ACTUARIAL ANALYSIS OF RETIREE HEALTH BENEFITS

NOVATO UNIFIED SCHOOL DISTRICT

AS OF JULY 1, 2010

For Fiscal Years Ending
June 30, 2011 and 2012

Prepared by:
Steven T. Itelson
Fellow, Society of Actuaries
Member, American Academy of Actuaries

JULY 12, 2011

STEVEN T. ITELSON, F.S.A.
CONSULTING ACTUARY
1309 Diamond Street
San Francisco, CA 94131
(415) 648-8589
email: itelson@comcast.net

July 12, 2011

Novato Unified School District
1015 Seventh Street
Novato, CA 94945

Enclosed is my actuarial valuation of the retiree health program for District employees as of July 1, 2010. The report is based on assumptions stated in the appendix, and on data provided by the District's staff, which I have limited ability to verify. Summaries of the data are included in appendices.

The valuation results are also based on my understanding of the existing benefit design, which is summarized in Appendix F. Only the benefits paid by the District are included in the valuation.

On the basis of the foregoing, I certify that, to the best of my knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted principles and practices which are consistent with the applicable standards of practice of the Actuarial Standards Board. I am fully qualified to do this valuation based on standards of the Governmental Accounting Standards Board and the American Academy of Actuaries.

Sincerely,

Steven T. Itelson
Fellow, Society of Actuaries
Member, American Academy of Actuaries

Encl.

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SUMMARY OF ACTUARIAL ANALYSIS
OF RETIREE HEALTH PROGRAM

Novato Unified School District provides health insurance benefits to certain retirees. Certificated and Management/Confidential employees who retire after age 55 with 10 years of service receive $200 monthly. Classified employees need 15 years of service for the same benefit. Those with five or more years of District employment get a prorated amount, as do those who retire from less than full-time employment. District payment ends at age 65. Appendix F gives summaries of the provisions of the program by representation unit.

The Governmental Accounting Standards Board (GASB) published Statement Number 45 in 2004. GASB 45 sets rules for computing expenses for retiree health and welfare benefits. Expense (called Annual OPEB Cost or AOC) is determined similarly to the way it is for pensions. Working employees accrue a prorated share of the financial present value of the retiree benefits each year. This valuation is done to comply with GASB 45.

The District's expense on the GASB 45 basis for 2010-11 is $100,835. This represents 0.24% of covered payroll of $41,909,100. This amount is more than the expected benefits for the year 2010-11. The Actuarial Accrued Liability (AAL) is $823,300. The AAL is 0% funded since there are no reserves. The Unfunded Actuarial Accrued Liability is the same $823,300 which is 1.96% of payroll. These amounts will be disclosed on District financial statements.

There were changes in the PERS actuarial assumptions since the prior valuation of your plan. The effects of those changes were an increase in the AAL of $24,200 and an increase of $3,400 in the AOC.

There were 27 retirees and 497 employees included in this valuation. Employer-paid benefits are expected to be about $90,000 this year. The projection shows the number of retirees fluctuating between about 25 and 50 over time, with total benefits ranging from under $70,000 to over $100,000.

This actuarial valuation uses the rates of mortality, retirement, disability, and other withdrawal used by PERS and STRS in the valuations of your pension plans. However, the probabilities of termination have been multiplied by 2.0 at all age/service combinations for all representation units. Other assumptions used include 5% investment return and 3.5% annual growth in payroll. The $200 monthly benefit has not been assumed to increase in the future.

INTRODUCTION

This report gives the results of actuarial valuations of the District's Post-Employment Benefits Other than Pensions (OPEB).

No legal or accounting requirement to accrue expenses for a retiree health benefit plan using traditional pension methods existed until 2004, when the GASB issued Statements 43 and 45 for such rules in public agencies. GASB 43 requires actuarial reporting by the retiree health benefit trust fund, if there is one. GASB 45 requires that an employer's expense be determined using actuarial methods so that costs accrue over the employees' working lifetimes. More discussion of these accounting considerations is given in the next section and Appendix A (page 10).

This report summarizes the valuation of District's retiree health program to comply with GASB 45. The actuarial calculations are summarized in the Valuation Results section (page 5). The experience review section (page 8) gives the comparison of what was predicted to what occurred over the period between valuations. The participant data section summarizes information on employees and retirees (page 9).

