



January 7, 2014

Mr. David A. Houser
Auditor-Controller
County of Butte
25 County Center Drive
Oroville, CA 95965

Re: County of Butte ("County") GASB 45 Valuation

Dear Mr. Houser:

This report sets forth the results of our GASB 45 actuarial valuation of the County's retiree health insurance program as of July 1, 2013.

In June, 2004 the Government Accounting Standards Board (GASB) issued its final accrual accounting standards for retiree healthcare benefits, GASB 43 and GASB 45. GASB 43/45 require public employers such as the County to perform periodic actuarial valuations to measure and disclose their retiree healthcare liabilities for the financial statements of both the employer and the trust, if any, set aside to pre-fund these liabilities. The County must obtain actuarial valuations of its retiree health insurance program under GASB 43/45 not less frequently than once every two years.

To accomplish these objectives the County selected Demsey, Filliger and Associates (DF&A) to perform an actuarial valuation of the retiree health insurance program as of July 1, 2013. This report may be compared with the valuation performed by DF&A as of July 1, 2011, to see how the liabilities have changed since the last valuation. We are available to answer any questions the County may have concerning the report.

Financial Results

We have determined that the amount of actuarial liability for County-paid retiree benefits is \$75,127,866 as of July 1, 2013. This represents the present value of all benefits expected to be paid by the County for its current and future retirees. If the County were to place this amount in a fund earning interest at the rate of 4.0% per year, and all other actuarial assumptions were exactly met, the fund would have exactly enough to pay all expected benefits.

This includes benefits for 461 retirees as well as 2,001 active employees who may become eligible to retire and receive benefits in the future. It excludes employees hired after the valuation date.

When we apportion the \$75,127,866 into past service and future service components under the Projected Unit Credit Cost Method, the past service liability (or "Accrued Liability") component is \$47,629,292 as of July 1, 2013. This represents the present value of all benefits earned to date assuming that an employee earns retiree healthcare benefits ratably over his or her career. The \$47,629,292 is comprised of liabilities of \$29,590,805 for active employees and \$18,038,487 for retirees. Because the County has not established an irrevocable trust for the pre-funding of retiree healthcare benefits, the Unfunded Accrued Liability (called the UAL, equal to the AL less Assets) is also \$47,629,292.

GASB 45 had an effective date of July 1, 2007 for the County. GASB 43, pertaining to the financial statements of a retiree trust itself, would have taken effect one year earlier (June 30, 2007); however, the County has no trust at present so GASB 43 is not yet applicable.

We have determined that County of Butte's "Annual Required Contributions", or "ARC", for the fiscal year 2013-14, is \$5,446,007. The \$5,446,007 is comprised of the present value of benefits accruing in the current year, called the "Service Cost", and a 30-year amortization of the UAL. We estimate that the County will pay approximately \$2,105,905 for the 2013-14 fiscal year in healthcare costs for its retirees, so the difference between the accrual accounting expense (ARC) and pay-as-you-go is an increase of \$3,340,102.

There are two adjustments to the ARC that are required in order to determine the County's Annual OPEB Cost (AOC) for the 2013-14 fiscal year. We have calculated these adjustments based on a Net OPEB Obligation (NOO) of \$17,820,129 as of June 30, 2013, resulting in an AOC for 2013-14 of \$5,128,273.

We show these numbers in the table on the next page and in Exhibit II. All amounts are net of expected future retiree contributions, if any.

County of Butte
Annual Liabilities and Expense under
GASB 45 Accrual Accounting Standard
Projected Unit Credit Cost Method

Item	Amounts for Fiscal 2013-14
Present Value of Future Benefits (PVFB)	
Active	\$57,089,379
Retired	<u>18,038,487</u>
Total: PVFB	\$75,127,866
Accrued Liability (AL)	
Actives	\$29,590,805
Retired	<u>18,038,487</u>
Total: AL	\$47,629,292
Assets	<u>(0)</u>
Total: Unfunded AL	\$47,629,292
Annual Required Contributions (ARC)	
Service Cost At Year-End	\$2,691,600
30-year Amortization of Unfunded AL	<u>2,754,407</u>
Total: ARC	\$5,446,007
Adjustments to ARC	
Interest on Net OPEB Obligation*	712,805
Adjustment to ARC*	<u>(1,030,539)</u>
Total: Annual OPEB Cost (AOC) for 2013-14	\$5,128,273

*Amounts based on June 30, 2013 Net OPEB Obligation of \$17,820,179.

