

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Early Retirement Incentive and Phased Retirement Programs
Date: July 6, 2001

Recommended Actions:

1. Approve continuation of the PHASED RETIREMENT PROGRAM as currently structured and the requirement of annual reports to the Board through June 30, 2007. The description of the current program is included in this memorandum as "Attachment A".
2. Discontinue the current Early Retirement Incentive Program (ERIP) and direct the institutions and Board Office –
 - to develop, for review and approval by the Board in November 2001, a single set of principles to guide Regent institutions in the development of any retirement incentive program which may be recommended in the future; and
 - to propose, no later than the Regent meeting in February 2002, an early retirement program for any institution requesting such a program effective July 1, 2002.The description of the current program is included in this Memorandum as "Attachment B".
3. Authorize each institutional head to exercise discretion as to whether faculty and staff who are qualified for participation in the current ERIP on June 30, 2002, may have two years after expiration of the program in which to request to participate.

Executive Summary:

The PHASED RETIREMENT PROGRAM was first approved by the Board in 1982 for faculty and professional and scientific staff. It allows faculty and staff to transition from work to retirement over a period of time. The Board approved a slightly different phased retirement program for Regent Merit System staff in 1984 consistent with the program for state merit system staff. The programs provide for reduction of appointment time over a maximum of a five-year period with full retirement not later than the end of the fifth year. Through June 30, 2000, 470 faculty and staff have participated in the program. The institutions feel that this program continues to be an effective management tool. The

program provides for incentives in pay and retirement contributions during the phasing period.

It is recommended that the existing phased retirement program, as described in Attachment A, be continued through June 30, 2007. Participation in the program continues to be at the discretion of the institution.

The EARLY RETIREMENT INCENTIVE PROGRAM (ERIP) was first approved by the Board in 1986 for faculty and professional and scientific staff to comply with legislation enacted by the General Assembly. Eligibility for participation in the program was extended to staff of the Regent Merit System effective July 1, 1990. The original program was set to expire on June 30, 1991. In order that the institutions and the Board Office could properly evaluate the use, costs and the benefits of the program and determine what effect, if any, changes in the Older Workers Benefit Protection Act had on the program, the Board approved a one-year extension of the original program through June 30, 1992. After review and evaluation by the Board Office and the institutions, the Board approved a modified program for a five-year period beginning July 1, 1992. The modified program changed the eligibility from a minimum age 57 and a maximum age of 63 with ten years of service to age 57 with 15 years of service. Changes were also made reducing the level of benefits provided under the program. In June 1996, the Board continued the program without change through June 30, 2002.

As of June 30, 2000, the last reporting period, 2,058 faculty and staff have participated in the ERIP since its inception.

Since 1998 there have been 662 regular retirees at the institutions. During the same period of time, there have been 580 employees approved for participation in the ERIP.

The ERIP provides incentives in retirement contributions and payment of health, dental and life insurance for approved participants in the program. As the ERIP currently exists, an institution is not to approve participation if it is not in the best interest of the institution. This has meant that the position will be eliminated at the faculty or staff member's retirement; that faculty or staff revitalization will be enhanced through replacement; or that significant savings will be achieved by replacing the faculty or staff member with a lower salaried individual. For these reasons, the Board has previously approved the ERIP with the direction and understanding that participation in the program is not an employee right, and is subject to institutional approval on a case-by-case basis.

Last month, at the June Board meeting, the Board heard from employee groups and university administrators concerning the operation of the ERIP. The University of Iowa (SUI) reported that it wanted to discontinue the ERIP. SUI reported that current low unemployment rates, the need to replace many of the employees who are approved for participation in the ERIP, and the highly competitive hiring environment for faculty and staff appear to have diminished

the role of the ERIP in meeting institutional management objectives. Iowa State University (ISU) reported it wished to continue the ERIP. ISU reported that the program facilitates faculty and staff reduction in an efficient and cost effective manner and contributes to faculty and staff vitality. The University of Northern Iowa (UNI) reported that its use of the ERIP was limited and that it was not a vehicle the administration needed at this time. UNI reported it was neutral about continuation of the ERIP.

