retirees and eligible spouses in the following manner:

1. The City will include then-current retirees in the group coverage offered to unit employees and continue premium payment at the same levels as provided under the PERS plans.

2. After the date of conversion to a new insurance provider, future retirees will be provided medical insurance as follows:

   a) Only those employees retiring after twenty-five (25) or more years of service, or those retiring with fifteen (15) or more years of service and who have reached their fifty-fifth (55th) birthday, shall be eligible for continued coverage under the City's plan.

16

Master Memorandum of Understanding

between

City of Culver City

and

Police Officers' Association

July 1, 2005 through June 30, 2009

17

B. JOINT LABOR / MANAGEMENT HEALTH BENEFITS STUDY COMMITTEE

1. PURPOSE OF COMMITTEE AND STUDY

The City and the Association agree to participate in a Joint Labor/Management Health Benefit Committee which will study the feasibility of withdrawing from the PERS Health Care Plan and participating in other employee medical benefit plans.

2. MUTUAL AGREEMENT IN WRITING

The City and the Association must mutually agree in writing to change from CalPERS Health Care to another health care plan.

C. MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES – [redacted]

Effective December 31, 2006, the City contribution for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser Los Angeles Region rates (Employee/retiree, Employee/Retiree and Spouse, and Employee/retiree and Family, as applicable) plus one-half the difference between Kaiser LA rates and the most expensive plan rates. At all times during the term of this agreement, the City's contribution for medical insurance shall be sufficient to cover PERSChoice rates. Employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference.

D. MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES - [redacted]

Effective with the pay period that includes January 1, 2007, the City's monthly contribution for medical insurance provided through the PERS Health plan, for active employees and employees that retire on or after January 1, 2007, shall be as follows:

All plans except PERSCare:

- City shall pay ninety-five percent (95%) of the monthly medical plan premium; and
- Employees and retirees shall pay five percent (5%) of the monthly medical plan premium.

PERSCare Plan:

- City shall pay seventy percent (70%) of the monthly PERSCare premium; and
- Employee and retirees shall pay thirty percent (30%) of the monthly PERSCare premium.

POA
CITY

18

E. **MEDICAL INSURANCE PREMIUMS FOR EMPLOYEES THAT RETIRED ON OR BEFORE DECEMBER 31, 2006:**

Unit employees that retired on or before December 31, 2006, will not have to pay the five percent (5%) of the monthly medical insurance premiums, except for the PERSCare Plan for which they will continue to pay twenty-five percent (25%) of the monthly PERSCare premium.

F. **ELIGIBILITY FOR RETIREE MEDICAL INSURANCE**

1. Effective January 1, 2007, or as permitted by law, unit employees who have completed a minimum total of five (5) years, equivalent to a minimum of ten-thousand four hundred (10,400) hours excluding overtime, of paid service time with the City of Culver City shall be eligible to participate in the City's retiree medical insurance plan upon their retirement from the City of Culver City.

2. Unit employees who retire on a Safety Industrial Disability Retirement prior to completing the five (5) year service time vesting eligibility period for retiree medical insurance shall be exempt from this provision.

IV. **MEDICAL INSURANCE PREMIUMS – OPT-OUT/CASH OUT OPTION (NON-PERSABLE) –** [redacted]

Effective with the pay period that includes January 1, 2007, unit employees may elect to discontinue participation in, "opt out," of the PERS Health Plan medical insurance coverage. The intent of this provision is to share premium savings that the City will incur as a result of a unit employee canceling City coverage.

A. **EMPLOYEE SPOUSES / DEPENDENTS NOT ELIGIBLE FOR OPT OUT**

1. For medical insurance plans, when a unit employee is the spouse of another benefited City employee, the affected employees shall have the option of:
   - individual coverage; or
   - one (1) employee may select a plan and list the spouse as a dependent.

2. A unit employee who is covered as the dependent of a City employee in the City plan is not eligible for "opt-out" compensation.

POA
CITY

19

3. Unit employees may not both insure each other or the same dependents.

4. Electing to be covered as the dependent of a City employee in the City plan is not "opting-out," as the City would continue to pay the premium for the employee as a dependent.

B. PROOF OF COVERAGE / WAIVE CITY LIABILITY

Unit employees electing to cancel City medical insurance coverage for themselves and all eligible family members must provide proof of coverage through another (non-City) benefit plan (e.g., spouse's coverage through another employer), and must waive any liability to the City for their decision to cease coverage under the City's medical insurance plan.

C. OPT-OUT CASH VALUE (NON PERSABLE)

1. Unit employee's electing to opt out will receive the cash value of the single party rate for the plan which they cancelled, not to exceed three hundred and fifty dollars ($350) per month (non-PERSable), which will be added to their paycheck.

2. If, for any reason, PERS determines that unit employees may not "opt out", this program becomes null and void.

D. RE-ENROLLMENT IN CITY MEDICAL INSURANCE PLAN

1. After electing this provision, a unit employee who later requests to re-enroll under the City plan can only do so during the open enrollment period or after a qualifying event as permitted by the insurance carrier. Coverage will commence per the plan document.

