

# TCS Total Compensation Systems, Inc.

April 22, 2020

Fernando Cubias  
Director of Budget & Finance  
Alvord Unified School District  
9 KPC Parkway  
Corona, CA 92879-7102

Dear Fernando,

This letter is our proposal for GASB 74/75 actuarial valuation services. GASB 74/75 dramatically change the way services are provided, resulting in changes to our contracting practices.

As you know, GASB 75 requirements can be met every second year by using a streamlined “roll-forward” valuation (unless circumstances require a full valuation). It is only viable for a roll-forward valuation to be performed by the same actuary that performed the original full valuation. For this reason, we are including in this proposal a second year roll-forward valuation. Alvord Unified School District can elect not to proceed with the second year “roll-forward” or can choose to have a full valuation in the second year at the fee shown below for a full valuation.

To confidently schedule existing clients, we are providing an incentive for clients who make a commitment in advance of the valuation date. To reserve a place in our schedule, please send the signed contract and non-refundable deposit of one-half of the full valuation fee by June 1, 2020. The deposit is non-refundable because of the preliminary work we do to streamline valuations, as well as to compensate for downtime of resources that could result from cancelled contracts. By reserving a spot, Alvord Unified School District not only guarantees a valuation slot, but is given priority over every client that didn’t reserve one. As a further incentive to reserve early, we are giving a 10% discount of the full valuation fee (i.e. excluding the meeting fee and ADC funding valuation fee) – as well as of the roll-forward valuation fee – to those who reserve a spot by June 1, 2020. That means that, to reserve a spot, we must receive the signed contract and a check for \$3,960 – i.e. one-half of 90% of \$8,800 – by June 1, 2020. The following table shows the new fees under GASB 74/75:

	<u>Full GASB 74/75</u>	<u>GASB 74/75 w/ 10% Discount</u>
Fee for Full Valuation	\$8,800	\$7,920
Roll-forward Valuation for 2 <sup>nd</sup> Year	\$4,400	\$3,960
ADC Funding Valuation Fee* (optional)	\$2,000	\$2,000
Meeting Fee* (optional)	\$1,900	\$1,900

\*Not subject to 10% discount

If you choose *NOT* to reserve a spot, we still hope to work with you on the GASB 74/75 valuation, though it will be at the full fee quoted above. Should you choose to proceed, attached is a one pager describing our information needs. Depending on your plan, we may need to request additional information.

Please let me know if you have any questions about the above or about retiree health benefits, in general. We would very much appreciate once again having the opportunity to work with Alvord Unified School District.

Sincerely,



Geoffrey L. Kischuk  
Actuary  
gkischuk@totcomp.com

encl.

## DATA NEEDED TO COMPLETE RETIREE HEALTH VALUATION:

### **BENEFIT DESCRIPTION DOCUMENTS**

To conduct a valuation, we need a full description of retiree health eligibility rules, extent of employer contributions, duration of coverage, etc. These are most commonly included in relevant sections of collective bargaining agreements, Board policies, etc. If you provide us with language from collective bargaining agreements, please also include a description of benefits provided to *non*-bargained employees (e.g. management, confidential, etc.)

### **DEMOGRAPHIC INFORMATION**

In addition, we need demographic information. Following are the data elements we need to perform the retiree health valuation. It is OK to send data for active employees and retirees separately *as long as the data is "as of" the same date*. If possible, the data should be sent via E-mail to [gkischuk@totcomp.com](mailto:gkischuk@totcomp.com), in a standard file format (e.g. ASCII text, Excel, DBF, Access, etc). We can arrange a secured transfer upon request. Please note that we recognize that all data is sensitive and confidential and we take steps to safeguard the privacy of that data.

#### Active Employees:

NOTE: Please include a record for all benefit eligible employees, whether they receive benefits or not; and whether they are eligible for retiree benefits or not. There is no need to include records for employees who are not eligible for health benefits as an active employee.