SUI reported that its Funded Retirement and Insurance Committee (FRIC) recommended termination of the ERIP. FRIC concluded the ERIP did not meet the present needs of the University, and the ERIP structure may need to be modified because of changes in the Equal Employment Opportunity Commission's (EEOC) interpretation of such programs. ISU reported that its administrators, faculty, and staff strongly encouraged continuation of the ERIP in its present form as it meets the needs of the University for faculty and staff reduction, saves money, and is highly valued by faculty and staff. A group from UNI, known as Campus Voices, and representing various groups – including faculty, professional and scientific employees, AFSCME employees, and supervisory/confidential employees – reported that it had analyzed the ERIP and recommended that the program should be continued because it has aided in faculty and staff reduction, has been cost effective, and is effective in recruitment and retention of faculty and staff.

The Board Office has reviewed the written materials presented to the Board each time the ERIP and Phased Retirement Program were previously considered for renewal. These reviews support the conclusions that (1) the Board intended that participation in the programs be approved only when it was in the best interests of the institution and (2) approval of the programs did not confer a right to participate on any employee.

The Board Office also has undertaken a review of the retirement programs of the universities' peer institutions and has confirmed the findings with institutional human resources administrators. Between one-third and one-half of the peer institutions offer a form of phased or early retirement incentive program. (Attachment C)

Analysis of the annual economic impact presented by the Regent institutions over the history of the ERIP indicates that, at every institution, money has been unencumbered for reallocation through operation of the ERIP. An analysis of funds made available for reallocation for fiscal years 1996 through 2000, the last year for which reporting is available, is contained in Attachment D. For these five years, the institutions reported \$41 million was made available for reallocation. Notwithstanding these findings, there is now a variance among the institutions regarding the usefulness of and need for the ERIP. The institutions appear to be taking more than one approach to the ERIP and there is some question as to the completeness of the formula used to determine the amount of funds available for reallocation. There are also changes in interpretation of the

the Board Office believes it is time to re-evaluate the purpose and operation of the Early Retirement Incentive Program.

The Board Office recommends –

1. the current regentwide ERIP be discontinued effective June 30, 2002;
2. employees who meet the threshold requirements for participation in the ERIP on June 30, 2002, be permitted to apply for participation in the ERIP through June 30, 2004, at the discretion of the appropriate institutional head;
3. the institutions and Board Office develop, for review and approval by the Board in November 2001, a single set of principles to guide Regent institutions in the development of any retirement incentive program which may be recommended in the future; and
4. each institution propose, no later than the Regent meeting in February 2002, any early retirement incentive program it wishes to have in place on July 1, 2002.

Background and Analysis:

PHASED RETIREMENT PROGRAM

The University of Iowa first requested approval of a phased retirement program in July 1981. The Board deferred action on the request in July 1981 and again in November 1981. The reasons for the deferrals were to allow time for additional review and discussion by the Board Office and the University of Iowa and allow time to determine the implications of such a program on the other Regent institutions. In December 1981, the Board approved the first phased retirement program for tenured faculty at the University of Iowa to be effective July 1, 1982 through June 30, 1987. The Board approved the request of the University of Iowa to extend the phased retirement program to professional and scientific staff in June 1982. Phased retirement programs for faculty and professional and scientific staff at Iowa State University were approved in July 1982 and at the University of Northern Iowa in July 1983. A similar program was approved for the faculty and professional and scientific staff at the special schools and the professional and scientific staff in the Board Office in June 1984.