2. A qualifying event shall be defined as set forth in the PERS medical plan, a copy of which is available to unit employees in the Personnel Department.

V. DENTAL INSURANCE

1. The City will pay the monthly premium for dental insurance for unit employees and eligible dependents only. The City retains the exclusive right to determine the contents, limits of coverage, and the contractor for such insurance.

POA
CITY

20

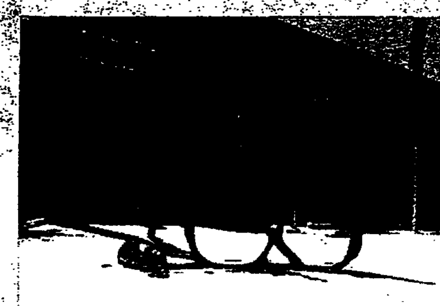


Master Memorandum of Understanding between

City of Culver City

and

Culver City Employees' Association (CCEA)

III. MEDICAL INSURANCE

A. MEDICAL INSURANCE – PERS MEDICAL PLANS

The City will provide unit employees, their eligible dependents, and retirees and their eligible dependents with medical insurance provided through the California Public Employees Retirement System under the Medical and Hospital Care Act (PEHMCA).

B. JOINT LABOR / MANAGEMENT HEALTH BENEFITS STUDY COMMITTEE

1. PURPOSE OF COMMITTEE AND STUDY

The City and the Association agree to participate in a Joint Labor/Management Health Benefit Committee which will study the feasibility of withdrawing from the PERS Health Care Plan and participating in other employee medical benefit plans.

2. MUTUAL AGREEMENT IN WRITING

The City and the Association must mutually agree in writing to change from CalPERS Health Care to another health care plan.

C. MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES – [redacted]

Effective through December 31, 2006, the City contribution for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser Los Angeles Region rates (Employee/retiree, Employee/Retiree and Spouse, and Employee/retiree and Family, as applicable) plus fifty percent (50%) of the difference between Kaiser Los Angeles Region rates and the most expensive plan rates. Employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference.

D. MEDICAL INSURANCE PREMIUMS – ACTIVE AND FUTURE RETIRED EMPLOYEES - [redacted]

Effective with the pay period that includes January 1, 2007, the City's monthly contribution for medical insurance provided through the PERS Health plan, for active employees and employees that retire on or after January 1, 2007, shall be as follows:

All plans except PERSCare:

- City shall pay ninety-five percent (95%) of the monthly medical plan premium; and
- Employees and retirees shall pay five percent (5%) of the monthly medical plan premium.

PERSCare Plan:

- City shall pay seventy percent (70%) of the monthly PERSCare premium; and
- Employee and retirees shall pay thirty percent (30%) of the monthly PERSCare premium.

