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December 1, 2008

Retirement Board  
Public Employee Retirement System  
State of Idaho  
P.O. Box 83720  
Boise, ID 83720

Members of the Board:

Milliman has performed annual actuarial valuations for the Public Employee Retirement System of Idaho since the System's inception. It is anticipated that future actuarial valuations will be performed every year with the next valuation to be as of July 1, 2009. Various benefit increases have occurred since the System was established in 1965. The most recent significant benefit changes were effective July 1, 2000.

### **Contribution Rates**

The financing objective of the System is to establish contribution rates that will tend to remain level as percentages of payroll. From 1993 to 2008, the total contribution rate has been between 15.82% and 18.75%; year by year detail including employer and member rates is shown in the table on the following page.

At July 1, 2002, the combined overall contribution rate was 15.78%. Our July 1, 2002, valuation found that the contribution rates were not sufficient to amortize the unfunded actuarial accrued liability within 25 years of the valuation date, as required by Section 59-1322, Idaho Code. Therefore, in November 2002, the Board approved three 1% contribution rate increases to take effect on July 1, 2004, July 1, 2005, and July 1, 2006. Effective July 1, 2003, the contribution rate for Fire and Police employers was also increased by 0.1% to offset the cost of the \$100,000 duty-related death benefit. The July 1, 2004 contribution rate increase took effect as scheduled, but the other two increases were delayed by the Board a number of times. In October 2007, the Board cancelled the scheduled contribution rate increases.



The historical changes in contribution rates since 1993 are shown in the table below. Note that weighted total values may change even if rates by group do not change.

Year of Change	Total Rate	Weighted Total		Fire & Police		General/Teachers	
		Member Rate	Employer Rate	Member Rate	Employer Rate	Member Rate	Employer Rate
1993	17.16%	6.51%	10.65%	7.82%	10.87%	6.38%	10.63%
1994	18.75	7.12	11.63	8.53	11.85	6.97	11.61
1998	17.78	6.75	11.03	8.10	11.25	6.60	11.01
2000	15.78	5.98	9.80	7.21	10.01	5.86	9.77
2003	15.82	6.01	9.81	7.21	10.11	5.86	9.77
2004	16.84	6.41	10.43	7.65	10.73	6.23	10.39
2008	16.88	6.44	10.44	7.65	10.73	6.23	10.39

Our July 1, 2008, actuarial valuation found that the System's rates are sufficient to pay the System's normal cost rate of 14.59%. As of July 1, 2008, there is an unfunded actuarial liability of \$748.9 million. The portion of the total Member and Employer contribution rates shown above that is not needed to pay the System's normal cost is sufficient to amortize the unfunded actuarial accrued liability over 15.6 years. Thus, the current contribution basis meets the requirements of Section 59-1322, Idaho Code, which requires the unfunded actuarial accrued liability to be amortized within 25 years of the valuation date.

### Funding Status

Based on the July 1, 2008 actuarial valuation, the unfunded actuarial accrued liability was increased by \$1.275 billion due to a large asset loss recognized as of July 1, 2008. Specifically, the System's assets earned a gross return before expenses of -4.17%, which is 11.92% under the actuarial assumption of 7.75%. All other actuarial experience gains and losses increased the actuarial accrued liability by \$82.4 million. Thus, the total experience loss for the year was \$1.357 billion.

Also, the actuarial accrued liability was decreased by \$97.7 million because actual contributions plus assumed investment returns were greater than the normal cost and the interest on the unfunded actuarial accrued liability. Changes in demographic assumptions based on the 2008 Investigation of Experience resulted in a \$17.6 million increase in the actuarial accrued liability. The March 1, 2008, COLA increased the actuarial accrued liability by \$45.4 million.

All of these items then resulted in a total actuarial loss of \$1.322 billion and a change in funding status from a 105.5% funding ratio on July 1, 2007 to 93.3% on June 30, 2008. The funding ratio is the ratio of the actuarial value of the assets over the value of the actuarial accrued liability.

## Assumptions

Our July 1, 2008 actuarial valuation report presented summaries of the actuarial assumptions and methods used in the valuation. The last major experience study, completed in 2008, covered the period July 1, 2003 through June 30, 2007. The next major experience study, to be completed in 2010, will cover the period July 1, 2005 through June 30, 2009.