The ARC of \$5,446,007, shown above, should be used for both the 2013-14 and 2014-15 fiscal years, but the Annual OPEB Cost for the 2014-15 fiscal year must include an adjustment based on the Net OPEB Obligation (NOO) as reported in the June 30, 2014 financial statement, which has not yet been determined precisely.

When the County begins preparation of the June 30, 2014 government-wide financial statements, DF&A will provide the County and its auditors with complimentary assistance in preparation of footnotes and required supplemental information for compliance with GASB 45 (and GASB 43, if applicable).

Differences from Prior Valuation

The most recent prior valuation was completed as of July 1, 2011 by DF&A. The AL (Accrued Liability) as of that date was \$38,478,208 (see page 3 of the prior report), compared to \$47,629,292 as of July 1, 2013. In this section, we provide a reconciliation between the two numbers so that it is possible to trace the AL from one actuarial report to the next.

Several factors have caused the AL to change since 2011. The passage of time increases the AL as the employees accrue more service and get closer to receiving benefits. There are actuarial gains/losses from one valuation to the next, and changes in actuarial assumptions and methodology for the current valuation. To summarize, the most important changes were as follows:

1. There was a gain from premium increases less than expected, resulting in a decrease in the AL of \$2,891,179.
2. We increased the initial healthcare trend rate from 6% to 8% to better reflect our expectations of premium increases over the next several years. This change caused an increase in the AL of \$785,155.
3. There was a decrease in the AL of \$37,017 resulting from the lowering of the PERS Health administration fee from 0.36% of premium to 0.33% of premium.
4. We changed to more up-to-date mortality tables. This change caused an increase in the AL of \$72,118.
5. We lowered the discount rate from 5.0% to 4.0% to reflect the decrease in long-term interest rates over the last several years. This change caused an increase in the AL of \$5,944,535.
6. There was a net census gain (a decrease in the AL) of \$56,734.

The estimated changes to the AL from July 1, 2011 to July 1, 2013 may be summarized as follows:

Changes to AL	AL
AL as of 7/1/11	\$38,478,208
Passage of time	5,334,206
Premium increases < expected	(2,891,179)
Increase in healthcare trend rates	785,155
Change in PERS Health admin fee	(37,017)
Change in mortality tables	72,118
Change in discount rate	5,944,535
Census (gain)	(56,734)
AL as of 7/1/13	\$47,629,292

Funding Schedules

There are many ways to approach the pre-funding of retiree healthcare benefits. In the *Financial Results* section, we determined the annual expense for all County-paid benefits. The expense is an orderly methodology, developed by the GASB, to account for retiree healthcare benefits. This amount will fluctuate from year to year based on the asset performance and as the population matures. However, the GASB 45 expense has no direct relation to amounts the County may set aside to pre-fund healthcare benefits.

The table on the next page provides the County with three alternative schedules for funding (as contrasted with expensing) retiree healthcare benefits. The schedules all assume that the retiree fund earns 4.0% per annum on its investments, and that contributions and benefits are paid mid-year.

The schedules are:

1. A level contribution amount for the next 20 years.
2. A level percent of the Unfunded Accrued Liability.
3. A constant percentage (3%) increase for the next 20 years.

We provide these funding schedules to give the County a sense of the various alternatives available to it to pre-fund its retiree healthcare obligation. The three funding schedules are simply three different examples of how the County may choose to spread its costs.

By comparing the schedules, you can see the effect that early pre-funding has on the total amount the County will eventually have to pay. Because of investment earnings on fund assets, the earlier contributions are made, the less the County will have to pay in the long run. Of course, the advantages of pre-funding will have to be weighed against other uses of the money.

The table on the following page shows the required annual outlay under the pay-as-you-go method and each of the above schedules. **The three funding schedules include the "pay-as-you-go" costs; therefore, the amount of pre-funding is the excess over the "pay-as-you-go" amount.**

These numbers are computed on a closed group basis, assuming no new entrants, and using unadjusted premiums.