In March 1987, the Board approved a modified phased retirement program, which was to expire on June 30, 1992. The modifications included reducing the age from 60 to 57, requiring full retirement at the end of the phasing period except that participants may continue on one-half-time until age 65, and reducing the initial phasing maximum from 80% to 75% of full-time employment. The Board made additional modifications in June 1996 and extended the program through June 30, 2002. These modifications included reducing the phasing maximum from 75% to 65% and requiring full retirement at the end of the five-year phasing period.

The Board approved participation of employees of the Regent Merit System in the phased retirement program effective July 1, 1984. The program was initially not made available to merit system staff due to the fact that this group of employees were covered by the State Merit Employment Act. The Office of the Attorney General subsequently advised the Board Office and a Governor's Task Force on Retirement Incentives that legislation should be sought in order to implement a phased retirement program for merit system staff. The Regents Committee on Efficiency and Cost Effectiveness and the Regents Merit System Advisory Committee made the same recommendation. HF 2473, which amended Iowa Code Chapter 70 (later changed to Chapter 70A), was passed during the 1984 legislative session and provided phased retirement to employees of the state merit systems. This program (Iowa Code §70A.30) established eligibility for phased retirement at age 60 with 20 years of service. In March of 1987, employees of the Regent Merit System were not included when the Board approved reducing the eligibility from age 60 to 57 due to the eligibility requirements in Iowa Code §70A.30.

The current program allows faculty and P&S staff with at least 15 years of service who are age 57 to enter phased retirement (age 60 and 20 years for employees of the Regent Merit System). The staff member may reduce from full-time to no more than a half-time appointment either directly or via a stepped schedule; however, an employee cannot hold a greater than 65% appointment. The maximum phasing period is five years with full retirement at the end of five years. Incentives include continuing life insurance, health insurance, and disability insurance at the same levels had the staff member continued on a full-time employment basis. Retirement contributions to TIAA-CREF are based on full-time salary. During the first four years, the salary will reflect the reduced appointment plus an additional 10% of the full-time salary. During the fifth year, the staff member will receive salary based upon the actual appointment, which cannot exceed 50%.

A total of 470 faculty and staff have participated in the phased retirement program since 1982. A total of 315 faculty and staff entered the program during the last ten years.

Participation in the phased retirement program, by category of employment, by year, and by institution, is reported in Attachment E for fiscal years 1996 through 2000, the last year for which reporting has been completed.

The institutions annually report the amount of funds released as a result of faculty electing the phased retirement program. For fiscal years 1996 through 2000, the last year for which reporting has been completed, the institutions report a total of \$12 million dollars in funds released for reallocation. Attachment F shows the released funds by institution, by year. Neither the special schools nor the Board Office had participants in the phased retirement program during this period.

The table which follows, taken from past annual reports to the Board, details the participation at the institutions in the phased retirement program during the last ten years.

Phased Retirements

| FY | SUI | | | | ISU | | | |
|------|---------|-----|-------|-------|---------|-----|-------|-------|
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total |
| 2000 | 18 | 6 | 1 | 25 | 17 | 1 | 1 | 19 |
| 1999 | 10 | 7 | 1 | 18 | 18 | 4 | 2 | 24 |
| 1998 | 12 | 2 | 1 | 15 | 16 | 0 | 0 | 16 |
| 1997 | 13 | 7 | 2 | 22 | 18 | 0 | 1 | 19 |
| 1996 | 7 | 3 | 0 | 10 | 4 | 3 | 1 | 8 |
| 1995 | 7 | 3 | 1 | 11 | 8 | 3 | 1 | 12 |
| 1994 | 4 | 2 | 0 | 6 | 11 | 1 | 0 | 12 |
| 1993 | 11 | 0 | 1 | 12 | 4 | 0 | 0 | 4 |
| 1992 | 2 | 0 | 0 | 2 | 6 | 1 | 1 | 8 |
| 1991 | 13 | 2 | 3 | 18 | 4 | 1 | 0 | 5 |
| FY | UNI | | | | TOTAL | | | |
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total |
| 2000 | 6 | 0 | 0 | 6 | 41 | 7 | 2 | 50 |
| 1999 | 6 | 0 | 0 | 6 | 34 | 11 | 3 | 48 |
| 1998 | 13 | 0 | 0 | 13 | 41 | 2 | 1 | 44 |
| 1997 | 4 | 0 | 0 | 4 | 35 | 7 | 3 | 45 |
| 1996 | 5 | 0 | 0 | 5 | 16 | 6 | 1 | 23 |
| 1995 | 2 | 1 | 0 | 3 | 17 | 7 | 2 | 26 |
| 1994 | 0 | 0 | 0 | 0 | 15 | 3 | 0 | 18 |
| 1993 | 2 | 0 | 0 | 2 | 17 | 0 | 1 | 18 |
| 1992 | 5 | 0 | 0 | 5 | 13 | 1 | 1 | 15 |
| 1991 | 4 | 0 | 1 | 5 | 21 | 3 | 4 | 28 |