## Certification Statement

In preparing our actuarial valuation reports, we relied, without audit, upon the financial statements prepared by the staff of the System. We also relied upon the member and beneficiary data provided to us by the staff. We compared the data for the July 1, 2008 actuarial valuation with corresponding information from the prior valuation and tested for missing or incomplete items, such as birth dates and hire dates. Based on these tests, we believe the data to be sufficient and reliable for the purposes of our calculations. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

The assumptions and methods used for funding purposes meet the parameters set for the disclosures presented in the financial section by Government Accounting Standards Board (GASB) Statement No. 25, *Financial Reporting for Defined Benefit Pension Plans and Note Disclosures for Defined Contribution Plans*. The assumptions used in the actuarial valuations were recommended by us and approved by the Board. The Retirement Board has the final decision regarding the appropriateness of the assumptions. They represent our best estimate of future conditions affecting the System, and we believe they are reasonably related to the past experience of the System.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurement.



**Actuarial Section**

The enclosed Exhibits 1 through 9 provide further related information. Milliman is completely responsible for these exhibits. Specifically, they are:

- Exhibit 1 Summary of Actuarial Assumptions and Methods
- Exhibit 2 Schedule of Active Member Valuation Data
- Exhibit 3 Schedule of Retiree and Beneficiary Valuation Data
- Exhibit 4 Schedule of Funding Progress
- Exhibit 5 Solvency Test
- Exhibit 6 Analysis of Actuarial Gains or Losses
- Exhibit 7 Schedule of Contributions from the Employer and All Other Contributing Entities
- Exhibit 8 Schedule of Contributions from the Employer Expressed as a Percentage of Payroll
- Exhibit 9 Provisions of Governing Law

Milliman's work product was prepared exclusively for the System for a specific and limited purpose. It is a complex, technical analysis that assumes a high level of knowledge concerning the System's operations, and uses the System's data, which Milliman has not audited. It is not for the use or benefit of any third party for any purpose. Any third party recipient of Milliman's work product who desires professional guidance should not rely upon Milliman's work product, but should engage qualified professionals for advice appropriate to its own specific needs.

We, Robert L. Schmidt, Mark C. Olleman, and Geoff Bridges, are Consulting Actuaries for Milliman. We are members of the American Academy of Actuaries, Fellows of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,

Robert L. Schmidt, F.S.A., M.A.A.A.  
Consulting Actuary

Geoff Bridges, F.S.A., M.A.A.A.  
Consulting Actuary

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**Public Employee Retirement  
System of Idaho**

**EXHIBIT 1: SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
EFFECTIVE JULY 1, 2008**

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**1. Investment Return (Adopted July 1, 2004)**

The annual rate of investment return on the assets of the System is assumed to be 7.75% (including 0.50% for expenses) compounded annually.

**2. Actuarial Value of Assets (Adopted July 1, 1994)**

All assets are valued at market as of the valuation date.

**3. Actuarial Assumptions**

The actuarial assumptions and methods were adopted by the Board based upon recommendations from the retained actuary. The actuarial assumptions are based on periodic studies of the System's actual experience.

**4. Mortality (Adopted July 1, 2006)**

***Contributing Members, Service Retirement Members, and Beneficiaries:***

• **Teachers**

*Males* RP-2000 Combined Table for Healthy Individuals for males,  
set back two years.

*Females* RP-2000 Combined Table for Healthy Individuals for females,  
set back two years.

• **Fire & Police**

*Males* RP-2000 Combined Table for Healthy Individuals for males,  
with no setback.

*Females* RP-2000 Combined Table for Healthy Individuals for females,  
with no setback.

10% of Fire and Police active member deaths are assumed to be duty related.  
This assumption was adopted July 1, 2008.

• **General Employees and All Beneficiaries**

*Males* RP-2000 Combined Table for Healthy Individuals for males,  
with no setback.

*Females* RP-2000 Combined Table for Healthy Individuals for females,  
set back one year.