- SSN, Identification Number or other unique identifying information
- Date of Birth
- Sex
- Hire Date
- % FTE Indicator
- Employee Classification/Bargaining Unit
- Current rate of regular pay used to generate pension credits
- Frequency of above pay rate (e.g. hourly, monthly, annual, etc.)
- An indication of the medical plan and coverage level (i.e. employee only, employee + one, etc.)

#### Retired Employees:

NOTE: Please only include records for retirees who receive medical and/or dental benefits or indicate in the record whether and which benefits a retiree has. Retirees should be included even if they are intended to pay the entire cost of their benefits.

- SSN, Identification Number or other unique identifying information
- Date of Birth
- Sex
- Retirement Date (if available)
- Employee Classification/Bargaining Unit
- District Contributions for retiree health benefits or enrolled plan (if available)

### **MEDICAL COST INFORMATION**

If medical benefits are NOT provided through the CalPERS medical plan, please provide medical premium rates (including both employee and employer share) for active employees and also for retirees. If claim information is available, please provide the most recent 12 months of month by month claim data and month by month enrollment (by coverage type) for the most recent available 12 months. If there is an annual rate renewal calculation, please provide the most recent documentation.

### **MISCELLANEOUS**

If OPEB benefits are being funded through a trust, please provide the most recent trust asset statement.

## **TCS Actuarial Clients**

Following is a list of California public employers for which we have performed retiree health valuation services.

Acalanes Union High School District	Casitas Municipal Water District
Acton-Agua Dulce Unified School District	Castro Valley Sanitary District
Adelanto Elementary School District	Castroville Community Services District
Alameda County Office of Education	Central Elementary School District
Alameda County Waste Management Authority	Central Union School District
Alisal Union School District	Centralia Elementary School District
Allan Hancock Joint Community College District	Ceres Unified School District
Alpine Springs County Water District	Cerritos Community College District
Alta Loma School District	Chabot-Las Positas Community College District
Alvord Unified School District	Chaffey Community College District
Amador County Office of Education	Chaffey Joint Union High School District
Anderson Union High School District	Chatom Union School District
Antelope Valley College	Chino Valley Unified School District
Antelope Valley Mosquito & Vector Control District	Chualar Union School District
Antelope Valley Union High School District	Citrus Community College District
Antelope Valley-East Kern Water Agency	City College of San Francisco Bookstore
Apple Valley Unified School District	City of Arcata
Arcadia Unified School District	City of Auburn
Arcohe Union Elementary School District	City of Bell
Armona Union Elementary School District	City of Bellflower
Arrowbear Park County Water District	City of Blue Lake
Associated Students of San Jose State University	City of Buena Park
Atwater Elementary School District	City of Calabasas
Auburn Union Elementary School District	City of Canyon Lake
Baldy View Regional Occupation Program	City of Capitola
Banning Unified School District	City of Chino
Banta Elementary School District	City of Chino Hills
Barstow Community College District	City of Claremont
Bass Lake Joint Union Elementary School District	City of Colton
Bassett Unified School District	City of Covina
Bay Area Rapid Transit District	City of Elk Grove
Bear Valley Unified School District	City of Emeryville
Beaumont-Cherry Valley Recreation and Park District	City of Folsom
Belmont Redwood Shores School District	City of Fountain Valley
Berkeley Unified School District	City of Garden Grove
Big Bear City Airport	City of Imperial Beach
Big Bear City Community Services District	City of Industry
Blue Lake Union School District	City of Ione
Bonny Doon Union Elementary School District	City of Irwindale
Butte-Glenn Community College District	City of La Cañada Flintridge
Cabrillo College Foundation	City of La Puente
Cabrillo Community College District	City of Lafayette
Cachuma Operation and Maintenance Board	City of Lake Forest
Calistoga Joint Unified School District	City of Lakeport
Carmel Unified School District	City of Lawndale
Carmichael Water District	City of Loma Linda
Cascade Union Elementary School District	City of Los Alamitos