Appendix A (page 10) is a glossary of actuarial terms used in this report. The actuarial assumptions and methods are shown in detail in Appendices B (page 12) and C (page 15). They include rates of retiree mortality and rates at which the employees leave the work-force for retirement, death, and other turnover. The "standard" PERS and STRS probabilities of termination have been used. PERS and STRS have changed assumptions since the District's last valuation.

Appendices D (page 18) and E (page 22) are distributions of the eligible employees and retirees. Appendix F (page 23) is a summary of benefit provisions. Only the retiree health benefits paid by District are included in the actuarial projections and the summary.

ACCOUNTING STANDARDS

Accounting rules for public employers are promulgated by the Governmental Accounting Standards Board (GASB). GASB Statement No. 45 on employer expense for post-employment benefits other than pensions (OPEB) was published in June 2004. GASB 45 sets the Annual OPEB Cost (AOC) as the expense.

The accounting rules require the AOC to be computed using one of six actuarial cost methods; the Projected Unit Credit method was used in this valuation. Actuarial methods allocate costs to time periods, with the Normal Cost being the portion of present value allocated to the current year and Actuarial Accrued Liability (AAL) the portion allocated to the past. The Annual Required Contribution (ARC) is the Normal Cost plus amortization of Unfunded AAL (UAAL, or the AAL less assets) over 30 years. The amortization is done as a level percentage of increasing payroll. This expense will be expressed in dollars and as a percentage of covered payroll. See Appendix A (page 10) for a glossary.

If an agency does not contribute the full ARC to a trust fund, the excess of ARC over contributions (including benefits paid) is to be shown in financial statements as a Net OPEB Obligation (NOO). After the first year, the Annual OPEB Cost consists of the ARC plus adjustments for interest and amortization of the NOO. Since the District's contributions have exceed the GASB 45 expense, the NOO is negative – it is an asset.

Public employers with more than 200 participants (employed plus retired) are required to have actuarial studies every two years to determine this expense. In the non-valuation years, the same percentage of wages as the prior valuation will be used for the ARC. All post-employment benefits other than pensions, such as retiree dental, vision and life insurance plans, are included. These rules should be discussed with the District's auditors.

VALUATION RESULTS

The District made no contributions to a Trust for years 2008-09 and 2009-10. Benefits paid of $121,000 for 2009-10 and $196,000 for the prior year are considered contributions for GASB 45. The expenses for these two years were $104,000 and $107,308. The difference of $(105,700) is the Net OPEB Obligation (NOO) shown in financial statements as of June 30, 2010. Since it is negative, the NOO is actually a balance sheet asset. Covered payroll is $41,909,100 for 2010-11

The Annual OPEB Cost for the year beginning July 1, 2010 is $100,835. This includes Normal Cost of $64,400 plus $37,100 to amortize the UAAL plus interest of $(5,285) on the NOO less $(4,620) for amortization of the NOO. The total of $100,835 is 0.24% of covered payroll; this is the Annual OPEB Cost for 2011-12. As of July 1, 2010 the UAAL is $823,300, which is 1.96% of covered payroll. The AAL is 0% funded. These results are items for disclosure under GASB Statement 45.

The results are as follows as of July 1, 2010:

Present Value Future Benefits		
Current Employees	1,114,400	
Current Retirees	138,200	
Total		1,252,600
Actuarial Accrued Liability		
Current Employees	685,100	
Current Retirees	138,200	
Total		823,300
Assets		0
Unfunded AAL		823,300
Amortization of Unfunded AAL		37,100
Normal Cost for Year		64,400
Total ARC end of year		101,500
Adjustments to ARC		-665
Annual OPEB Cost		100,835

Overall experience has been favorable since the last actuarial study. There were only 12 retirees with benefits during the past two years; about 40 were expected. This was a source of actuarial gain. The UAAL has decreased from $940,000 to $823,300. The expense (AOC) has decreased from $104,000 determined in the prior actuarial valuation.

The attached Table 1 is the 15-year projection of number of retirees, benefit payments and District expense. This projection presumes continuation of the pay-as-you-go financing method. The District will pay monthly benefits and show a Net OPEB Obligation (NOO) on yearend financial statements. At this time the NOO is negative $105,685 (a credit). The expense includes amortizing the NOO. The ARC is projected to rise 3.5% per year, the same rate at which covered payroll is assumed to rise.