All mortality tables are adjusted with generational mortality adjustments using projection scale AA as shown in Table A-11B of the July 1, 2008 valuation report. The projection scale is applied from the year 2000 to the year in which the mortality assumption is being applied.

**Disabled Members**

For disabled members, the mortality rates used in the valuation are the rates from the RP-2000 table for disabled individuals for respective sexes, with a two year setback for males and a one year set forward for females.

All mortality tables are adjusted with generational mortality adjustments using projection scale AA as shown in Table A-11B of the July 1, 2008 valuation report. The projection scale is applied from the year 2000 to the year in which the mortality assumption is being applied.

**5. Service Retirement (Adopted July 1, 2008)**

Annual rates of retirement assumed to occur among persons eligible for a service retirement are illustrated in the following table:

Age	Fire & Police		General Employees			
	First Year Eligible	Thereafter	Male		Female	
			First Year Eligible	Thereafter	First Year Eligible	Thereafter
55	24%	20%	25%	10%	30%	20%
60	24	25	30	18	30	20
65	50	45	65	75	60	65
70	*	*	25	25	25	20

Age	Teachers			
	Male		Female	
	First Year Eligible	Thereafter	First Year Eligible	Thereafter
55	21%	5%	10%	10%
60	21	20	30	20
65	50	65	65	65
70	*	*	*	*

\* For all ages older than the age indicated, retirement is assumed to occur immediately.

**6. Early Retirement (Adopted July 1, 2008)**

Annual rates of retirement assumed to occur among persons eligible for a reduced early retirement benefit are illustrated in the following table:

Age	Fire & Police	General Employees		Teachers	
		Male	Female	Male	Female
50	6%	*	*	*	*
55	7	3%	4%	10%	6%
60		8	8	13	15

\* For all ages younger than the age indicated, withdrawal is assumed to occur (see Section 7).

**7. Other Terminations of Employment (Adopted July 1, 2008)**

Assumed annual rates of termination are illustrated below. Rates are based only on years of service.

Years of Service	Fire and Police	General Employees		Teachers	
		Male	Female	Male	Female
5	8.0%	11.5%	12.5%	6.5%	7.0%
10	5.2	6.3	7.4	3.4	3.6
15	3.2	3.9	4.4	2.1	2.0
20	1.8	2.6	3.1	1.4	1.4
25	1.5	1.8	2.5	1.2	1.2
30	1.5	1.5	2.5	1.2	1.2

**8. Disability Retirement (Adopted July 1, 2008)**

Annual rates assumed for disability retirement are illustrated in the following table:

Age	Fire & Police	General Employees		Teachers	
		Male	Female	Male	Female
25	.01%	.01%	.01%	.02%	.05%
35	.03	.06	.04	.02	.04
45	.13	.12	.11	.07	.07
55	.37	.47	.29	.32	.27

**Note that rates shown in items 5-8 are central rates of decrement.**

**9. Future Salaries (Adopted July 1, 2008)**

In general, the total annual rates at which salaries are assumed to increase include 4.50% per annum for increase in the general wage level of the membership plus increases due to promotions and longevity. The general wage level increases are due to inflation and increases in productivity. The total ultimate rates assumed are illustrated below.

Years of Service	Fire and Police	General Employees		Teachers	
		Male	Female	Male	Female
5	8.5%	7.0%	7.5%	7.9%	8.6%
10	6.8	6.1	6.4	6.8	7.0
15	6.0	5.4	5.5	5.8	5.4
20	5.5	5.2	5.2	5.0	5.0

**10. Vesting (Adopted July 1, 2008)**

The following table illustrates the assumed probability that vested terminating members will elect to receive deferred benefits instead of withdrawing accumulated contributions.

Age	Fire and Police	General Employees		Teachers	
		Male	Female	Male	Female
25	48%	56%	60%	75%	73%
35	53	65	70	75	81
45	70	68	73	75	84
55	--	--	--	--	--

**11. Growth in Membership (Adopted July 1, 2004)**

In general, the combined effects of stable active membership and salary levels are assumed to produce a 4.50% average annual expansion in the payroll of covered members.

**12. Interest on Employee Contributions (Adopted July 1, 2004)**

The credited interest rate on employee contributions is assumed to be 7.25%.