City of Manhattan Beach  
City of Menifee  
City of Mission Viejo  
City of Morro Bay  
City of Porterville  
City of Rancho Santa Margarita  
City of Rolling Hills  
City of San Clemente  
City of Scotts Valley  
City of Seal Beach  
City of Signal Hill  
City of Simi Valley -- General Unit  
City of Solvang  
City of Stanton  
Claremont Unified School District  
Cloverdale Unified School District  
Coachella Valley Mosquito and Vector Control District  
Coachella Valley Unified School District  
Coalinga Huron Joint Unified School District  
Coast Community College District  
Coastline Regional Occupational Program  
Coastside County Water District  
Coastside Fire Protection District  
College and Career Advantage  
College of Marin  
College of the Desert  
College of the Redwoods  
College of the Sequoias  
College of the Siskiyous  
Colusa County Office of Education  
Compton Community College District  
Compton Creek Mosquito Abatement District  
Conrad Hilton Foundation  
Contra Costa Community College District  
Contra Costa County Office of Education  
Copper Mountain Community College District  
Corcoran Joint Unified School District  
Corona-Norco Unified School District  
Cotati-Rohnert Park Unified School District  
Cottonwood Fire Protection District  
Cottonwood Union School District  
Crestline Sanitation District  
Cuesta College  
Culver City Unified School District  
Cutten Elementary School District  
Cypress Charter High School  
Cypress School District  
Davis Joint Unified School District  
Del Norte County Schools  
Del Paso Manor Water District

Delano Joint Union High School District  
Denair Unified School District  
Desert Center Unified School District  
Desert Health Care District  
Desert Sands Unified School District  
Diocese of San Bernardino  
Dixon Unified School District  
Dos Palos Oro Loma Joint Unified School District  
Downey Unified School District  
Duarte Unified School District  
Ducor Union Elementary School District  
Durham Unified School District  
East Whittier City School District  
Eastside Union School District  
El Camino Community College District  
El Dorado Hills County Water District  
El Dorado Irrigation District  
El Dorado Union High School District  
El Rancho Unified School District  
El Segundo Unified School District  
El Toro Water District  
Elk Grove Benefit Employee Retirement Trust  
Elk Grove Unified School District  
Emery Unified School District  
Escalon Unified School District  
Etiwanda School District  
Eureka City Schools  
Fairfax Elementary School District  
Fairfield-Suisun Sewer District  
Feather River Community College District  
Ferndale Unified School District  
Fieldbrook Elementary School District  
Fillmore Unified School District  
First 5 San Benito  
Folsom-Cordova Unified School District  
Fontana Unified School District  
Foothill-DeAnza Community College District  
Fortuna Union High School District  
Fountain Valley Elementary School District  
Fowler Unified School District  
Franklin Elementary School District  
Fremont Union High School District  
Freshwater School District  
Fresno County Superintendent of Schools  
Fruitvale Elementary School District  
Fullerton Elementary School District  
Fullerton Joint Union High School District  
Galt Joint Union Elementary School District  
Garfield School District  
Glendale Community College District