E. ELIGIBILITY FOR RETIREE MEDICAL INSURANCE

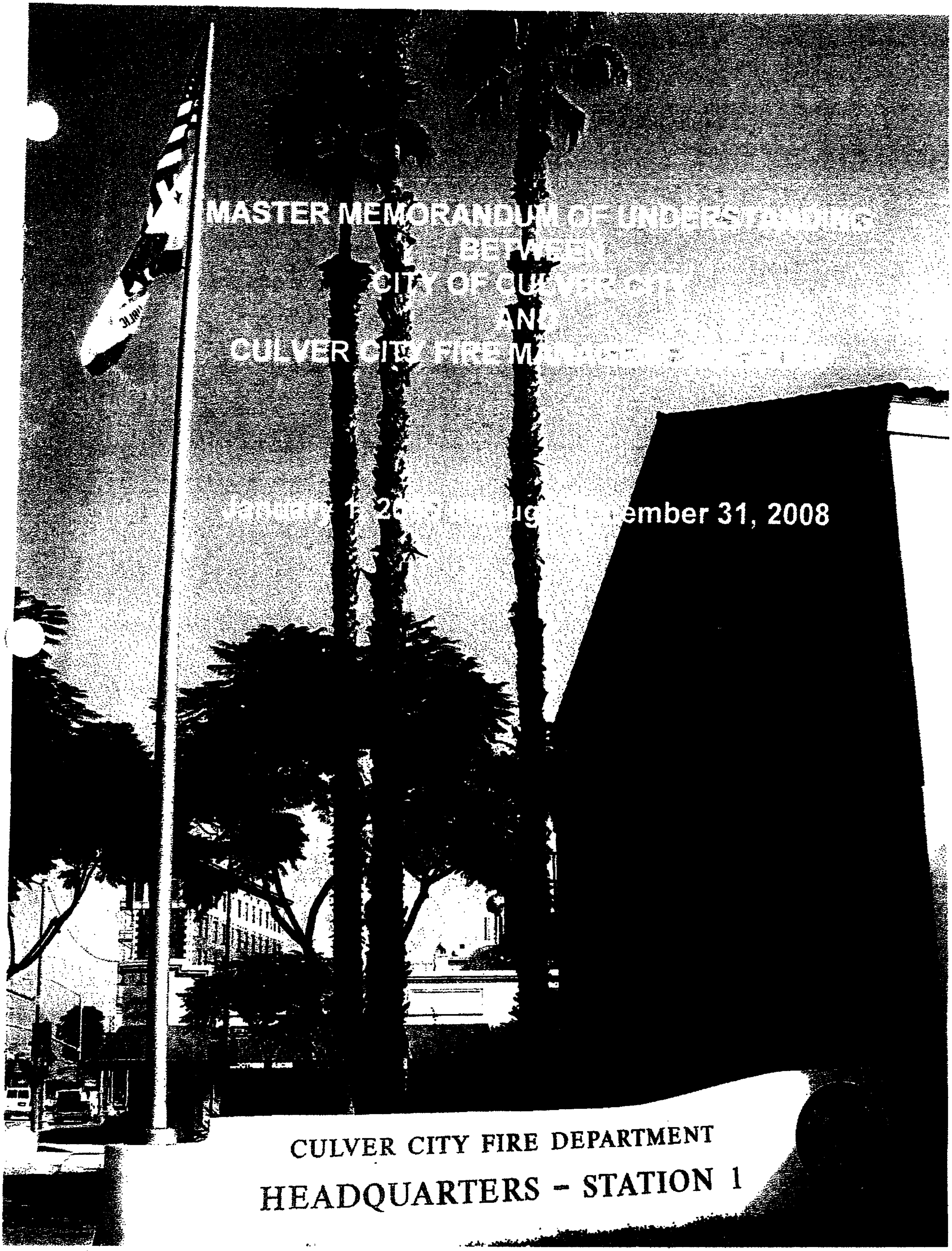
All unit employees who are hired on or after January 1, 2007, or as permitted by law, shall complete a minimum of five (5) years, equivalent to a minimum of ten-thousand four hundred (10,400) hours, of paid service time with the City of Culver City to be eligible to participate in the City's retiree medical insurance plan upon their retirement from the City of Culver City.

IV. MEDICAL INSURANCE PREMIUMS – OPT-OUT/CASH OUT OPTION (NON-PERSABLE)

Unit employees may elect to discontinue participation in, "opt out," of the PERS Health Plan medical insurance coverage. The intent of this provision is to share premium savings that the City will incur as a result of a unit employee canceling City coverage.

A. EMPLOYEE SPOUSES / DEPENDENTS NOT ELIGIBLE FOR OPT OUT

1. For these medical, dental and vision insurance plans, when a unit employee is the spouse of another benefited City employee, the affected employees shall have the option of:
   - individual coverage; or
   - one (1) employee may select a plan and list the spouse as a dependent.


MASTER MEMORANDUM
CITY OF
CULVER CITY FIRE
31, 2008
CULVER CITY FIRE DEPARTMENT
HEADQUARTERS - STATION 1

24

ARTICLE FOUR

SUPPLEMENTAL BENEFITS

I. RETIREMENT

A. PERS RETIREMENT BENEFITS

As of the effective date of this MOU the City agrees to provide retirement benefits under the California Public Employees' Retirement System as follows:

GOVERNMENT CODE SECTION	BENEFIT
20042	One-Year Final Compensation
21024	Military Service Credit as Public Service
21363.1	Base retirement plan of three percent (3%) at age 55 for all eligible unit employees.
21548	Pre-Retirement Optional Settlement 2 Death Benefit
21574	Fourth Level 1959 Survivor Benefit
21624-21626	Post-Retirement Survivor Allowance

B. PERS EMPLOYEE RETIREMENT CONTRIBUTION

1. **Effective with the pay period that includes January 1, 2005**, the City shall pay to the Public Employees' Retirement System (PERS) the remaining 3.457% of the PERS employee contribution formerly paid by Fire Management Group unit employees for the account of each unit employee in classifications of Battalion Chief, Battalion Chief/Fire Marshal, Battalion Chief/Assistant Chief, and Fire Chief, as required by Section 20678 of the Government Code, which is currently nine percent (9%), of eligible compensation. The City payment of the nine percent (9%) PERS employee contribution is non-PERSable. This does not include any special or additional contribution to PERS contracted for by the unit employee.

2. The City does not warrant that the supplemental payment herein provided for is deferred compensation or qualifies for tax deferral, and the City is not to be held liable for any such tax payments as may be determined assessable.

C. **WHEN MOU COSTS EXCEED SIX PERCENT (6%) IN A FISCAL YEAR**

The City and Fire Management agree to meet to review options for cost savings if increases in salary and health insurance costs exceed six percent (6%) from one fiscal year to the next fiscal year. No reduction in Fire Management compensation or benefits would occur during the term of the MOU unless agreed to by both parties in writing.