EARLY RETIREMENT INCENTIVE PROGRAM

Legislation enacted in 1986 (SF 2242) provided an early retirement incentive program for state employees. This was a "window" program whereby eligible employees (age 62 with at least five years of service) had to state their intent to retire by July 31, 1986, and actually retire by October 31, 1986. A similar "window" program was made available to employees in the Regent Merit System. The Act also provided that the Board of Regents establish an early retirement incentive program for faculty and other staff. The Board subsequently approved the first early retirement program in June 1986. This program was in effect through June 30, 1992. The Board Office and the institution evaluated this first program and modification was recommended. The revised program was effective July 1, 1992, through June 30, 1997. The Board continued the program without change from July 1, 1997, through June 30, 2002.

In 1988, legislation was again enacted (HF 2415) providing for another "window" early retirement program for eligible state employees (age 62 with at least five

years of service). Again, a similar program was made available to staff in the Regent Merit System. Effective July 1, 1990, the Board approved extending the existing early retirement program to staff in the Regent Merit System.

In 1992, the General Assembly enacted legislation (HF 2454) authorizing a third "window" early retirement program for eligible state employees (age 59 with 20 years of service). Since all employees of the Board of Regents were eligible for the Board's early retirement program, they were not included in this state program.

Under the current program, an employee is eligible at age 57 with 15 years of service. Benefits include a paid-up life insurance policy of \$2,000 to \$4,000 equal to what the individual would have received if he/she had retired at the age of 65 and the employer share of health and dental insurance until Medicare eligibility. The employer pays both the employer and employee's retirement contribution for three years, and only the employer's contribution for another two years or until the participant is eligible for full Social Security benefits, whichever is first.

Attachment D shows summary information, for fiscal years 1996 through 2000, about participants in the ERIP, the cost of the incentives provided to participants, and the money made available for reallocation. The data show that the average age of participants is approximately 60, and that the average years of service is approximately 25. For fiscal years 1996 through 2000, the total cost of the incentives was \$23.1 million and the total funds made available for reallocation was \$41.1 million, net of the cost of incentives.

Since its inception, the institutions have reported that the ERIP has generated funds available for reallocation within each institution. For example, it was estimated in the annual reports for fiscal year 2000 that \$5.1 million would be available for reallocation at the institutions during the period the early retirees were in the program. The majority of these funds was due to the fact that faculty and staff were either not replaced or replaced at lower salaries. With the competitive recruiting environment in recent years, the institutions report it has been difficult to recruit highly skilled faculty and staff at lower salaries. The institutions report that salaries for replacements are often higher than those of the departing faculty or staff person. The University of Iowa reported that replacement faculty and staff often require start up packages that can be quite costly. The continuing benefit liability for the 218 employees who entered the ERIP in fiscal year 2000 is \$6.7 million. Participation in the program can be from one to eight years, depending upon the age at which an employee is approved for participation.