**13. Postretirement Benefit Increases (Cost of Living Adjustments)**

A nondiscretionary postretirement increase of 1% per year is assumed for the valuation. See Exhibit 3 for total discretionary and nondiscretionary increases granted by the Board for the past ten years.

**14. Actuarial Cost Method**

The entry age actuarial cost method is used as specified by Idaho law. The aggregate normal cost rate is based on separate rates developed for each valuation group. The normal cost rates used in this valuation were calculated based on all current active members, for each sex and type of employee in this valuation. The actuarial present values of projected benefits and of projected salaries for all active members were calculated. The ratio of the two is the aggregate normal cost rate. The aggregate rate remains unchanged between valuations, unless actuarial assumptions, benefits or contribution rates are changed. The current aggregate normal cost rate was adopted July 1, 2008.

The unfunded actuarial accrued liability (UAAL) created by this method, including gains and losses, is amortized as a level percentage of the System's projected payroll.

Commencing July 1, 2007, 1.49% of the payroll of higher education faculty covered by the Optional Retirement Program (ORP) is payable to PERSI until July 1, 2025. Commencing July 1, 1997, 3.83% of the payroll of community college and post-secondary vocational educational institutions covered by the ORP is payable to PERSI until July 1, 2011. The difference between the future ORP contributions and the actuarial accrued liability computed under the actuarial cost method is the portion of the actuarial accrued liability used to determine the UAAL, or funding reserve, for PERSI.

**15. Experience Studies**

The last experience study was for the period July 1, 2003 through June 30, 2007 and reviewed all economic & demographic assumptions except mortality. Mortality and economic assumptions will be studied in 2010 for the period from July 1, 2005 through June 30, 2009. Assumptions were adopted and have remained in effect as noted.

**16. Recent Changes**

The contribution rate for ORP participants contributing 3.30% was changed to 1.49% as of July 1, 2007. To balance out the lower contribution rate, the period over which these contributions will be paid was extended from 2015 to 2025.

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**EXHIBIT 2: SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

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Valuation Date July 1	Number	Annual Salaries *		
		Annual Valuation Payroll	Average Annual Pay	% Increase in Average Annual Pay
1999	59,248	\$1,673,056,000	\$28,243	4.0%
2000	60,388	1,798,222,000	29,778	5.4
2001	62,125	1,924,389,000	30,976	4.0
2002	62,376	2,036,004,000	32,641	5.4
2003	62,385	2,063,615,000	33,079	1.3
2004	63,385	2,124,040,000	33,510	1.3
2005	64,391	2,197,385,000	34,126	1.8
2006	64,762	2,294,317,000	35,427	3.8
2007	65,800	2,397,470,000	36,436	2.8
2008	66,765	2,540,568,000	38,052	4.4

\* *Actuarial valuation payroll is computed as the sum of the annualized salaries for all active members, and differs from the actual payroll shown in the financial section of the annual report.*

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**EXHIBIT 3: SCHEDULE OF RETIREE AND BENEFICIARY VALUATION DATA <sup>(1)</sup>**

Valuation Date July 1	Number			COLA Percentage Increases Granted Previous March 1
	Total	Added	Removed	
1999	21,756	1,464	842	1.6% + 100% restoration
2000	22,456	1,597	897	2.3
2001	23,253	1,840	1,043	3.4
2002	24,018	1,612	847	2.7
2003	24,991	1,790	817	1.0
2004	26,043	1,875	823	2.2
2005	27,246	1,959	756	2.7 + 100% restoration
2006	28,438	2,073	881	3.6
2007	29,619	2,101	920	3.8
2008	30,912	2,160	867	2.0

Valuation Date July 1	Annual Benefits				
	Total Rolls End of Year	Added to Rolls <sup>(2)</sup>	Removed from Rolls	Average	% Increase in Average
1999	\$193,441,000	\$25,956,000	\$6,034,000	\$8,891	8.3%
2000	209,549,000	22,757,000	6,649,000	9,332	5.0
2001	235,269,000	33,251,000	7,531,000	10,118	8.4
2002	255,374,000	26,672,000	6,567,000	10,633	5.1
2003	279,219,000	30,190,000	6,345,000	11,173	5.1
2004	307,410,000	35,243,000	7,052,000	11,804	5.6
2005	343,077,000	42,022,000	6,355,000	12,592	6.7
2006	381,677,000	46,085,000	7,485,000	13,421	6.6
2007	422,196,000	49,182,000	8,663,000	14,254	6.2
2008	459,077,000	45,072,000	8,191,000	14,851	4.2

(1) Information regarding the number of retirees and beneficiaries added to, and removed from, the rolls was not used in the actuarial valuations.