County of Butte

Sample Funding Schedules (Closed Group)

Fiscal Year	Pay-as-you-go	Level Contribution for 20 years	Level % of Unfunded Liability	Constant Percentage Increase
2013	\$2,105,905	\$5,420,700	\$11,907,323	\$4,192,537
2014	2,273,327	5,420,700	9,686,343	4,318,313
2015	2,487,133	5,420,700	7,955,511	4,447,863
2016	2,602,971	5,420,700	6,612,603	4,581,298
2017	2,770,594	5,420,700	5,564,631	4,718,737
2018	3,024,291	5,420,700	4,751,892	4,860,300
2019	3,186,195	5,420,700	4,129,920	5,006,109
2020	3,260,873	5,420,700	3,648,904	5,156,292
2021	3,395,098	5,420,700	3,270,791	5,310,981
2022	3,593,359	5,420,700	2,977,548	5,470,310
2023	3,749,530	5,420,700	2,754,886	5,634,419
2024	3,910,377	5,420,700	2,583,404	5,803,452
2025	3,957,379	5,420,700	2,451,476	5,977,555
2026	4,117,510	5,420,700	2,341,804	6,156,882
2027	4,207,428	5,420,700	2,256,791	6,341,589
2028	4,343,015	5,420,700	2,185,580	6,531,836
2029	4,389,762	5,420,700	2,127,453	6,727,791
2030	4,496,147	5,420,700	2,073,293	6,929,625
2031	4,543,212	5,420,700	2,025,368	7,137,514
2032	4,650,905	5,420,700	1,978,205	7,351,639
2033	4,772,388	0	1,934,563	0
2034	4,774,195	0	1,893,639	0
2035	4,678,067	0	1,847,832	0
2036	4,583,234	0	1,793,159	0
2037	4,526,086	0	1,731,954	0
2038	4,377,724	0	1,667,695	0
2039	4,318,567	0	1,597,195	0
2040	4,189,625	0	1,526,186	0
2041	4,059,665	0	1,452,148	0
2042	3,899,864	0	1,376,248	0
2043	3,685,026	0	1,298,372	0
2044	3,510,461	0	1,217,808	0
2045	3,298,419	0	1,137,491	0
2046	3,071,233	0	1,057,074	0
2047	2,937,045	0	977,210	0
2048	2,791,383	0	901,402	0
2049	2,651,986	0	829,128	0
2050	2,549,891	0	760,474	0
2055	1,967,155	0	472,170	0
2060	1,403,999	0	259,435	0
2065	892,993	0	92,390	0
2070	492,430	0	27,650	0
2075	228,081	0	8,298	0
2080	85,654	0	2,497	0

Actuarial Assumptions

In order to perform the valuation, the actuary must make certain assumptions regarding such items as rates of employee turnover, retirement, and mortality, as well as economic assumptions regarding healthcare inflation and interest rates. Our assumptions are based on a standard set of assumptions we have used for similar valuations, modified as appropriate for the County. For example, turnover rates are taken from a standard actuarial table, T-5, increased by 40% at all ages. This assumption matches the County's historic turnover patterns. Retirement rates were also based on recent County retirement patterns. Both assumptions should be reviewed in the next valuation to see if they are tracking well with experience.

The discount rate of 4.0% is based on our best estimate of expected long-term plan experience. It is in accordance with our understanding of the guidelines for selection of this rate under GASB 45 for unfunded plans such as the County's. The healthcare trend rates are based on our analysis of recent County experience and our knowledge of the general healthcare environment.

For purposes of projecting the PEMHCA administrative fee and the medical portion of the County stipend, we used the average equivalent single-retiree premium based on current retiree health plan selection. A complete description of the actuarial assumptions used in the valuation is set forth in the "Actuarial Assumptions" section.

Projected Annual Pay-as-you go Costs

As part of the valuation, we prepared a projection of the expected annual cost to the County to pay benefits on behalf of its retirees on a pay-as-you-go basis. These numbers are computed on a closed group basis, assuming no new entrants, and are net of retiree contributions. Projected pay-as-you-go costs for selected years are as follows:

FYB	Pay-as-you-go
2013	\$2,105,905
2014	2,273,327
2015	2,487,133
2020	3,260,873
2025	3,957,379
2030	4,496,147
2035	4,678,067
2040	4,189,625
2045	3,298,419
2050	2,549,891
2055	1,967,155
2060	1,403,999
2065	892,993
2070	492,430
2075	228,081
2080	85,654

Breakdown by Employee/Retiree Group

Exhibit I, attached at the end of the report, shows a breakdown of the GASB 45 components (ARC, AL, Service Cost, and PVFB) by bargaining unit (or non-represented group) and separately by active employees (future retirees) and current retirees.