D. **PRE-RETIREMENT DISTRIBUTION OF ACCRUALS (NON-PERSABLE)**

1. A unit employee giving irrevocable notice of his/her intent to retire within three (3) years (36 calendar months) may have accrued leaves (which are otherwise payable upon retirement) distributed in equal installments to his/her paychecks over the months preceding retirement, with a minimum duration of (six) 6 months and a maximum duration of thirty six (36) months.

2. Such distributions may be taken as taxable earnings, or may be used for deposit in the deferred compensation account under the terms of the Section 457 Catch-up provisions.

3. Such distributions are not reportable to PERS as compensation and will not affect PERS retirement benefits.

E. **COMPENSATION REPORTED TO PERS**

The City shall report compensation to PERS for unit employee retirement benefits as required by its contract with PERS and State law.

II. **MEDICAL INSURANCE**

A. **MEDICAL INSURANCE – PERS MEDICAL PLANS**

The City will provide unit employees, their eligible dependents, and retirees and their eligible dependents with medical insurance provided through the California Public Employees Retirement System under the Medical and Hospital Care Act (PEMHCA).

27

B. JOINT LABOR / MANAGEMENT HEALTH BENEFITS STUDY COMMITTEE

1. PURPOSE OF COMMITTEE AND STUDY

The City and the Fire Management Group agree to participate in a Joint Labor/Management Health Benefit Committee which will study the feasibility of withdrawing from the PERS Health Care Plan and participating in other employee medical benefit plans.

2. MUTUAL AGREEMENT IN WRITING

The City and the Fire Management Group must mutually agree in writing to change from CalPERS Health Care to another health care plan.

C. MEDICAL INSURANCE PREMIUM INCREASES – ACTIVE AND RETIRED EMPLOYEES - EFFECTIVE JANUARY 1, 2005 (NON-PERSABLE)

Effective January 1, 2005 through December 31, 2005, the City contribution for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser South rates (Employee/retiree, Employee/Retiree and Spouse, and Employee/retiree and Family, as applicable) plus one-half the difference between Kaiser South rates and the most expensive plan rates. At all times during the term of this agreement, the City's contribution for medical insurance shall be sufficient to cover PERSChoice rates.. Unit employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference.

D. MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES - EFFECTIVE JANUARY 1, 2006 (NON-PERSABLE)

1. ACTIVE EMPLOYEES AND RETIREES ENROLLED IN PLANS OTHER THAN PERSCARE

Effective with the pay period that includes January 1, 2006, employees enrolled in medical insurance plans shall pay five percent (5%) of their monthly medical premiums for all plans **except for active employees and retirees**

enrolled in the PERS Care Plan; the City shall pay the remaining ninety five percent (95%) of the medical premiums.

2. **ACTIVE EMPLOYEES AND RETIREES ENROLLED IN PERSCARE**

Effective with the pay period that includes January 1, 2006, the City's contribution towards the PERSCare Plan shall be set at an amount equal to the Kaiser South rate plus fifty percent (50%) of the difference between Kaiser South and PERSCare rate *less five percent (5%) paid by the unit employee:*

Example/Formula:

$ 576.96	=	PERSCare Rate (PCR)
< 294.78>	=	less Kaiser South Rate (KSR)
$ 282.18	=	difference between PCR & KSR
X .50	=	
$ 141.09	=	50% difference between PCR & KSR
+ 294.78	=	plus KSR
$ 435.87	=	
< 28.85>	=	less 5% employee contribution:
$ 407.02	=	($576.96 [PCR] x .05 = $28.85)

$ 576.96	=	**PERSCare Rate**
< 407.02>	=	**less City contribution**
$ 169.94	=	**Employee contribution**

E. **"ME TOO" CLAUSE ON ACTIVE EMPLOYEE AND RETIREE MEDICAL PREMIUM PAYMENT**

During the term of the MOU should any other recognized City bargaining unit have an agreement which has a lower amount of employee medical premium payment than the 5% paid by Fire Management Group employees, the Fire Management Group employees shall have the option of accepting or rejecting the same lower amount of medical premium payment.

MASTER MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF CULVER CITY
AND
CULVER CITY FIREFIGHTERS
LOCAL 1927, AFL-CIO

January 1, 2005 to December 31, 2008

29

ARTICLE FOUR

SUPPLEMENTAL BENEFITS

I. RETIREMENT

A. PERS RETIREMENT BENEFITS

As of the effective date of this MOU the City agrees to provide retirement benefits under the California Public Employees' Retirement System as follows:

GOVERNMENT CODE SECTION	BENEFIT
20042	One-Year Final Compensation
21024	Military Service Credit as Public Service
21363.1	Base retirement plan of three percent (3%) at age 55 for all eligible employees.
21548	Pre-Retirement Optional Settlement 2 Death Benefit
21574	Fourth Level 1959 Survivor Benefit
21624-21626	Post-Retirement Survivor Allowance

B. CITY PAID NINE PERCENT (9%) EMPLOYEE PERS CONTRIBUTION

1. Effective the second pay period in November 2001, the City will pay as supplemental salary to the Public Employees' Retirement System, on behalf of each employee covered herein, an amount equal to nine percent (9%) of the employee's base salary towards the employee's required contribution to the system.