(2) Includes postretirement increases.

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**EXHIBIT 4: SCHEDULE OF FUNDING PROGRESS  
(ALL DOLLAR AMOUNTS IN MILLIONS)**

<u>Actuarial Valuation Date</u>	<u>Actuarial Value of Assets</u>	<u>Actuarial Accrued Liabilities (AAL) <sup>(1)</sup></u>	<u>Present Value of Future ORP Contributions</u>	<u>Unfunded Actuarial Liabilities (UAAL) <sup>(2)</sup></u>	<u>Funded Ratio <sup>(3)</sup></u>	<u>Covered Payroll <sup>(4)</sup></u>	<u>UAAL as a Percentage of Covered Payroll</u>
July 1, 1999	\$6,171.9	\$5,536.8	\$68.9	\$(704.0)	112.9%	\$1,733.5	(40.6)%
July 1, 2000	7,032.9	6,105.1	70.5	(998.3)	116.5	1,827.2	(54.6)
July 1, 2001	6,492.8	6,751.3	72.2	186.3	97.2	1,975.3	9.4
July 1, 2002	6,062.1	7,209.5	71.7	1,075.7	84.9	2,047.1	52.5
July 1, 2003	6,297.8	7,578.8	66.4	1,214.6	83.8	2,057.7	59.0
July 1, 2004	7,420.2	8,154.8	63.5	671.1	91.7	2,115.4	31.7
July 1, 2005	8,208.8	8,778.7	61.3	508.6	94.2	2,208.7	23.0
July 1, 2006	9,177.1	9,699.0	60.2	461.7	95.2	2,343.5	19.7
July 1, 2007	10,945.8	10,431.9	59.5	(573.4)	105.5	2,421.0	(23.7)
July 1, 2008	10,402.0	11,211.8	60.9	748.9	93.3	2,578.9	29.0

- (1) Actuarial present value of benefits less actuarial present value of future normal costs based on entry age actuarial cost method.
- (2) Actuarial accrued liabilities less actuarial value of assets and present value of future ORP contributions. Amounts reported in this table do not include the value of any discretionary COLA or Gain Sharing payments granted after the valuation date. If negative, amount is referred to as a funding reserve.
- (3) Funded Ratio is the ratio of the actuarial value of assets over the actuarial accrued liabilities less the present value of future ORP contributions.
- (4) Covered Payroll includes compensation paid to all active employees on which contributions are calculated. Covered Payroll differs from the Active Member Valuation Payroll shown in Exhibit 2 which is an annualized compensation of only those members who were active on the actuarial valuation date.

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**EXHIBIT 5: SOLVENCY TEST**  
(ALL DOLLAR AMOUNTS IN MILLIONS)

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Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liabilities for			Portion of Actuarial Accrued Liabilities Covered by Assets		
		Active Member Contributions (A)	Retirees and Beneficiaries (B)	Active Members (Employer Financed Portion) (C)	(A)	(B)	(C)
July 1, 1999	\$6,171.9	\$1,158.1	\$1,978.1	\$2,400.6	100.0	100.0%	100.0%
July 1, 2000	7,032.9	1,329.7	2,173.8	2,601.6	100.0	100.0	100.0
July 1, 2001	6,492.8	1,502.0	2,487.6	2,761.7	100.0	100.0	90.6
July 1, 2002	6,062.1	1,622.4	2,665.3	2,921.8	100.0	100.0	60.7
July 1, 2003	6,297.8	1,677.8	2,882.9	3,018.1	100.0	100.0	57.6
July 1, 2004	7,420.2	1,717.7	3,198.1	3,239.0	100.0	100.0	77.3
July 1, 2005	8,208.8	1,875.1	3,606.7	3,296.9	100.0	100.0	82.7
July 1, 2006	9,177.1	2,142.5	4,088.9	3,467.6	100.0	100.0	84.9
July 1, 2007	10,945.8	2,335.6	4,582.9	3,513.4	100.0	100.0	100.0
July 1, 2008	10,402.0	2,642.0	5,022.9	3,546.9	100.0	100.0	77.2