Glenn County Office of Education	Knights Ferry Elementary School District
Gold Coast Transit	La Habra City School District
Gold Oak Union Elementary School District	Lafayette School District
Goleta Water District	Laguna Beach Unified School District
Goleta West Sanitary District	Lake Hemet Municipal Water District
Great Basin Unified Air Pollution Control District	Lake Tahoe Community College District
Greater Anaheim Special Education Local Plan Area	Lakeside Fire Protection District
Greenfield Union Elementary School District	Lakeside Union Elementary School District
Grossmont-Cuyamaca Community College District	Lamont Elementary School District
Guadalupe Union Elementary School District	Lancaster School District
Guerneville Elementary School District	Las Lomas School District
Gustine Unified School District	Las Virgenes Municipal Water District
Hacienda La Puente Unified School District	Lassen Community College District
Happy Valley Union Elementary School District	Lassen County Office of Education
Hart Ransom Academic Charter School	Lassen Municipal Utility District
Hart Ransom Union Elementary School District	Lassen Union High School District
Hartnell Community College District	Laton Unified School District
Healdsburg Unified School District	Lawndale Elementary School District
Hemet Unified School District	Le Grand Union Elementary School District
Hi-Desert Water District	Lemoore Union Elementary School District
Hillsborough City School District	Lemoore Union High School District
Housing Authority of the City of Eureka	Liberty Union High School District
Housing Authority of the City of Los Angeles	Live Oak School District
Housing Authority of the County of San Joaquin	Live Oak Unified School District
Hughson Unified School District	Livingston Union School District
Humboldt Bay Harbor Recreation and Conservation District	Lodi Unified School District
Humboldt County Office of Education	Loleta Union Elementary School District
Humboldt State University Center	Long Beach City College
Humboldt Transit Authority	Loomis Union School District
Huntington Beach City Elementary School District	Los Alamitos Unified School District
Igo-Ono-Platina Union School District	Los Angeles County Law Library
Imperial Community College District	Los Angeles County West Vector & Vector-Borne Disease Control District
Indian Wells Valley Water District	Los Gatos-Saratoga Joint Union High School District
Ironhouse Sanitary District	Luther Burbank Elementary School District
Jacoby Creek School District	Magnolia School District
Jefferson School District	Mammoth Unified School District
Jefferson Union High School District	March Joint Powers Authority
John Swett Unified School District	Marin County Office of Education
Kaweah Delta Water Conservation District	Mark West Union School District
Kerman Unified School District	Martinez Unified School District
Kern Community College District	Marysville Joint Unified School District
Kern Council of Governments	McCabe Union Elementary School District
Kern County Law Library	McFarland Unified School District
Kernville Union School District	McKinleyville Community Services District
Kings County Office of Education	McKinleyville Union School District
Kings River Union Elementary School District	Meeks Bay Fire Protection District
Kings River-Hardwick Union School District	Mendocino-Lake Community College
Kingsburg Elementary Charter School District	Menlo Park City School District
Kit Carson Union Elementary School District	Merced Community College District

Merced County Office of Education  
Merced Union High School District  
Mid-Placer Public Schools Transportation Agency  
Millbrae School District  
Mission Union School District  
Mission Valley ROP  
Mono County Office of Education  
Monroe Elementary School District  
Montecito Sanitary District  
Montecito Water District  
Monterey Peninsula Community College District  
Monterey Peninsula Unified School District  
Monterey Regional Waste Management District  
Moraga School District  
Moreland School District  
Morongo Unified School District  
Mosquito & Vector Management District of Santa  
Barbara County  
Mount San Antonio Community College District  
Mount San Antonio Community College District  
Auxiliary  
Mount Shasta Union School District  
Mountain View Elementary School District  
Mountain View Los Altos Union High School District  
Mt. San Jacinto Community College District  
Municipalities, Colleges and Schools Insurance Group  
Murrieta Valley Unified School District  
Napa County Office of Education  
Nevada Joint Union High School District  
New Hope Elementary School District  
New Jerusalem Elementary School District  
Newman Crows Landing Unified School District  
North Coast Unified Air Quality Management District  
North County Fire Protection District of San Diego  
County  
North Monterey County Unified School District  
North of the River Municipal Water District  
North Orange County Community College District  
North Orange County Regional Occupational Program  
North Tahoe Fire Protection District  
Northwest Mosquito and Vector Control District  
Norwalk La Mirada Unified School District  
Novato Unified School District  
Oakdale Joint Unified School District  
Oakley Union Elementary School District  
Ocean View School District  
Oceanside Unified School District  
Ohlone Community College District  
Ojai Valley Sanitary District  
Old Adobe Union School District  
Ontario Montclair School District Board of Trustees  
Orange Center School District  
Orange County Superintendent of Schools  
Orange Unified School District  
Orcutt Academy Charter  
Orcutt Union School District  
Oroville Union High School District  
Oxnard School District  
Pacheco Union School District  
Pacific Grove Unified School District  
Pacific Union School District  
Pacifica School District  
Pajaro Valley Unified School District  
Palermo Union Elementary School District  
Palm Springs Unified School District  
Palo Verde Community College District  
Palo Verde Unified School District  
Palomar Community College District  
Paradise Elementary School District  
Paradise Irrigation District  
Pasadena Area Community College District  
Patterson Joint Unified School District  
Peralta Community College District  
Perris Elementary School District  
Pico Water District  
Piedmont Unified School District  
Pioneer Union School District  
Placer County Office of Education  
Placer Hills Union School District  
Planada Elementary School District  
Pleasant Valley School District  
Plumas County Community Development Commission  
Port of Hueneme - Oxnard Harbor District  
Porterville Unified School District  
Processing Tomato Advisory Board  
PSA2 Area Agency on Aging  
Public Employees Union, Local 1  
Rancho Santiago Community College District  
Ravenswood City Elementary School District  
Reclamation District No. 1000  
Reclamation District No. 900  
Redlands Unified School District  
Reef-Sunset Unified School District  
Rescue Fire Protection District  
Rim of the World Unified School District  
Rincon del Diablo Municipal Water District  
Rincon Valley Union School District  
Rio Dell Elementary School District  
Rio Hondo Community College District  
Ripon Unified School District