There is some question among the institutions as to the completeness of the formula which is used by the institutions to report the cost of incentives and the net funds available for reallocation. The recommendation of the Board Office

includes a review of this formula for reporting to the Board the economic impact of offering an early retirement incentive program.

Through June 30, 2000, a total of 2,058 faculty and staff have participated in the ERIP since it was first approved. A total of 1,679 employees entered the program during the last ten years.

The table which follows, taken from past annual reports, shows the participation at the institutions in the ERIP during the last ten years.

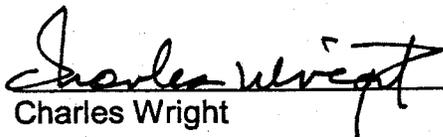
| FY | SUI | | | | ISU | | | | |
|------|---------|-----|-------|-------|--------------|---------|-------|-------|-------|
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total | |
| 2000 | 32 | 42 | 48 | 122 | 20 | 27 | 27 | 74 | |
| 1999 | 14 | 45 | 48 | 107 | 36 | 32 | 19 | 87 | |
| 1998 | 6 | 26 | 22 | 54 | 16 | 12 | 29 | 57 | |
| 1997 | 6 | 8 | 28 | 42 | 23 | 18 | 27 | 68 | |
| 1996 | 10 | 16 | 31 | 57 | 24 | 17 | 36 | 77 | |
| 1995 | 7 | 16 | 28 | 51 | 19 | 11 | 14 | 44 | |
| 1994 | 2 | 11 | 19 | 32 | 8 | 12 | 12 | 32 | |
| 1993 | 1 | 2 | 4 | 7 | 12 | 13 | 14 | 39 | |
| 1992 | 24 | 67 | 111 | 202 | 34 | 24 | 24 | 82 | |
| 1991 | 3 | 33 | 65 | 101 | 16 | 16 | 72 | 104 | |
| FY | UNI | | | | ISD | | | | |
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total | |
| 2000 | 11 | 0 | 9 | 20 | 1 | 0 | 0 | 1 | |
| 1999 | 16 | 1 | 5 | 22 | 0 | 0 | 0 | 0 | |
| 1998 | 16 | 6 | 9 | 31 | 0 | 1 | 0 | 1 | |
| 1997 | 8 | 1 | 7 | 16 | 3 | 0 | 0 | 3 | |
| 1996 | 3 | 1 | 3 | 7 | 0 | 0 | 2 | 2 | |
| 1995 | 4 | 0 | 6 | 10 | 0 | 1 | 3 | 4 | |
| 1994 | 2 | 2 | 2 | 6 | 1 | 0 | 3 | 4 | |
| 1993 | 1 | 1 | 0 | 2 | 1 | 0 | 3 | 4 | |
| 1992 | 19 | 5 | 13 | 37 | 1 | 0 | 0 | 1 | |
| 1991 | 13 | 7 | 25 | 45 | 4 | 0 | 6 | 10 | |
| FY | IBSSS | | | | Board Office | TOTAL | | | |
| | Faculty | P&S | Merit | Total | P&S | Faculty | P&S | Merit | Total |
| 2000 | 0 | 0 | 1 | 1 | 0 | 64 | 69 | 85 | 218 |
| 1999 | 0 | 0 | 0 | 0 | 0 | 66 | 78 | 72 | 216 |
| 1998 | 0 | 1 | 2 | 3 | 0 | 38 | 46 | 62 | 146 |
| 1997 | 0 | 0 | 0 | 0 | 0 | 40 | 27 | 62 | 129 |
| 1996 | 2 | 0 | 0 | 2 | 0 | 39 | 34 | 72 | 145 |
| 1995 | 0 | 0 | 3 | 3 | 1 | 30 | 29 | 54 | 113 |
| 1994 | 0 | 0 | 1 | 1 | 0 | 13 | 25 | 37 | 75 |
| 1993 | 0 | 0 | 0 | 0 | 0 | 15 | 16 | 21 | 52 |
| 1992 | 0 | 0 | 1 | 1 | 0 | 78 | 96 | 149 | 323 |
| 1991 | 1 | 0 | 1 | 2 | 0 | 37 | 56 | 169 | 262 |