The change in PERS assumptions had minor impact on Novato Unified expense. The new assumptions of greater longevity have minimal impact on your program because very little mortality occurs between retirement and age 65. The change in PERS assumptions raised the AOC by $3,400; it is $98,100 using the same assumptions as in 2008. The assumption change raised the AAL from $799,100 to the $823,300 shown on the prior page.

The number of retirees decreases over this projection because no future employees are included. There are also many employees near or at the eligible retirement ages who are projected to retire soon. The Table includes 27 current retirees plus 17 expected to retire with benefits in 2010-11. Annual benefits are projected to be $89,000 in 2010-11 and $106,000 the following year. As projected, the benefits will decrease to less than the expense and the NOO will become positive, exceeding $500,000 in 2024. All projections are re-done with biennial valuations.

This valuation using 5% interest is appropriate if the District will not fund the ARC, or will fund using an investment mix with minimal equity exposure.

Although the projections are shown for 15 years, they will be revised based on future actuarial valuations. These will be at least biennial per GASB requirements.

TABLE 1
Retiree Health Program for
Novato Unified School District
NOO is Net OPEB Obligation

Fiscal Yr Begin	Number Retirees	Annual Benefits	Annual OPEB Cost	NOO Year End
2010	44	89,000	106,000	-89,000
2011	50	106,000	110,000	-85,000
2012	48	102,000	114,000	-73,000
2013	46	101,000	118,000	-56,000
2014	47	101,000	122,000	-35,000
2015	48	104,000	127,000	-12,000
2016	41	92,000	131,000	27,000
2017	38	82,000	135,000	80,000
2018	36	78,000	140,000	142,000
2019	35	78,000	144,000	208,000
2020	36	81,000	147,000	274,000
2021	35	79,000	150,000	345,000
2022	33	76,000	153,000	422,000
2023	33	79,000	155,000	498,000
2024	28	66,000	156,000	588,000

EXPERIENCE REVIEW

The purpose of an experience review is to compare what happened to what was predicted. In the District's plan, the benefits are not related to premiums and there are no invested assets. Therefore there is no discussion of premium increase or investment performance.

Between the 2008 and 2010 valuations, there were no employee deaths or disability retirements. The actuarial assumptions predicted one death and two disability retirements. Using two times the PERS and STRS assumptions, 80 terminations are projected for the two years, including 57 for Certificated, 18 from Classified, and five from the Management group. The actual number terminating was 74, with 49 from the Certificated unit, 19 from Classified, and six from Management. The differences are not statistically significant. The current valuation is done using 200% of the PERS and STRS probabilities of termination.

The assumptions projected 40 service retirements for two years, including three from Management, 15 from Classified, and 22 from Certificated. The number of actual new retires receiving benefits was only 12. The number retiring who were not eligible for District benefits or who declined them was not noted.

There were no retiree deaths reported between valuations, and less than one was expected using the assumptions. Since benefits cease by age 65, both observed and actual deaths will remain low and differences between experience and assumptions will not be statistically significant.

PARTICIPANT DATA

Active Employees

A census of 497 active employees eligible for benefits as of July 1, 2010 was provided by the District. The average age is 48.4 and average service is 9.6 years. Distributions of these employees by age and service are in Appendix D. The application of the decrement rates in Appendices B (PERS members) and C (STRS members) projects the following for these current employees:

	Certificated Non-Mgmt	Classified Non-Mgmt	Management	Total
Service Retire	195	121	24	340
Disability Retire	5	3	1	9
Death	5	4	1	10
Other termination	112	20	6	138
Total	317	148	32	497

Many employees are projected to retire after age 65 and will therefore receive no retiree health benefits. The total number of retirees receiving benefits year-by-year is given in Table 1 in the Valuation Results section, where current retirees are included.

Retirees

A distribution of the 27 retirees by age and representation unit is given in Appendix E. The average age of current retirees is 62.6. The average monthly benefit was $196 as of July 1, 2010.