Net OPEB Obligation (NOO) and Annual OPEB Cost (AOC)

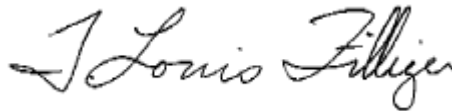
Exhibit II, attached at the end of the report, shows a development of the County's Net OPEB Obligation ("NOO") as of June 30, 2007 through June 30, 2013, and the Annual OPEB Cost ("AOC") for the fiscal years 2007-8 through 2013-14.

Certification

The actuarial certification, including a caveat regarding limitations of scope, if any, is contained in the "Actuarial Certification" section at the end of the report.

We have enjoyed working with the County on this report, and are available to answer any questions you may have concerning any information contained herein.

Sincerely,
DEMSEY, FILLIGER AND ASSOCIATES

A handwritten signature in cursive script that reads "T. Louis Filliger".

T. Louis Filliger, FSA, EA, MAAA
Partner & Actuary

Benefit Plan Provisions

Active Employee Coverage

The County sponsors healthcare coverage under the California Public Employees Medical and Hospital Care Act ("PEMHCA"), commonly referred to as PERS Health. PEMHCA provides health insurance through a variety of Health Maintenance Organization (HMO) and Preferred Provider Organization (PPO) options. Participation in PEMHCA is financed in part by the County through a contribution to PEMHCA of \$115.00 per employee per month. The \$115.00 per month increased by law to \$118.00 on January 1, 2014, and will be indexed with medical inflation (CPI) for years 2015 and thereafter. Delta Dental (Premier and DPO), vision and life insurance are also available.

Post-Retirement Coverage

The County also offers medical, dental and vision coverage (but not life insurance) to its retirees. The County makes the required statutory PEMHCA contribution as described above, subject to the "Unequal Contribution Method" under which the County's contribution for retirees increases each year to 5% of its contribution for active employees multiplied by years the County has participated in PEMHCA until the two amounts are equal, except that Elected, Appointed, and Assistant Department Heads are covered under the Equal Contribution Method. Furthermore, the County will make additional contributions towards certain eligible retirees' premiums until age 65 according to the County's agreements with its various employee groups, as described below (subject to benefit and eligibility changes that took effect in 2010 - please see page 10 for details.)

Retirees who have completed at least 10 continuous years of service with the County, have accrued sick leave in excess of 240 hours, and elect retiree health insurance rather than the sick leave payout option, are eligible to receive reimbursements from the County for the cost of medical, dental and vision insurance (offset by the County's statutory contribution to PEMHCA.)

For BCEA, BCMEA, BCEA-SSW, BCPPOA, BCCOA (General and Management), Supervisor's Administrative Services Assistants, Confidential, and Miscellaneous and Assistant Probation Officer positions within the "Assistant Department Heads and Non-Represented" group, the retiree may make an irrevocable election at the time of retirement to receive one of the following benefit options in addition to 12 months of County-paid health insurance:

- (1) One month of retiree-only premiums for each day of accrued sick leave at retirement;
- (2) One month of 2-party premiums (employee and spouse) for each 2 1/2 days in excess of 30 days accrued sick leave to cover both employee and spouse until age 65; or
- (3) One month of retiree-only premiums for each day of accrued sick leave until the sick leave credit is exhausted or the retiree reaches age 65, and one month of premiums for spousal coverage for each day of accrued sick leave in excess of thirty days until the sick leave credit is exhausted or the spouse reaches age 65.

Benefit Plan Provisions (Continued)
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For DSA General, DSA Management, Under Sheriffs, and BCPEA, the retiree will receive 12 months of County-paid retiree-only health coverage. In addition, each one day of accrued sick leave is converted to one month of retiree-only health insurance premiums and credited to an account for the retiree. Premiums for the retiree and dependents, if applicable, are deducted from the account until it is depleted, or until the retiree reaches age 65, if earlier.