Riverbank Unified School District	Selma Kingsburg Fowler County Sanitation District
Riverdale Joint Unified School District	Sequoia Union High School District
Riverside Transit Agency	Shasta Regional Transportation Agency
Roberts Ferry Elementary School District	Shasta Tehama Trinity Joint Community College District
Robla School District	Shasta Union Elementary School District
Rocklin Unified School District	Shasta Union High School District
Rodeo-Hercules Fire Protection District	Shasta Union High School District Charter Schools
Romoland School District	Sierra Joint Community College District
Rosedale Union School District	Sierra Lakes County Water District
Roseland Elementary School District	Sierra Unified School District
Roseville City School District	Silicon Valley Clean Water
Ross School District	Silver Valley Unified School District
Ross Valley Elementary School District	Siskiyou County Office of Education
Rowland Unified School District	Siskiyou Union High School District
Rubidoux Community Services District	Solano County Community College District
Sacramento Suburban Water District	Solano County Office of Education
Saddleback Valley Unified School District	Soledad Unified School District
Salinas Union High School District	Sonoma Valley Unified School District
San Bernardino City Unified School District	South Bay Union School District
San Bernardino Community College District	South County Support Services Agency
San Bernardino County Superintendent of Schools	South Fork Union School District
San Bruno Park School District	South Monterey County Joint Union High School District
San Carlos School District	South Pasadena Unified School District
San Francisco Community College District	South San Francisco Unified School District
San Francisco Unified School District	South San Luis Obispo County Sanitation District
San Gabriel Valley Mosquito & Vector Control District	Southern California Library Cooperative
San Gabriel Valley Municipal Water District	Southern Humboldt Joint Unified School District
San Jacinto Unified School District	Southern Kern Unified School District
San Joaquin County Office of Education	Southern Trinity Joint Unified School District
San Joaquin Delta Community College District	Southwest Transportation Agency
San Juan Water District	Southwestern Community College District
San Lorenzo Unified School District	Squaw Valley Public Service District
San Lorenzo Valley Unified School District	Standard Elementary School District
San Marino Unified School District	Stanislaus County Office of Education
San Mateo County Community College District	Stanislaus Union School District
San Mateo County Office of Education	Steger Sanitary District
San Mateo County Schools Insurance Group	Stellar Charter School
San Mateo Union High School District	Successor Agency to the Redevelopment Agency of the
Santa Ana Unified School District	City and County of San Francisco dba San Francisco
Santa Barbara Community College District	Office of Community Investment and Infrastructure
Santa Barbara County Association of Governments	(OCII)
Santa Clarita Community College District	Sundale Union Elementary School District
Santa Cruz County Office of Education	Sunnyside Union Elementary School District
Santa Maria Public Airport District	Susanville Sanitary District
Santa Monica Community College District	Susanville School District
Santa Paula City Housing Authority	Sutter County Office of Education
Santa Rita Union School District	Sweetwater Authority
Savanna Elementary School District	Taft City School District
Scotia Union Elementary School District	Tahoe-Truckee Sanitation Agency
Scotts Valley Fire Protection District	Tahoe-Truckee Unified School District