Appendix A

ACTUARIAL TERMINOLOGY

NORMAL COST represents the cost of the portion of an employee's benefit deemed to be earned in the current year. In pension plans such as the District's, a benefit is earned during each year of service. It is, therefore, relatively easy to visualize the Normal Cost as being the cost for each participant of the benefit earned in the current year. In a program such as a post-retirement health insurance plan, this cost cannot be easily related to a benefit formula. The Projected Unit Credit actuarial cost method has been used here. The Normal Cost is calculated so that the total value of a participant's benefit would be accrued in equal units over his total service to the expected retirement date. Thus, if an employee's total projected service to retirement was 30 years, 1/30th of the present value of the expected post-retirement benefits would be the Normal Cost. This would be the total annual cost over the long term if (1) the Normal Costs attributable to the past had been funded fully, and (2) experience matched what was assumed in all areas including investment return, premium increase, retirement, turnover, etc.

ACTUARIAL ACCRUED LIABILITY (AAL) for employees can be defined retrospectively or prospectively. It is the accumulation of past Normal Costs from date of hire to the valuation date for all current employees. Alternatively, it is the present value of all future benefits less the present value of future Normal Cost payments. For example, for an employee who would have 30 years of service at retirement and has worked 15 years already, it is 15/30 of the present value of expected post-retirement benefits. For retirees, the AAL equals the present value of future benefits. There are no future Normal Costs after retirement.

UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL) is the Actuarial Accrued Liability minus the actuarial value of plan assets. The UAAL is the present value of benefits attributed to the past which have not yet been funded. Amortization of the UAAL is a component of the District's expense.

AMORTIZATION PAYMENT The Unfunded Actuarial Accrued Liability is amortized over 30 years beginning with fiscal year 2008-09.There are 28 years remaining on this schedule as of July 1, 2010. Payments are set to rise 3.5% annually, which makes them level in relation to expected covered payroll.

ANNUAL REQUIRED CONTRIBUTION (ARC) consists of the Normal Cost plus the amortization of UAAL. It is the expense assigned to the current year, if the ARC has been paid each year since implementation of GASB 45. In years when an actuarial valuation is not done, the ARC is set to be the same percentage of that year's covered payroll as had been computed in the prior valuation. The ARC includes the benefits paid to current retirees.

NET OPEB OBLIGATION (NOO) occurs when an agency does not contribute the ARC to a trust fund. It equals the District contribution minus the Annual OPEB Cost. This represents the contribution shortfall – how much less than the ARC has been contributed since GASB 45 implementation. The District's contribution is the paid benefits and it has exceeded the GASB 45 expense for two years. Then the NOO is an asset not a liability and it is negative. As of June 30, 2010, the NOO was $(105,685).

ANNUAL OPEB COST (AOC) is the expense, for accounting purposes, to show on financial statements. It equals the ARC plus interest on the NOO minus the amortization of that NOO, using the same 28-year amortization as discussed above.

PAY-AS-YOU-GO is a way of financing benefits but it is <u>not</u> a funding method because no assets are accumulated. The cost allocated to each year is the actual benefits paid.

Appendix B

Actuarial Assumptions for Classified Employees

Actuarial Method: Projected Unit Credit

Investment return: 5.0% per year

General inflation: 3.5% per year

Covered payroll increases: 3.5% per year

Rates of death and disability for active employees
California PERS rates for School Employers from 2010 Experience Study.

	Males Rate (%)		Females Rate (%)	
Age	Death	Disability	Death	Disability
25	.05	.01	.03	.01
30	.05	.02	.04	.01
35	.07	.06	.05	.04
40	.09	.14	.06	.09
45	.12	.28	.09	.17
50	.18	.44	.13	.30
55	.26	.49	.18	.34
60	.40	.42	.27	.24
65	.61	.38	.42	.15
70	.91	.40	.65	.08

Rates of Retirement
Males and Females:
California PERS rates for School Employers from 2010 Experience Study