While it is not possible to project how many people may request participation in either the ERIP or the Phased Retirement Program, it is possible to identify the maximum exposure of the institutions for the next several years. Attachment G provides the data on the number of employees aged 50 and above, employment category, at each of the Regent institutions. There were approximately 6500 employees aged 50 and above and approximately 1300 over age 60 on June 30, 2000, the last date for which an analysis is available. For fiscal year 2000, 50 staff were approved for participation in the Phased Retirement Program and 218 for participation in the ERIP. Also in fiscal year 2000 there were 166 regular retirements. Hence, in fiscal year 2000, of 385 staff who retired, 52 percent retired as participants of the ERIP and 48 percent retired without participation in the ERIP. As participants in the Phased Retirement Program are still employed, they are not included in the percentage calculation, above.

Data which would identify the number of staff who have requested to participate in the ERIP and the Phased Retirement Program is not centrally available for the whole population as requests are first handled at the departmental level and denials at the departmental level may not be known to the central administration.

Historically, the Board has approved extension of and changes in the ERIP and Phased Retirement Program twelve months prior to their expiration.

Approval of the recommended actions is requested.


Charles Wright

Approved: _____


Frank J. Stork

ATTACHMENT A

PHASED RETIREMENT PROGRAM

Eligibility: Faculty of Regent universities and the special schools and professional and scientific staff of the Regent institutions and Board Office who have attained the age of 57 with at least 15 years of service with the Board of Regents are eligible for participation in the phased retirement program. Merit system employees who have attained age 60 and have at least 20 years of service with the Board of Regents are eligible for participation.

Approval: At various levels within the institution, no right to enter a phased retirement agreement without approval by all officials as designated by the institutions is conferred by this policy. The Board of Regents will ratify entries into the phased retirement program as a part of the monthly Register of Personnel Changes.

Schedule of Phasing: A staff member may reduce from full-time to no more than a half-time appointment either directly or via a stepped schedule. At no time during the phasing period may an employee hold greater than a 65 percent appointment. The maximum phasing period will be five years with full retirement required at the end of the specified phasing period. Once phased retirement is initiated, employees may not return to full-time appointment.

Compensation: During the first four years of the phasing period, the salary received will reflect the reduced responsibilities plus an additional 10 percent of the budgeted salary, had the person worked full time. In the fifth year following the initiation of phased retirement, the staff member's appointment will be no greater than fifty percent, and the salary will be proportional to the budgeted salary had the person worked full-time.

Benefits: During the first four years of the phasing period, institution and staff member contributions will continue for life insurance, health insurance, and disability insurance at the same levels that would have prevailed had the staff member continued at a full-time appointment. Retirement contributions to TIAA/CREF will be based on the salary which would have obtained had the individual continued a full-time appointment. As mandated by law, FICA contributions will be based on the staff member's actual salary during the partial or pre-retirement period. The same is true for retirement contributions for those participating in the Iowa Public Employees Retirement System or Federal Civil Service System. Accrual of vacation and sick leave will be based on percentage of appointment.

Duration of Program: Subject to annual review, the program will expire on June 30, 2007, unless renewed by the Board prior to expiration.

ATTACHMENT B

EARLY RETIREMENT INCENTIVE PROGRAM

Eligibility: Faculty, professional and scientific and merit system staff members employed by the Board of Regents, who have attained the age of 57 and have 15 years of service with the Board of Regents are eligible for participation in the Retirement Incentives Program.

Approval: All requests for admission to the retirement incentives program must receive approval from the appropriate administrative offices of the institution by which they are employed. The program does not create a right for the employee and the request to enter the program may not be approved if it is not in the best interest of the institution.