Elected and appointed department heads or officials retiring in good standing before age 65 under the provisions of the County's contract with PERS may continue to cover themselves and eligible dependents under the health plans. The County pays the full premium until age 65.

In all cases, once the additional County contributions (as described above) end, the County pays the applicable PEMHCA statutory contribution for the remainder of the retiree's lifetime.

For 2013, the monthly County contributions are \$115.00 and \$115.00 for both Unequal and Equal Contribution Methods. For 2014, those amounts both increased to \$118.00, and will remain in lock-step for all future years.

Employees other than non-represented groups hired after June 30, 2010 will not be eligible for sick-leave buyout nor will they receive one year of County-paid health benefits after retirement. Retirees other than non-represented groups who retired on or after January 1, 2010 will be subject to a limit on County reimbursements equal to the sum of the Blue Shield HMO premium, Delta DPO and vision premiums. Non-represented employees hired after June 30, 2010 will not receive one year of County-paid health benefits after retirement.

Healthcare Premiums

The following table shows January 1, 2013 monthly PERS Health (PEMHCA) premiums for retirees within the Other Northern California region. Dental and vision rates in effect for 2013-14 are also included.

	Blue Shield HMO	Kaiser HMO	PERS Care PPO	PERS Choice PPO	Delta Premier Dental	Delta Dental DPO	Vision
<u>Basic Plan</u>							
Retiree	\$777.53	\$671.68	\$1,055.10	\$649.78	\$34.58	\$31.82	\$13.87
Retiree + 1	1,555.06	1,343.36	2,110.20	1,299.56	74.71	69.37	13.87
Family	2,021.58	1,746.37	2,743.26	1,689.43	118.26	108.94	13.87
<u>Medicare Supplement</u>							
Retiree	\$261.32	\$288.37	\$370.43	\$325.74	N/A	N/A	N/A
Retiree + 1	522.64	576.74	740.86	651.48	N/A	N/A	N/A
Family	783.96	865.11	1,111.29	977.22	N/A	N/A	N/A

Valuation Data

Active and Retiree Census

Age distribution of retirees included in the valuation

Age	Statutory Minimum Only	County Stipend	Total
Under 50	1	4	5
50-54	7	7	14
55-59	15	32	47
60-64	44	84	128
65-69	96	18	114
70-74	76	1	77
75-79	32	0	32
80-84	34	0	34
85-89	9	0	9
90+	<u>1</u>	<u>0</u>	<u>1</u>
All Ages	315	146	461
Average Age	69.94	60.69	67.01

Age/Years of service distribution of active employees included in the valuation

Years→	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total
<u>Age</u>									
<25	25								25
25-29	105	14	1						120
30-34	106	87	22						215
35-39	77	68	94	23	1				263
40-44	69	70	101	77	12				329
45-49	47	49	71	51	43	6	1		268
50-54	43	43	71	57	30	26	3		273
55-59	41	56	80	59	28	15	10	5	294
60-64	11	26	57	35	19	7	0	3	158
65+	<u>4</u>	<u>10</u>	<u>21</u>	<u>5</u>	<u>6</u>	<u>4</u>	<u>1</u>	<u>5</u>	<u>56</u>
All Ages	528	423	518	307	139	58	15	13	2,001

Average Age: 45.67
Average Service: 10.38

Actuarial Assumptions

The liabilities set forth in this report are based on the actuarial assumptions described in this section.

Valuation Date:	July 1, 2013
Actuarial Cost Method:	Projected Unit Credit
Amortization Method:	30-year level dollar, open period
Discount Rate:	4.0% per annum
Return on Assets:	4.0% per annum
Pre-retirement Turnover:	According to Crocker-Sarason Table T-5 less mortality, increased by 40% at all ages. Sample rates are as follows:

Age	Turnover (%)
25	10.8%
30	10.1
35	8.8
40	7.2
45	5.6
50	3.6
55	1.3

Pre-retirement Mortality: RP-2000 Combined Mortality, static projection to 2012 by scale AA. Sample deaths per 1,000 employees are as follows:

Age	Males	Females
25	0.33	0.18
30	0.42	0.23
35	0.73	0.42
40	0.98	0.59
45	1.29	0.93
50	1.72	1.36
55	2.88	2.47
60	5.56	4.76