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**EXHIBIT 6: ANALYSIS OF ACTUARIAL GAINS OR LOSSES**  
(ALL DOLLAR AMOUNTS IN MILLIONS)

	Gain(Loss) for Period		
	2005-2006	2006-2007	2007-2008
<b>Investment Income</b>			
Investment income was greater (less) than expected.	\$ 378.9	\$1,130.1	\$(1,274.6)
<b>Pay Increases</b>			
Pay increases were less (greater) than expected.	75.9	72.8	(15.0)
<b>Membership Growth</b>			
(Additional) liability for new members.	(15.5)	(18.9)	(19.1)
<b>Return to Employment</b>			
Less (more) reserves were required for terminated members returning to work.	(1.8)	(5.5)	(2.4)
<b>Death After Retirement</b>			
Retirees died younger (lived longer) than expected.	9.8	13.6	0.6
<b>Other</b>			
Miscellaneous gains (and losses) resulting from other causes. <sup>(1)</sup>	<u>(53.8)</u>	<u>(23.5)</u>	<u>(46.5)</u>
<b>Total Gain (Loss) During the Period From Actuarial Experience</b>	\$ 393.5	\$1,168.6	\$(1,357.0)
<b>Contribution Income</b>			
Actual contributions were greater (less) than the normal cost and interest on the Unfunded Actuarial Accrued Liability.	(5.2)	16.3	97.7
<b>Non-Recurring Items</b>			
Changes in actuarial assumptions caused a gain (loss). <sup>(2)</sup>	(231.0)	None	(17.6)
Changes in actuarial methods caused a gain (loss).	(3.7)	(36.4)	None
Changes in plan provisions caused a gain (loss).	<u>(13.9)</u>	<u>None</u>	<u>None</u>
<b>Composite Gain (Loss) During the Period</b>	\$ 139.7	\$ 1,148.5	\$(1,276.9)

Note: Effects related to losses are shown in parentheses. Numerical results are expressed as a decrease (increase) in the actuarial accrued liability.

- (1) For 2007-2008, this includes a \$46.5 million loss on active and inactive member experience.
- (2) For 2007-2008, this reflects changes made to the demographic assumptions as described in the July 30, 2008 Active Member Experience Study.

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**EXHIBIT 7: SCHEDULE OF CONTRIBUTIONS FROM THE EMPLOYER AND ALL  
OTHER CONTRIBUTING ENTITIES (ALL DOLLAR AMOUNTS IN MILLIONS)**

<u>Fiscal Year Ending</u>	<u>Covered Employee Payroll <sup>(1)</sup></u>	<u>Actual PERSI Employer Contributions Dollar Amount <sup>(2)</sup></u>	<u>Actual ORP Contributions Dollar Amount</u>	<u>Total Actual Employer Contributions</u>	<u>Annual Required Contribution (ARC) <sup>(3)</sup></u>	<u>Percentage of ARC Dollars Contributed</u>
6/30/03	\$ 2,057.7	\$ 201.7	\$ 5.0	\$ 206.7	\$ 188.3	110%
6/30/04	2,115.4	207.3	5.3	212.6	218.8	97
6/30/05	2,208.7	230.4	5.8	236.2	236.7	100
6/30/06	2,343.5	244.4	6.4	250.8	238.1	105
6/30/07	2,421.0	252.8	6.7	259.5	235.4	110
6/30/08	2,578.9	269.2	4.1	273.3	251.4	109