2. The City does not warrant that the supplemental payment herein provided for is deferred compensation or qualifies for tax deferral, and the City is not to be held liable for any such tax payments as may be determined assessable.

C. WHEN MOU COSTS EXCEED SIX PERCENT (6%) IN A FISCAL YEAR

The City and the Union agree to meet to review options for cost savings if increases in salary and health insurance costs exceed six percent (6%) from one fiscal year to the next fiscal year. No

CCFF ____

CITY ____

30

reduction in Firefighter compensation or benefits would occur during the term of the MOU unless agreed to by both parties in writing.

D. **PRE-RETIREMENT DISTRIBUTION OF ACCRUALS - NONPERSABLE**

1. An employee giving irrevocable notice of his/her intent to retire within three (3) years (36 calendar months) may have accrued leaves (which are otherwise payable upon retirement) distributed in equal installments to his/her paychecks over the months preceding retirement, with a minimum duration of (six) 6 months and a maximum duration of 36 months.

2. Such distributions may be taken as taxable earnings, or may be used for deposit in the deferred compensation account under the terms of the Section 457 Catch-up provisions.

3. Such distributions are not reportable to PERS as compensation and will not affect PERS retirement benefits.

E. **COMPENSATION REPORTED TO PERS**

The City shall report compensation to PERS for employee retirement benefits as required by its contract with PERS and State law.

II. MEDICAL INSURANCE

A. **MEDICAL INSURANCE – PERS MEDICAL PLANS**

The City will provide employees, their eligible dependents, and retirees and their eligible dependents with medical insurance provided through the California Public Employees Retirement System under the Medical and Hospital Care Act (PEMHCA).

B. **JOINT LABOR / MANAGEMENT HEALTH BENEFITS STUDY COMMITTEE**

1. **PURPOSE OF COMMITTEE AND STUDY**

The City and the Union agree to participate in a Joint Labor/Management Health Benefit Committee which will study the feasibility of withdrawing from the PERS Health

CCFF______

CITY______

31

Care Plan and participating in other employee medical benefit plans.

2. **MUTUAL AGREEMENT IN WRITING**

The City and the Union must mutually agree in writing to change from CalPERS Health Care to another health care plan.

C. **MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES - EFFECTIVE JANUARY 1, 2005**

Effective January 1, 2005 through December 31, 2005, the City contribution for medical insurance provided through the PERS Health plan shall be set at an amount equal to Kaiser South rates (Employee/retiree, Employee/Retiree and Spouse, and Employee/retiree and Family, as applicable) plus one-half the difference between Kaiser South rates and the most expensive plan rates. At all times during the term of this agreement, the City's contribution for medical insurance shall be sufficient to cover PERSChoice rates. Employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium difference.

D. **MEDICAL INSURANCE PREMIUMS – ACTIVE AND RETIRED EMPLOYEES - EFFECTIVE JANUARY 1, 2006**

1. **ACTIVE EMPLOYEES AND RETIREES ENROLLED IN PLANS OTHER THAN PERSCARE**

Effective with the pay period that includes January 1, 2006, employees enrolled in medical insurance plans shall pay five percent (5%) of their monthly medical premiums for all plans **except for active employees and retirees enrolled in the PERS Care Plan;** the City shall pay the remaining ninety five percent (95%) of the medical premiums.

2. **EMPLOYEES ENROLLED IN PERSCARE**

Effective with the pay period that includes January 1, 2006, the City's contribution towards the PERSCare Plan shall be set at an amount equal to the Kaiser South rate plus fifty percent (50%) of the difference between Kaiser South and PERSCare rate *less five percent (5%) paid by the employee:*

Example/Formula:

$ 576.96	=	PERSCare Rate (PCR)
< 294.78>	=	less Kaiser South Rate (KSR)
$ 282.18	=	difference between PCR & KSR
X .50	=	
$ 141.09	=	50% difference between PCR & KSR
+ 294.78	=	plus KSR
$ 435.87	=	
< 28.85>	=	less 5% employee contribution:
$ 407.02	=	($576.96 [PCR] x .05 = $28.85)
$ 576.96	=	**PERSCare Rate**
< 407.02>	=	**less City contribution**
$ 169.94	=	**Employee contribution**

E. "ME TOO" CLAUSE ON ACTIVE EMPLOYEE AND RETIREE MEDICAL PREMIUM PAYMENT

During the term of the MOU should any other recognized City bargaining unit have an agreement which has a lower amount of employee medical premium payment than the 5% paid by Firefighter Unit employees, the Firefighter unit employees shall have the option of accepting or rejecting the same lower amount of medical premium payment.