Post-retirement Mortality: RP-2000 Combined Mortality, static projection to 2012 by scale AA. Sample deaths per 1,000 retirees are as follows:

Age	Males	Females
60	5.56	4.76
65	10.75	9.14
70	18.52	15.77
75	31.95	25.52
80	57.06	42.17
85	101.80	72.05
90	174.80	127.02

Actuarial Assumptions (Continued)
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Claim Cost per Retiree or Spouse:

Age	Medical/Rx
50-64	\$8,361
65+	3,698

Retirement Rates:

Age	Percent Retiring*
50	2.0%
51	3.0
52	4.0
53	5.0
54	6.0
55	7.0
56	8.0
57	10.0
58	11.0
59	12.0
60	13.0
61	15.0
62	20.0
63	22.0
64	25.0
65	100.0

* Of those having met eligibility to receive PERS retirement benefits. The percentage refers to the probability that an active employee who has reached the stated age will retire within the following year.

Trend Rate:

Healthcare costs were assumed to increase according to the following schedule:

FYB	Medical/Rx	Dental/Vision	Medical CPI
2013	8.0%	4.0%	4.0%
2014	7.0	4.0	4.0
2015	6.0	4.0	4.0
2016+	5.0	4.0	4.0

Percent Waiving Coverage:

30% (applies to future retirees only)

Future Sick Leave Accrual:

Under age 30: 59 hours per year of employment
Age 30+: 34 hours per year of employment

Percent of Retirees with Spouses:

Future Retirees: 60% of future retirees were assumed to have spouses. Female spouses assumed three years younger than male spouses. Current Retirees: According to actual spousal data.

Actuarial Certification

The results set forth in this report are based on our actuarial valuation of the health and welfare benefit plans of the County of Butte ("County") as of July 1, 2013.

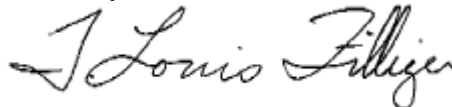
The valuation was performed in accordance with generally accepted actuarial principles and practices. We relied on census data for active employees and retirees provided to us by the County in December, 2013. We also made use of claims, premium, expense, and enrollment data, and copies of relevant sections of healthcare documents provided to us by the County.

The assumptions used in performing the valuation, as summarized in this report, and the results based thereupon, represent our best estimate of the actuarial costs of the program under GASB 43 and GASB 45, and the existing and proposed Actuarial Standards of Practice for measuring post-retirement healthcare benefits. We have assumed no post-valuation mortality improvements, consistent with our belief that there will be no further significant, sustained increases in life expectancy in the United States over the projection period covered by the valuation.

Throughout the report, we have used unrounded numbers, because rounding and the reconciliation of the rounded results would add an additional, and in our opinion unnecessary, layer of complexity to the valuation process. By our publishing of unrounded results, no implication is made as to the degree of precision inherent in those results. Clients and their auditors should use their own judgment as to the desirability of rounding when transferring the results of this valuation report to the clients' financial statements.

The undersigned actuary meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.

Certified by:



T. Louis Filliger, FSA, EA, MAAA Date: 1/7/14
Partner & Actuary

County of Butte

7/1/13 GASB 45 valuation results

Broken down by Employee & Retiree group

Exhibit I

Employee/Retiree Group	Active Employees		30-Year Amortization		ARC Actives	Retirees PVB=AL	30-Year Amortization		ARC Retirees	Total ARC Ret+Actives
	PVB	AL	of AL	SC			of AL	Retirees		
Butte County Employees' Association	\$17,996,379	\$9,459,613	\$547,051	\$909,620	\$1,456,671	\$4,592,245	\$265,570	\$265,570	\$1,722,241	
Butte County Management Employees' Association	14,121,016	8,135,790	470,494	622,503	1,092,997	6,722,223	388,747	388,747	1,481,744	
Social Service Workers	9,015,491	4,109,487	237,652	432,829	670,481	1,762,808	101,944	101,944	772,425	
Deputy Sheriff's Association - General	3,156,178	1,462,459	84,574	117,842	202,416	1,539,239	89,014	89,014	291,430	
Deputy Sheriff's Association - Management	427,908	304,987	17,637	16,192	33,829	164,127	9,491	9,491	43,320	
Butte County Probation Peace Officers' Association - General	2,768,311	1,213,430	70,173	102,246	172,419	629,930	36,429	36,429	208,848	
Butte County Probation Peace Officers' Association - Mgmt.	154,579	85,522	4,946	4,757	9,703	-	-	-	9,703	
Butte County Correctional Officers' Association - General	2,383,913	954,318	55,188	100,314	155,502	267,070	15,445	15,445	170,947	
Butte County Correctional Officers' Association - Mgmt.	159,155	114,995	6,650	5,741	12,391	9,272	536	536	12,927	
Butte County Professional Employees' Association	1,797,165	880,586	50,924	97,475	148,399	468,685	27,104	27,104	175,503	
Appointed Department Heads	2,494,200	1,419,955	82,116	159,188	241,304	833,342	48,192	48,192	289,496	
Board of Supervisor's Administrative Assistants	142,350	73,742	4,265	9,465	13,730	31,019	1,794	1,794	15,524	
Assistant Department Heads & Non-Represented	1,207,768	677,569	39,184	58,285	97,469	588,625	34,040	34,040	131,509	
Elected Department Heads & Board of Supervisors	482,420	323,733	18,722	17,819	36,541	335,733	19,415	19,415	55,956	
Confidential	782,546	374,619	21,664	37,324	58,988	-	-	-	58,988	
Superior Court Employees and Retirees	-	-	-	-	-	94,169	5,446	5,446	5,446	
Totals	\$57,089,379	\$29,590,805	\$1,711,240	\$2,691,600	\$4,402,840	\$18,038,487	\$1,043,167	\$1,043,167	\$5,446,007	

	Amount
Net OPEB Obligation 6/30/2007	-
ARC for 2007-8	4,248,160
Interest on Net OPEB Obligation	-
Amortization adjustment to ARC	-
Annual OPEB Cost 2007-8	4,248,160
Employer Contribution	(1,180,848)
Net OPEB Obligation 6/30/2008	3,067,312
ARC for 2008-09	4,248,160
Interest on Net OPEB Obligation	-
Amortization adjustment to ARC	-
Annual OPEB Cost 2008-9	4,248,160
Employer Contribution	(1,300,249)
Change in Net OPEB Obligation 2008-9	2,947,911
Net OPEB Obligation 6/30/2008	<u>3,067,312</u>
Net OPEB Obligation 6/30/2009	6,015,223
ARC for 2009-10	4,673,770
Interest on Net OPEB Obligation	300,761
Amortization adjustment to ARC	(391,299)
Annual OPEB Cost 2009-10	4,583,232
Employer Contribution	(1,398,316)
Change in Net OPEB Obligation 2009-10	3,184,916
Net OPEB Obligation 6/30/2009	<u>6,015,223</u>
Net OPEB Obligation 6/30/2010	9,200,139
ARC for 2010-11	4,673,770
Interest on Net OPEB Obligation	460,007
Amortization adjustment to ARC	(598,482)
Annual OPEB Cost 2010-11	4,535,295
Employer Contribution	(1,670,400)
Change in Net OPEB Obligation 2010-11	2,864,895
Net OPEB Obligation 6/30/2010	<u>9,200,139</u>
Net OPEB Obligation 6/30/2011	12,065,034
ARC for 2011-12	4,937,590
Interest on Net OPEB Obligation	603,252
Amortization adjustment to ARC	(784,848)
Annual OPEB Cost 2011-12	4,755,994
Employer Contribution	(1,835,731)
Change in Net OPEB Obligation 2011-12	2,920,263
Net OPEB Obligation 6/30/2011	<u>12,065,034</u>
Net OPEB Obligation 6/30/2012	14,985,297
ARC for 2012-13	4,937,590
Interest on Net OPEB Obligation	749,265
Amortization adjustment to ARC	(974,815)
Annual OPEB Cost 2012-13	4,712,040
Employer Contribution	(1,877,208)
Change in Net OPEB Obligation 2012-13	2,834,832
Net OPEB Obligation 6/30/2012	<u>14,985,297</u>
Net OPEB Obligation 6/30/2013	17,820,129
ARC for 2013-14	5,446,007
Interest on Net OPEB Obligation	712,805
Amortization adjustment to ARC	(1,030,539)
Annual OPEB Cost 2013-14	5,128,273