	Years of Service						
Age	5	10	15	20	25	30	35+
50	0.0050	0.0090	0.0130	0.0150	0.0150	0.0170	0.0190
51	0.0050	0.0100	0.0140	0.0170	0.0170	0.0190	0.0220
52	0.0060	0.0120	0.0170	0.0200	0.0200	0.0230	0.0260
53	0.0070	0.0140	0.0190	0.0230	0.0230	0.0260	0.0290
54	0.0120	0.0240	0.0330	0.0390	0.0400	0.0440	0.0500
55	0.0240	0.0480	0.0670	0.0790	0.0810	0.0900	0.1020
56	0.0200	0.0390	0.0550	0.0650	0.0670	0.0740	0.0830
57	0.0210	0.0420	0.0590	0.0700	0.0710	0.0790	0.0890
58	0.0250	0.0500	0.0700	0.0830	0.0850	0.0940	0.1060
59	0.0290	0.0570	0.0800	0.0950	0.0970	0.1070	0.1210
60	0.0370	0.0730	0.1020	0.1210	0.1240	0.1370	0.1540
61	0.0460	0.0900	0.1260	0.1490	0.1530	0.1690	0.1910
62	0.0760	0.1510	0.2120	0.2500	0.2560	0.2840	0.3200
63	0.0690	0.1360	0.1910	0.2250	0.2310	0.2560	0.2880
64	0.0670	0.1330	0.1850	0.2190	0.2240	0.2480	0.2800
65	0.0910	0.1800	0.2510	0.2970	0.3040	0.3370	0.3800
70	0.0660	0.1310	0.1830	0.2160	0.2220	0.2450	0.2760
75	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000

Rates of Withdrawal
Males and Females:
2.00 times California PERS rates for School Employers from 2010 Experience Study

	Service							
Age	0	5	10	15	20	25	30	35+
20	0.3460							
25	0.3254	0.0556						
30	0.3050	0.0498	0.0344					
35	0.2844	0.0442	0.0294	0.0230				
40	0.2638	0.0384	0.0244	0.0188	0.0146			
45	0.2434	0.0328	0.0196	0.0148	0.0110	0.0074		
50	0.2228	0.0270	0.0148	0.0106	0.0076	0.0046	0.0030	
55	0.2022	0.0214	0.0098	0.0064	0.0040	0.0050	0.0006	0.0004
60	0.1858	0.0156	0.0050	0.0022	0.0004	0.0004	0.0006	0.0004
65	0.1858	0.0146	0.0038	0.0014	0.0004	0.0004	0.0004	0.0004
70	0.1858	0.0134	0.0028	0.0006	0.0004	0.0004	0.0004	0.0004

Future Retirees Declining Coverage: 1%

Retiree Mortality Rates: California PERS 2010 Experience Study
Sample annual rates and life expectancies:

FEMALE RETIREES

Age	Life Expectancy (Years)			Rate of Mortality (%)		
	Service Retiree	Industrial Disability Retiree	Spouse	Service Retiree	Industrial Disability Retiree	Spouse
55	30.3	27.9	27.3	0 .24	0.55	0.47
60	25.7	23.8	23.0	0.43	0.80	0.72
65	21.3	19.8	18.9	0.78	1.18	1.07
70	17.3	16.0	15.0	1.24	1.72	1.68
75	13.5	12.5	11.5	2.07	2.66	3.08

MALE RETIREES

Age	Life Expectancy (Years)			Rate of Mortality (%)		
	Service Retiree	Industrial Disability Retiree	Spouse	Service Retiree	Industrial Disability Retiree	Spouse
55	27.3	25.8	30.3	0.47	0.56	0 .24
60	23.0	21.5	25.7	0.72	0.78	0.43
65	18.9	17.5	21.3	1.07	1.39	0.78
70	15.0	13.9	17.3	1.68	2.24	1.24
75	11.5	10.5	13.5	3.08	3.58	2.07

Note: **Life expectancy** is the average number of future years of life for those who have attained the specified age. For example, female service retirees age 65 will live for for an *average* of 21.3 more years. The **rates of mortality** are the percentages of the retirees at the specific age who die before reaching the next age. For example, 0.78% of female service retirees age 65 are assumed to die before reaching age 66.