Incentives:

Life Insurance – a paid-up life insurance policy of \$2,000 to \$4,000 equal to what the individual would have received if he/she had retired at the age of 65.

Retirement – The employer will pay the employer's and the employee's retirement contribution for three years and the employer's contribution only for another two years or until the participant is eligible for full Social Security benefits, whichever is first. The benefit is payable for a maximum of 5 years.

Health and Dental Insurance – The employer will pay its standard share for health and dental insurance until the employee is eligible for Medicare benefits. This contribution shall be equal to the amount contributed for an active employee in the same plan.

Alternative Plan Method: If the employer agrees, upon request from the participant, the employer's contributions for any of the benefit programs may be paid in lump sum equal to the present value of the benefit cost. The interest rate used in the calculation of the present value shall be determined annually by the Board.

Duration of Program: Subject to annual review, the program will expire on June 30, 2002, unless renewed by the Board prior to expiration.

Miscellaneous Information: Employees participating in the phased retirement program may transfer into the retirement incentives program with approval of the appropriate administrative offices of the institution for which they are employed. Eligibility for benefits will be reduced by one month for each month of participation in phased retirement.

ATTACHMENT C

Phased and Early Retirement Incentive Programs at Peer Institutions*

State University of Iowa

| Institution | Phased | Comment | Early | Comment |
|---|--------|--|-------|---|
| University of California, Los Angeles | No | | No | |
| University of Michigan, Ann Arbor | Yes | 1 year; individually negotiated | No | |
| University of North Carolina, Chapel Hill | Yes | Faculty only; 1-3 years; 50% time, 50% pay | No | |
| University of Wisconsin, Madison | No | | No | |
| University of Illinois, Urbana | No | | No | |
| University of Texas, Austin | No | | No | |
| University of Minnesota, Twin Cities | Yes | Faculty and some academics, only; 5 year maximum; pro rata pay | Yes | Faculty and some academics, only; one year lump sum salary |
| Ohio State University, Main Campus | No | | No | |
| Indiana University, Bloomington | No | | Yes | Academic and professional staff; Provides extra retirement fund contributions |
| University of Arizona | No | | No | Did in 1983, window. |

Iowa State University

| Institution | Phased | Comment | Early | Comment |
|--------------------------------------|--------|--|-------|---|
| University of California, Davis | No | | No | |
| University of Wisconsin, Madison | No | | No | |
| University of Illinois, Urbana | No | | No | |
| University of Minnesota, Twin Cities | Yes | Faculty and some academics, only; 5 year maximum; pro rate pay | Yes | Faculty and some academics, only; one year lump sum salary |
| North Carolina State University | No | | Yes | 3 different window programs; up to 25% of last year's salary as bonus; up to 5 years TIAA contribution; keep health insurance |
| Ohio State University, | No | | No | |

| | | | | |
|--------------------------------|-----|---|-----|---|
| Main Campus | | | | |
| Purdue University, Main Campus | Yes | Faculty, administrators, and some professional staff; up to 5 years | No | |
| Michigan State University | No | | No | Have had window programs in past; none contemplated |
| Texas A&M | No | | Yes | Salary pro rata; retirement contribution & in-surance as if full time |
| University of Arizona | No | | No | |

University of Northern Iowa

| Institution | Phased | Comment | Early | Comment |
|--|--------|--|-------|--|
| California State University, Fresno | Yes | Faculty and staff; 50% time, pro rata pay | No | Have had window programs in the past |
| University of Minnesota, Duluth | Yes | Faculty and some academics, only; 5 year maximum; pro rata pay | No | |
| Ohio University, Athens | Yes | Faculty may teach 1 class/yr, pro rata pay | Yes | Provides additional service credit |
| University of North Carolina, Greensboro | Yes | Tenured faculty only; half time service, pro rata pay | No | |
| University of North Texas | Yes | Tenured faculty only; pro rata pay | No | |
| Central Michigan University | No | | No | |
| Illinois State University | No | | No | |
| Northern Arizona University | No | | No | |
| University of Wisconsin, Eau Claire | No | | No | |
| Indiana State University, Terre Haute | No | | Yes | Window program; Faculty, administrators and professionals only |

* All peer programs require approval of university for participation and are not a right of the employee. All programs have length-of-service requirements.