TCS Miscellaneous  
Temple City Unified School District  
Town of Ross  
Tracy Joint Unified School District  
Trinidad Union School District  
Truckee Fire Protection District  
Truckee Sanitary District  
Trust for Retirees of Associated California Schools  
Turlock Unified School District  
Tustin Unified School District  
United Water Conservation District  
Upper San Gabriel Valley Municipal Water District  
Val Verde Unified School District  
Valley County Water District  
Valley Home Joint School District  
Valley Sanitary District  
Ventura County Community College District  
Ventura County Office of Education  
Victor Elementary School District  
Victor Valley Community College District  
Victor Valley Union High School District  
Victor Valley Wastewater Reclamation Authority  
Vineland Elementary School District  
Walnut Creek School District  
Wasco Union Elementary School District  
Washington Unified School District  
Washington Union School District  
Weed Union Elementary School District  
West Contra Costa Transportation Advisory Committee  
West Hills Community College District  
West Kern Community College District  
West Sonoma County Union High School District  
West Valley Mission Community College District  
Western Placer Unified School District  
Westwood Unified School District  
Wheatland School District  
Wheatland Union High School District  
Williams Unified School District  
Willits Unified School District  
Winters Joint Unified School District  
Winton School District  
Woodland Joint Unified School District  
Woodside Elementary School District  
Yolo County Office of Education  
Yosemite Community College District  
Yreka Union Elementary School District  
Yreka Union High School District  
Yuba Community College District  
Yuba County Office of Education  
Yucaipa-Calimesa Unified School District

## CONSULTING SERVICES AGREEMENT

This Agreement is entered into effective the 1st day of June, 2019 by and between Total Compensation Systems, Inc. ("Consultant"), a California corporation with principal offices located at 5655 Lindero Canyon Road, Suite 223, Westlake Village, California, 91362 and Alvord Unified School District ("Customer").

The following shall govern the provision of consulting services by Consultant to Customer.

1. Consulting Services. Consultant shall provide the consulting services described on Schedule 1 attached hereto.
2. Compensation to Consultant. Customer shall pay Consultant for the consulting services described on Schedule 1 attached hereto the compensation set forth on Schedule 2 attached hereto.
3. Term and Termination. (a) Term. This Agreement shall commence on the date first written above and shall continue in effect until December 31, 2020, or until all consulting services described on Schedule 1 have been performed, whichever occurs first, unless sooner terminated in accordance with the provisions of this Agreement. (b) Termination Without Cause. This agreement may be terminated at any time by either party upon sixty (60) days prior written notice to the other party. (c) Termination With Cause. Either party shall have the right to terminate this Agreement upon the failure of either party to observe any of the covenants and agreements required to be observed by it under this Agreement, and such failure continues for a period of thirty (30) days after written notice thereof. (d) Rights and Obligations after Termination. Termination of this agreement shall not relieve either party of any rights or obligations arising out of the Agreement prior to termination, with the exception that the amount of the final payment that shall be made by Customer shall be based solely upon the percentage of work that was completed by Consultant.
4. Customer Will Provide Information. Customer shall provide Consultant with the information necessary for Consultant to provide the consulting services described on Schedule 1 attached hereto.
5. Authorization to Acquire Information. Customer hereby authorizes Consultant to acquire the necessary information reasonably required by Consultant to provide the consulting services described on Schedule 1 attached hereto from any agency, agencies, source or sources.
6. Customer's Right to Provide Information. Customer represents and warrants to Consultant that it has the right to provide the information that will be given by Customer to Consultant, or which will be acquired by Consultant pursuant to paragraphs 4 and 5 above.
7. Limitation on Services. Customer understands that Customer retains sole authority and responsibility for the operation and design of all Customer's employee benefit plans.
8. Ownership of Systems and Materials. All systems, programs, operating instructions, forms and other documentation prepared by or for Consultant shall be and remain the property of Consultant. All data source documents provided by Customer shall remain the property of Customer.
9. Indemnification. (a) By Customer. Customer hereby agrees to defend and indemnify Consultant and hold Consultant harmless against any claims, injury, costs or damages (including actual attorneys' fees incurred) resulting from Customer's gross negligence or willful misconduct. (b) By Consultant. Consultant hereby agrees to defend and indemnify Customer and hold Customer harmless against any claims, injury, costs or damages (including actual attorneys' fees incurred) resulting from Consultant's gross negligence or willful misconduct.