III. MEDICAL INSURANCE PREMIUMS – OPT-OUT/CASH OUT OPTION – EFFECTIVE JANUARY 1, 2006 - (NON-PERSABLE)

Effective with the pay period that includes January 1, 2006, Firefighter Unit employees covered herein may elect to "opt out" of medical insurance coverage. The intent of this provision is to share premium savings that the City will incur as a result of the employee canceling City coverage.

A. EMPLOYEE SPOUSES NOT ELIGIBLE FOR OPT OUT

An employee who is covered as the dependent of a City employee in the City plan is not eligible for "opt-out" compensation. Electing to be covered as the dependent of a City employee in the City plan is not "opting-out," as the City would continue to pay the premium for the employee as a dependent.

B. **PROOF OF COVERAGE / WAIVE CITY LIABILITY**

Employees electing to cancel City medical insurance coverage for themselves and all eligible family members must provide proof of coverage through another (non-City) benefit plan (e.g., spouse's coverage through another employer), and must waive any liability to the City for their decision to cease coverage under the City's medical insurance plan.

C. **OPT-OUT CASH VALUE (NON PERSABLE)**

1. Employee's electing to opt out will receive the cash value of the single party rate for the plan which they canceled, not to exceed three hundred and fifty dollars ($350) per month (non-PERSable), which will be added to their paycheck.

2. If, for any reason, PERS determines that an employee may not opt out, this program becomes null and void.

D. **RE-ENROLLMENT IN CITY MEDICAL INSURANCE PLAN**

After electing this provision, an employee who later requests to re-enroll under the City plan must do so during the open enrollment period or after a qualifying event. Coverage will commence per the plan document.

IV. **DENTAL INSURANCE**

The City will provide and pay the full premium for dental insurance for employees and eligible dependents during the term of this MOU.

V. **VISION INSURANCE**

The City will provide a vision care plan and pay the premium for employee and eligible dependents. City retains the right to change providers at its sole discretion, but will maintain current plan benefits.

CCFF

CITY

34

MASTER MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF CULVER CITY

AND

CULVER CITY POLICE MANAGEMENT GROUP

January 1, 2001 to June 30, 2005

the change, the Employees agree that they shall pay for the full amount of said increase through a payroll deduction in the same manner as described in Subsection B.2 herein.

Should the State enact legislation mandating an increase in the retirement cap for safety employees, this subsection H shall be null and void.

SECTION III-2 <u>MEDICAL AND OTHER INSURANCE</u>

A. The City will provide employees and their eligible dependents, and eligible retirees and their eligible dependents, with medical insurance provided through the California Public Employee Retirement System (CalPERS) under the Public Employees' Medical and Hospital Care Act (PEMHCA). The City contribution for medical insurance through the CalPERS Healthplans will be set at an amount equal to Kaiser rates applicable under the PERS Health Plan for Southern California employees (Employee/retiree, employee/retiree and one dependent, or employee/retiree and two or more dependents, as applicable), plus one-half the difference between the

36

Kaiser rates and the most expensive plan rates (currently PERSCare). At all times during the term of this agreement, the City's contribution shall be sufficient to cover PERSChoice rates. Employees and retirees selecting plans with premiums in excess of the City contribution shall be responsible for the remaining premium.

B. The City will provide, and pay the full premium for, dental insurance for employees and eligible dependents.

C. The City will provide, and pay the full premium for, vision care insurance for employees and eligible dependents.

D. The City will provide, and pay the full premium for, a term life insurance policy for employees in the amount of $50,000.

E. The City retains the exclusive right to determine the content and contractor for such coverage, except as otherwise provided in this MOU. The City agrees to consult with representatives of the Police Management Group before making any change in the coverage provided by the City's current insurance contracts.

Enrollment and changes in enrollment may only be made according to plan requirements and limitations. When an employee is the spouse of another employee, plan requirements and limitations shall determine whether each employee may enroll separately or one shall be covered as a dependent of the other.

F. Opting Out: City agrees to permit an employee to prospectively "opt out" of the medical insurance coverage under PERS Health. Employees must cancel City coverage for themselves and all eligible family members, and provide proof of equivalent coverage through another benefit plan (e.g., spouse's coverage through another employer). Employee must waive any liability to the City in writing for their decision to cease coverage under the City's plan.

Employees electing to opt out under this provision will receive in their paycheck the dollar value of the City contribution for the single-party premium for the plan which they cancelled. If, for any reason, PERS determines that an employee may not opt out, this program becomes null and void.

After electing this provision, an employee who later requests to re-enroll in a City health plan must do so during the open enrollment period, and coverage will be effective at the beginning of the next plan year (January).

SECTION III-3 <u>RETIREE'S MEDICAL INSURANCE</u>

A. Should the City cease participation in the PERS Healthplans, the City agrees to meet and confer with the Police Management Group, and until such time as other agreement is reached, to provide health insurance for retirees and eligible spouses in the following manner:

1. The City will include then-current retirees in the group coverage offered to employees and continue premium payment at the same levels as provided under the PERS plans.