- (1) Computed as the dollar amount of the actual PERSI employer contribution made as a percentage of payroll divided by the Actual PERSI contribution rate expressed as a percentage of payroll.
- (2) The actual PERSI employer contributions are expressed as a percentage of payroll. Employer contributions are made as a percentage of actual payroll in accordance with statute and the Board's Funding Policy. Thus, the actual employer contributions set by both statute and the Board's Funding Policy may differ from the computed ARC employer contribution rate for GASB disclosure purposes. Dollar amounts shown exclude additional receipts due to merger of retirement systems.
- (3) For PERSI employers, the Annual Required Contribution (ARC) is equal to the normal cost rate plus a 25-year amortization of any Unfunded Actuarial Accrued Liability or minus a 25-year amortization of any Funding Reserve amount. The ARC determined as of the valuation date is assumed applicable for employers commencing October 1 of the calendar year following the valuation date. For Optional Retirement Plan (ORP) employers, the ARC is equal to 1.49% of salaries of university members in the ORP until 2025 and 3.83% of salaries of junior college members in the ORP until 2011.

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**EXHIBIT 8: SCHEDULE OF CONTRIBUTIONS FROM THE EMPLOYER EXPRESSED AS A PERCENTAGE OF PAYROLL**

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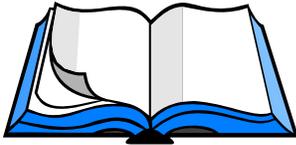
Fiscal Year Ending	Actual PERSI Employer Contribution % <sup>(1)</sup>	Annual Required Contribution (ARC) % <sup>(2)</sup>	Percentage of ARC Contributed
6/30/03	9.80%	8.910%	110%
6/30/04	9.80	10.093	97
6/30/05	10.43	10.453	100
6/30/06	10.43	9.885	105
6/30/07	10.44	9.448	110
6/30/08	10.44	9.588 <sup>(3)</sup>	109

- (1) *The actual PERSI employer contributions are expressed as a percentage of payroll. Employer contributions are made as a percentage of actual payroll in accordance with statute and the Board's Funding Policy. Thus, the actual employer contributions set by both statute and the Board's Funding Policy may differ from the computed ARC employer contribution rate for GASB disclosure purposes. Dollar amounts shown exclude additional receipts due to merger of retirement systems.*
- (2) *For PERSI employers, the Annual Required Contribution (ARC) is equal to the normal cost rate plus a 25-year amortization of any Unfunded Actuarial Accrued Liability or minus a 25-year amortization of any Funding Reserve amount. The ARC determined as of the valuation date is assumed applicable for employers commencing October 1 of the calendar year following the valuation date. For Optional Retirement Plan (ORP) employers, the ARC is equal to 1.49% of salaries of university members in the ORP until 2025 and 3.83% of salaries of junior college members in the ORP until 2011.*
- (3) *See Table C-5 of the valuation for further disclosures. The ARC of 9.588% for the PERSI fiscal year ending June 30, 2008 is based on three months at 9.37% as computed in the 2005 valuation and nine months at 9.66% as computed in the 2006 valuation.*

Public Employee Retirement  
System of Idaho

**EXHIBIT 9: PROVISIONS OF GOVERNING LAW**

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All actuarial calculations are based on our understanding of the statutes governing the Public Employee Retirement System of Idaho, as contained in Sections 59-1301 through 59-1399, inclusive, of the Idaho Code, with amendments effective through July 1, 2008. The benefit and contribution provisions of this law are summarized briefly below, along with corresponding references to the Idaho Code. This summary does not attempt to cover all the detailed provisions of the law. Only those benefits in effect through July 1, 2008 are considered in this valuation.

The items in parentheses are the provisions applicable to firefighters and police officers.

**Effective Date**

The effective date of the Retirement System was July 1, 1965.

**Member Contribution Rate**

The member contribution rate effective July 1, 2008 is 6.23% (7.65%) of salary.

This rate will remain in effect then until the employer contribution rate is changed, at which time the member contribution rate will be fixed at 60% (72%) of the employer contribution rate. For firefighters and police officers, the 72% adjustment is applied after reducing the employer rate by 0.10%, reflecting the 1993 changes in disability provisions for firefighters and police members and the 2003 addition of a \$100,000 death benefit for fire and police members who die in the line of duty. Member contributions have been “picked up” on a pre-tax basis by the employer since June 30, 1983. (Sections 59-1331 and 59-1332).

**Employer Contribution Rate**

The employer contribution rate is set by the Retirement Board (Section 59-1322).