10. General.

- a. Relationship of the Parties. The relationship between Consultant and Customer established by this Agreement is that of independent contractors. Consultant and Customer shall each conduct its respective business at its own initiative, responsibility, and expense, and shall have no authority to incur any obligations on behalf of the other.
- b. Force Majeure. No party shall have liability for damages or non-performance under this Agreement due to fire, explosion, strikes or labor disputes, water, acts of God, war, civil disturbances, acts of civil or military authorities or the public enemy, transportation, facilities, labor, fuel or energy shortages, or other causes beyond that party's control.
- c. Entire Agreement. This Agreement and the Schedules attached hereto contain the entire agreement between the parties and supersedes all previous agreements and proposals, oral or written, and all negotiations, conversations, or discussions between the parties related to the subject matter of this Agreement. This Agreement shall not be deemed or construed to be modified, amended, rescinded, canceled or waived in whole or in part, except by written amendment signed by both of the parties hereto.

11. Confidentiality. Consultant recognizes that its work will bring it into close contact with confidential information of Customer, including personal information about employees of Customer. Consultant agrees not to disclose anything that is the confidential information of Customer, or that is proprietary to Customer, including its software, its legacy applications, and its databases, to any third party.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth below.

"CONSULTANT"  
TOTAL COMPENSATION SYSTEMS, INC.

"CUSTOMER"  
ALVORD UNIFIED SCHOOL DISTRICT

Signed: 

Signed: \_\_\_\_\_

By: Geoffrey L. Kischuk

By: \_\_\_\_\_

Title: President

Title: \_\_\_\_\_

Date: April 22, 2020

Date: \_\_\_\_\_

## SCHEDULE 1

For the purposes of this Agreement, "consulting services" shall include the following services provided by Consultant to Customer:

Consulting reports including all actuarial information necessary for Customer to comply with the requirements of current GASB accounting standards 74/75 related to retiree health benefits for two years, including one full valuation and one "roll-forward" valuation. Study results will be separated between three employee classifications. Consultant will provide as many copies of the final reports as Customer shall reasonably request.

Services do not include Consultant's attendance at any meetings, unless requested by Customer at the fee shown in Schedule 2. Services also do not include a funding valuation unless requested by Customer at the fee shown in Schedule 2

## SCHEDULE 2

Customer shall pay Consultant for the retiree health valuation report based on the full valuation a total of \$8,800. One-half, or \$4,400 shall be due within 30 days of the commencement of work by Consultant. One-half, or \$4,400 shall be due within 30 days of the delivery by Consultant to Customer of the draft consulting report for the full valuation (or within 30 days of contract termination, if earlier). Customer shall also pay Consultant for the retiree valuation report based on the "roll-forward" valuation a total of \$4,400 within 30 days of the delivery by Consultant to Customer of the draft consulting report for the "roll-forward" valuation (or within 30 days of contract termination, if earlier)

If Consultant receives a non-refundable deposit from Customer of \$3,960 by June 1, 2020, all amounts shown above shall be reduced by 10%.

In addition to the above fees, Customer agrees to pay Consultant an all-inclusive fee of \$1,900 per meeting to attend meetings related to the consulting services. Customer shall pay such meeting fees within 30 days of the meeting. Also in addition, to all of the above fees, Customer will pay Consultant \$2,000 for each "funding valuation" requested by Customer. Neither the meeting fee nor the fee for a "funding valuation" shall be subject to the above discount or to any other discounts.