2. After the date of conversion to a new insurance provider, future retirees will be provided medical insurance as follows:

a) Only those employees retiring after 25 or more years of service, or those retiring with 15 or more years of service and who have reached their fifty-fifth birthday, shall be eligible for continued coverage under the City's plan.

b) The City will pay the premium for retiree and eligible spouse until such time as the retiree and/or eligible spouse reaches the age of 65, or becomes eligible for Medicare or a similar program, or has deceased. If either the retiree or eligible spouse becomes ineligible under these terms, the City contribution shall cease in regard to that individual, and participation in any City-sponsored health plan shall be terminated.

c) "Spouse" shall include a person joined by marriage after the date of the employee's retirement.

B. Retired employees may be eligible for continuation in the group plan under Federal law. In the event the retiree is not eligible as described above, he/she may be responsible for the premium for voluntary continuation. Employees/retirees should consult with the Personnel Department for more information.

C. Retiree medical insurance is not intended to apply to any employee whose employment is terminated for any reason other than to retire for service or disability retirement as of the effective date of his/her termination.

D. Coverage for a spouse of an employee who dies prior to retirement shall be dependent upon the spouse's election under Optional Settlement 2 Death Benefits. If the employee was eligible to retire, and the spouse elects a monthly beneficiary payment equivalent to what the employee would have received, he/she may be eligible for retirement medical insurance if the employee would otherwise have qualified under this Section.

SECTION III-4 <u>DEFERRED COMPENSATION</u>

City agrees to provide a deferred compensation plan as a benefit to Police Management employees. Plan specifications and details are determined pursuant to IRS Code Section 457

Appendix D

Summary/ Status for Statement 45
Governmental Accounting Standard Board

In addition to pensions, many state and local governmental employers provide *other* post-employment benefits (OPEB) as part of the total compensation offered to attract and retain the services of qualified employees. OPEB includes post-employment healthcare, as well as other forms of post-employment benefits (for example, life insurance) when provided separately from a pension plan. This Statement establishes standards for the measurement, recognition, and display of OPEB expense/expenditures and related liabilities (assets), note disclosures, and, if applicable, required supplementary information (RSI) in the financial reports of state and local governmental employers.

Appendix E

Quote Schedule

1. Distribution of RFP to the prospective vendors by August 20, 2007.
2. Per-Bid conference on August 30, 2007 at 10:00 AM.
3. Final date for submission the proposal to the City Clerk Office by 4:00 PM. October 4, 2007.
4. The City Clerk will open all quotes on October 4, 2007 at 4:01 PM.
5. Staff and Committee evaluation of the bids between October 5, 2007 through October 11, 2007.
6. Approval and award the contract by November 12, 2007.
7. The selected vendor will be notified by November 13, 2007.
8. Actuarial Study begins on November 14, 2007.
9. Provide the information to the City Manager and City Council for their review by February 11, 2008.

List of Vendors for Analysis and Actuarial Report for Post-Retirement Health Benefit Obligations

Mr. Lou Filliger
Demsey Filliger & Associates
21006 Devonshire, Ste. 205
Chatsworth, CA 91311
818-718-1266

Mr. John Bartel
Bartel Associates, LLC
411 Borel Avenue, Ste. 445
San Mateo, CA 94402
650-377-1601

Ms. Nancy Faville
AON Consulting
199 Fremont Street, 14th Floor
San Francisco, CA 94105
415-486-7717

Ms. Tracy Witter
Mercer Human Resources Consulting
3 Embarcadero Center, Ste. 1500
San Francisco, CA 94111
415-743-8700

Mr. Guy Avagliano
Milliman
650 California Street, 17th Floor
San Francisco, CA 94108
415-403-1333

Bonnie Albritton, FSA, MAAA
Vice President & Consulting Actuary
Lewis & Ellis, Inc.
P.O. Box 851857
Richardson, TX 75085-1857
972-850-0850

CALPERS LIST OF ACTUARIALS

The consulting actuarial firms listed here declared themselves as able to provide OPEB valuations for California public agencies which meet the crteria specified in the CERBT participation agreement:

a. complies with GASB 45
b. signed by an actuary who is a member of the American Academy of Actuaries and who is either an associate or a fellow of the Society of Actuaries
c. relies on the CalPERS actuarial assumptions model

Any actuary who meets the criteria and wishes to be included in the list should send his/her contact information to CORE4U@CALPERS.CA.GOV

CalPERS does not warrant or endorse the work of any consulting actuary or group of consulting actuaries.