**Service Retirement Allowance*****Eligibility***

Age 65 (60) with five years of service, including six months of membership service (Section 59-1341).

***Amount of Allowance***

For each year of credited service, the annual service retirement allowance is 2.0% (2.3%) of the highest 42-month average salary (Section 59-1342).

***Minimum Benefit***

\$60 (\$72) annual allowance for each year of service. The dollar amounts increase after 1974 according to the rate of cost of living increases in retirement allowances (Section 59-1342).

***Maximum Benefit***

In no case may a member's regular retirement benefit exceed the highest three-year average salary of the member (Section 59-1342).

***Normal Form***

Straight life retirement allowance plus any death benefit (Section 59-1351).

***Optional Form***

Actuarial equivalent of the normal form under the options available, according to the mortality and interest basis adopted by the Board (Section 59-1351).

**Early Retirement Allowance*****Eligibility***

Age 55 (50) with five years of service, including six months of membership service (contributing members only) (Section 59-1345).

***Amount of Allowance***

Full accrued service retirement allowance if age plus service equals 90 (80); otherwise, the accrued service retirement allowance, reduced by 3% for each of the first five years by which the early retirement date precedes the date the member would be eligible to receive the full accrued benefit, and by 5.75% for each additional year (Section 59-1346).

**Vested Retirement Allowance*****Eligibility***

Former contributing members with five years of membership service are entitled to receive benefits after attaining age 55 (50) (Section 59-1345).

***Amount of Allowance***

Same as early retirement allowance (Section 59-1345).

**Disability Retirement Allowance*****Eligibility***

Five years of membership service. For a police officer or a firefighter hired after July 1, 1993 who is disabled from an occupational cause, there is no service requirement (Section 59-1352).

***Amount of Allowance***

Projected service retirement allowance based on accrued service plus service projected to age 65 (60) (latter limited to excess of 30 years over accrued service) less any amount payable under workers' compensation law (Section 59-1353).

***Normal Form***

Temporary annuity to age 65 (60) plus any death benefit. Service retirement allowance becomes payable at age 65 (60) (Section 59-1354).

**Death Benefits*****After Retirement***

Under the normal form of the retirement allowance, the excess, if any, of the member's accumulated contributions with interest at retirement over all payments received. Otherwise, payable according to the option elected (Section 59-1361).

***Before Retirement***

- A. An automatic joint and survivor option applied to the actuarial equivalent of the member's accrued service retirement allowance is paid to the surviving spouse of a member with at least five years of service who dies while:
  - i. contributing;
  - ii. not contributing, but eligible for benefits; or
  - iii. retired for disability
- B. If a member with at least five years of service has no spouse, a lump sum payment is made equal to twice the accumulated contributions with interest (Section 59-1361).
- C. If a member has less than five years of service, a lump sum payment is made equal to the accumulated contributions with interest (Section 59-1361).

Fire and police members are entitled to an additional \$100,000 payment if death occurs in the line of duty (Section 59-1361 A).

### **Withdrawal Benefits**

Accumulated contributions with interest (Section 59-1358). The interest rate is determined by the Board (Section 59-1301 (26)).

### **Postretirement Increases**

A 1% annual postretirement increase is effective March of each year. An additional postretirement increase of up to 5% each year may be authorized by the Board, subject to the approval of the Legislature, if it finds that the System's assets are no less in value than its actuarial liabilities, including those created by the additional increase. Increases are based on a cost-of-living factor reflecting the changes in the Consumer Price Index, subject to a maximum total increase of 6% in any year (Section 59-1355).

### **Gain Sharing**

Beginning in 2000, under Section 59-1309, Idaho Code, the Board may allocate all or a portion of "extraordinary gains" to active and retired members and employers as Gain Sharing.

Extraordinary gains are defined as the excess, if any, at the close of the fiscal year of the Assets over Actuarial Accrued Liabilities plus an amount necessary to absorb a one standard deviation market event without increasing contribution rates, as determined by the Board. Under the Board's current investment policy, assets in excess of a 113% funded ratio are considered extraordinary. The Board has the authority to rescind the Gain Sharing up to the date of distribution.