Appendix C

Actuarial Assumptions for Employees in STRS

Actuarial Method: Projected Unit Credit

Investment return: 5% per year

General inflation: 3.5% per year

Covered payroll increases: 3.5% per year

Rates of death and disability for active employees
California STRS 2008 Experience Study

	Male Rates (%)		Female Rates (%)	
Age	Death	Disability	Death	Disability
25	.03	.02	.02	.02
30	.04	.03	.02	.03
35	.04	.05	.02	.06
40	.06	.08	.04	.09
45	.10	.11	.06	.11
50	.13	.16	.09	.22
55	.19	.21	.14	.28
60	.29		.22	
65	.53		.51	

Rates of Retirement
California STRS 2008 Experience Study

	Female Rates		Male Rates	
Age	Under 30 Years	30 + Years	Under 30 Years	30 + Years
55	4.50%	9.0%	2.70%	8.0%
56	3.15%	8.0%	1.80%	8.0%
57	3.15%	11.0%	1.80%	10.0%
58	4.05%	16.0%	2.70%	14.0%
59	5.40%	19.0%	4.50%	18.0%
60	9.00%	31.0%	6.30%	27.0%
61	9.00%	40.0%	6.30%	43.0%
62	10.80%	37.0%	10.80%	38.0%
63	16.20%	35.0%	11.70%	30.0%
64	13.50%	32.0%	10.80%	30.0%
65	14.40%	32.0%	13.50%	30.0%
66-69	13.50%	32.0%	10.80%	30.0%
70	100.0%	100.0%	100.0%	100.0%

Rates of Withdrawal:
2.00 times California STRS 2008 Experience Study

FEMALES

Age When Hired						
Years of Service	Under 25	25 - 29	30 - 34	35 - 39	40 - 44	45 & Over
0	30.60%	30.60%	30.60%	30.60%	30.60%	30.60%
5	11.00%	10.50%	9.00%	7.50%	6.50%	5.00%
10	4.50%	3.60%	3.20%	2.60%	2.60%	0.80%
15	2.00%	1.80%	1.80%	1.70%	1.60%	0.80%
20	1.00%	1.00%	1.00%	1.20%	0.80%	0.80%
25	0.68%	0.80%	0.80%	0.80%	0.80%	0.80%
30	0.60%	0.80%	0.80%	0.80%	0.80%	0.80%

MALES

Age When Hired						
Years of Service	Under 25	25 - 29	30 - 34	35 - 39	40 - 44	45 & Over
0	30.60%	30.60%	30.60%	30.60%	30.60%	36.00%
5	7.80%	7.20%	6.00%	6.00%	6.00%	6.00%
10	4.00%	4.00%	4.00%	4.00%	4.00%	2.00%
15	2.20%	2.20%	2.20%	2.20%	2.20%	0.60%
20	1.20%	1.20%	1.20%	1.20%	1.20%	0.50%
25	0.75%	1.00%	1.00%	1.00%	1.00%	0.50%
30	0.50%	0.50%	0.50%	0.50%	0.00%	0.50%

Future Retirees Declining Coverage: 1%

Retiree Mortality Rates: California STRS 2008 Experience Study
Annual rates of mortality and life expectancies:

MALE EMPLOYEES

	Life Expectancy (Years)			Rate of Mortality (%)		
Age	Service Retiree	Disability Retiree	Spouse	Service Retiree	Disability Retiree	Spouse
55	29.2	21.0	31.9	.21	2.50	.17
60	25.1	18.5	27.2	.36	2.50	.27
65	20.6	15.7	22.7	.68	2.50	.51
70	16.5	12.5	18.4	1.27	2.73	.97
75	12.7	934	14.4	2.38	4.69	1.67
80	9.4	6.8	10.8	4.36	8.05	3.26

FEMALE EMPLOYEES

	Life Expectancy (Years)			Rate of Mortality (%)		
Age	Service Retiree	Disability Retiree	Spouse	Service Retiree	Disability Retiree	Spouse
55	31.9	23.9	29.2	.17	2.00	.21
60	27.2	21.1	25.1	.27	2.00	.36
65	22.7	18.1	20.6	.51	2.00	.68
70	18.4	14.8	16.5	.97	2.07	1.27
75	14.4	11.5	12.7	1.67	3.41	2.38
80	10.8	8.6	9.4	3.26	5.63	4.36

These are STRS assumptions for current retirees, which have been used in this study for all retirees. Higher rates of mortality among disability retirees in their first three years of retirement have not been used herein.