Contact Name	Firm Name	Street Address	City/State/Zip	Telephone	Cell phone	Fax	Email
Anil Kochbar	Aon Consulting	199 Fremont Street	San Francisco CA 94105	(415) 486-7026	(415) 260-6313	(415) 486-7026	anil_p_kochhar@aon.com
Bradley Au	Aon Consulting	707 Wilshire Blvd., Suite 5700	Los Angeles, CA 90017	(213) 996-1729	(310) 344-2915	(213) 996-1729	Brad_Au@Aon.com
Bianca Lin	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1604		(650) 345-8057	blin@bartel-associates.com
Deanna Van Valer	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1612		(650) 345-8057	dvanvaler@bartel-associates.com
Doug Pryor	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1602		(650) 345-8057	dpryor@bartel-associates.com
Joe D'Onofrio	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1610		(650) 345-8057	jdonofrio@bartel-associates.com
John E. Bartel	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1601	(415) 706-6320	(650) 345-8057	jbartel@bartel-associates.com
Marilyn Oliver	Bartel Associates, LLC	411 Borel Avenue, Ste. 445	San Mateo CA 94402	(650) 377-1618		(650) 345-8057	moliver@bartel-associates.com
James A. Summers	Buck Consultants	1615 Murray Canyon Road, Ste 602	San Diego, CA 92108	(619) 297-4930	(858) 354-3109	(619) 297-5220	james.summers@buckconsultants.com
Michael W. Schionning	Buck Consultants	1615 Murray Canyon Road, Ste 602	San Diego, CA 92108	(619) 297-4930		(619) 297-5220	Michael.Schionning@buckconsultants.com
Bruce C. Dane	Crews MacQuarrie & Associates	420 Exchange, Suite 260	Irvine, CA 92602	(714) 505-6230	(619) 517-1885	(714) 505-6232	bruce@crewsmac.com
Graham Schmidt	EFI Actuaries	11 Penn Plaza, 5th Floor	New York, NY 10001	(212) 946-4963		(212) 946-4964	gschmidt@efi-actuaries.com
Alex Rivera	Gabriel, Roeder, Smith & Co.	20 N. Clark St., Suite 2400	Chicago, IL, 60602-5211	(312) 368-6613	(312) 933-2459	(312) 456-9801	alex.rivera@gabrielroeder.com
Gary Cline	Hewitt Associates	1 Embarcadero Center, Ste 1400	San Francisco, CA 94111	(415) 438-2476	(707) 307-3696	(415) 837-1810	Gary.Cline@Hewitt.com
David Kendall	Hewitt Associates	100 Bayview Circle	Newport Beach, CA 92660	(949) 823-7281	(949) 701-2439	(949) 725-0243	David.Kendall@Hewitt.com
Joe Sintov	Joseph Sintov, Consulting Actuary	1927 Highland Oaks Drive	Arcadia, CA 91006-1741	(626) 355-8995	(626) 806-4135	(626) 628-3968	jsintov@earthlink.net
Lori Weyuker	Lori Weyuker, Consulting Actuary	1077 W California Avenue	Mill Valley, CA 94941	(415) 389 1848	(415) 595 2261		LWeyuk@aol.com
Geoffrey Marsh	Marsh Consulting Group	2626 Summer Ranch Road	Paso Robles, CA 93446	(805) 239-9242		(805) 239-9252	GMarsh@MCGteam.com
Michael Hilton	Mercer Health & Benefits	Three Embarcadero Center, Ste 1500	San Francisco, CA 94111	(415) 743-8716		(415) 743-8950	michael.hilton@mercer.com

Revised 7/2/2007

47

The consulting actuarial firms listed here declared themselves as able to provide OPEB valuations for California public agencies which meet the crteria specified in the CERBT participation agreement:

a. complies with GASB 45
b. signed by an actuary who is a member of the American Academy of Actuaries and who is either an associate or a fellow of the Society of Actuaries
c. relies on the CalPERS actuarial assumptions model

Any actuary who meets the criteria and wishes to be included in the list should send his/her contact information to CORE4U@CALPERS.CA.GOV

CalPERS does not warrant or endorse the work of any consulting actuary or group of consulting actuaries.

Contact Name	*Firm Name*	*Street Address*	*City/State/Zip*	*Telephone*	*Cell phone*	*Fax*	*Email*
John R. Botsford	Milliman, Inc.	650 California Street, 17th Floor	San Francisco, CA 94108	(415) 403-1333		(415) 403-1334	john.botsford@milliman.com
Dennis Daugherty	Nicolay Consulting Group	575 Market Street, Ste 2450	San Francisco, CA 94105	(800) 998-7675 ext 221			ddaugherty@nicolayconsulting.com
Ira Summer	Public Pension Professionals	121 MacKinnon Place	Oakland, CA 94610	(510) 652-8420	(510) 459-6617	(510) 588-4898	irasummer@pensioncube.com
Jean Vergara	Rael & Letson	379 Vintage Park Drive	Foster City, CA 94404	(650) 356-2326		(650) 341-5392	jeanv@rael-letson.com
Jim Whelpley	Rael & Letson	378 Vintage Park Drive	Foster City, CA 94404	(650) 356-2313	(415) 652-6914	(650) 341-5392	jimw@rael-letson.com
Michael A Moehle	The Segal Company	120 Montgomery Street, #500	San Francisco, CA 94104	(415) 263-8287	(415) 263-8290		mmoehle@segalco.com

Revised 7/2/2007