APPENDIX D-1

Distribution of All Employees
By Age and Years of Service
as of July 1, 2010

Years of Service							
Age	Under 5	5 - 9	10 - 14	15 - 19	20 - 24	25 & Over	Total
Under 25	4						4
25 - 29	44	1					45
30 - 34	32	14	3				49
35 - 39	14	13	8				35
40 - 44	22	14	10	1			47
45 - 49	20	18	13	6	4		61
50 - 54	23	20	13	7	9	1	73
55 - 59	11	22	16	11	17	8	85
60 - 64	7	14	16	9	18	14	78
65 & Over	2	3	6	2	1	6	20
Total	179	119	85	36	49	29	497

There are 346 females and 151 males in this census. The average age is 48.4 and the average length of service is 9.6 years.

APPENDIX D-2

Distribution of Non-Management Certificated Employees
By Age and Years of Service
as of July 1, 2010

Years of Service							
Age	Under 5	5 - 9	10 - 14	15 - 19	20 - 24	25 & Over	Total
Under 25	2						2
25 - 29	41	1					42
30 - 34	29	11	2				42
35 - 39	12	10	8				30
40 - 44	16	8	9	1			34
45 - 49	14	11	8	4	4		41
50 - 54	8	10	7	4	5		34
55 - 59	5	10	8	5	9	5	42
60 - 64	4	4	11	3	9	8	39
65 - 69	2	1	3	2	1	1	10
70 & Over			1				1
Total	133	66	57	19	28	14	317

There are 230 females and 87 males in this census. The average age is 45.6 and the average service is 8.8 years.

APPENDIX D-3

Distribution of Non-Management Classified Employees
By Age and Years of Service
as of July 1, 2010

	Years of Service						
Age	Under 5	5 - 9	10 - 14	15 - 19	20 - 24	25 & Over	Total
Under 25	2						2
25 - 29	3						3
30 - 34	2	2	1				5
35 - 39	1	2					3
40 - 44	5	5	1				11
45 - 49	4	7	4	2			17
50 - 54	12	8	6	3	3	1	33
55 - 59	3	10	6	6	7	2	34
60 - 64	3	7	5	5	7	4	31
65 - 69		2	2			5	9
70 & Over							0
Total	35	43	25	16	17	12	148

There are 97 females and 51 males in this census. The average age is 53.4 and the average service is 11.2 years.

APPENDIX D-4

Distribution of Management/Confidential Employees
By Age and Years of Service
as of July 1, 2010

	Years of Service						
Age	Under 5	5 - 9	10 - 14	15 - 19	20 - 24	25 & Over	Total
Under 25							0
25 - 29							0
30 - 34	1	1					2
35 - 39	1	1					2
40 - 44	1	1					2
45 - 49	2		1				3
50 - 54	3	2			1		6
55 - 59	3	2	2		1	1	9
60 - 64		3		1	2	2	8
65 - 69							0
70 & Over							0
Total	11	10	3	1	4	3	32

This census includes 19 female and 13 male employees. The average age is 53.3 and the average service is 10.5 years.

APPENDIX E

Distribution of Current Retirees by
Employment Unit and Age
As of July 1, 2010

Age	Certificated	Classified	Mgmt/Conf	Total
Under 55				0
55 - 59	4			4
60 - 64	13	7	3	23
65 & Over				0
Total	17	7	3	27

There are 23 females and 4 males in this table. The average age is 62.6 and the average monthly benefit is $196.

APPENDIX F

Summary of Principal Provisions of Retiree Health Program
Novato Unified School District
Current Plan

	Certificated and Mgmt/Conf	Classified
Full Retirement Benefit		
Eligibility Age	55	55
Years of Service Required	10	15
Benefit Amount	Payment of one-party medical premiums, maximum $200	Payment of one-party medical premiums, maximum $200
Benefit Duration	Paid until earlier of age 65 or death	Paid until earlier of age 65 or death
Partial Retirement Benefit		
Eligibility Age	55	55
Years of Service Required	5	5
Benefit Amount	Amount of full benefit is pro-rated by years of service at retirement to 10	Amount of full benefit is pro-rated by years of service at retirement to 15
Benefit Duration	Paid until earlier of age 65 or death	Paid until earlier of age 65 or death
Disability Benefit	Same as full or partial benefit above	Same as full or partial benefit above
Pre-retirement Death Benefit	None	None
Post-retirement Death Benefit	None	None