EARLY RETIREMENT PROGRAM
Fiscal Year 1996 - Fiscal Year 2000

ATTACHMENT D

| | Fiscal Year 1996 | | | | | |
|--|------------------|-----------|---------|---------|--------|-----------|
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 57 | 77 | 7 | 2 | 2 | 145 |
| Average age | 60 | 61 | 60 | 59 | 61.5 | |
| Average length of service | 25 | 26.9 | 28 | 19.5 | 27 | |
| Average salary at retirement | 39,994 | 44,659 | 39,112 | 18,630 | 45,311 | |
| Average salary of replacement | 31,535 | 26,391 | 32,316 | 17,145 | 19,827 | |
| Number replaced at higher salary | 4 | 0 | 0 | 0 | 0 | 4 |
| Number replaced at same salary | 4 | 0 | 1 | 0 | 0 | 5 |
| Number replaced at lower salary | 49 | 56 | 5 | 2 | 1 | 113 |
| Number of searches underway | 0 | 0 | 0 | 0 | 0 | 0 |
| Number not replaced | 0 | 21 | 1 | 0 | 1 | 23 |
| Cost of continuing incentives | 1,426,712 | 2,152,202 | 183,161 | 34,289 | 19,827 | 3,816,191 |
| Estimated funds available for reallocation | 1,281,715 | 7,396,604 | 313,160 | (8,351) | 98,946 | 9,082,074 |
| | Fiscal Year 1997 | | | | | |
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 42 | 68 | 16 | 3 | 0 | 129 |
| Average age | 60 | 61 | 61 | 61 | - | |
| Average length of service | 22.4 | 25.8 | 27.4 | 29.7 | - | |
| Average salary at retirement | 33,930 | 46,311 | 42,825 | 49,117 | - | |
| Average salary of replacement | 26,252 | 41,576 | 37,739 | 28,848 | - | |
| Number replaced at higher salary | 1 | 0 | 5 | 0 | 0 | 6 |
| Number replaced at same salary | 6 | 4 | 0 | 0 | 0 | 10 |
| Number replaced at lower salary | 35 | 20 | 11 | 3 | 0 | 69 |
| Number of searches underway | 0 | 0 | 0 | 0 | 0 | 0 |
| Number not replaced | 0 | 44 | 0 | 0 | 0 | 44 |
| Cost of continuing incentives | 909,749 | 1,952,272 | 378,988 | 65,332 | - | 3,306,341 |
| Estimated funds available for reallocation | 413,366 | 6,695,809 | 119,015 | 153,842 | - | 7,382,032 |

EARLY RETIREMENT PROGRAM
Fiscal Year 1996 - Fiscal Year 2000

ATTACHMENT D

| | Fiscal Year 1998 | | | | | |
|--|------------------|-----------|-----------|--------|---------|------------|
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 54 | 57 | 31 | 1 | 3 | 146 |
| Average age | 60 | 61 | 60 | 62 | 62 | |
| Average length of service | 22 | 27 | 21.9 | 15 | 23.3 | |
| Average salary at retirement | 53,537 | 43,799 | 41,331 | - | 32,663 | |
| Average salary of replacement | 42,124 | 31,922 | 37,443 | - | - | |
| Number replaced at higher salary | 2 | 6 | 5 | 0 | 0 | 13 |
| Number replaced at same salary | 5 | 2 | 0 | 0 | 0 | 7 |
| Number replaced at lower salary | 47 | 27 | 19 | 1 | 0 | 94 |
| Number of searches underway | 0 | 0 | 0 | 0 | 0 | 0 |
| Number not replaced | 0 | 22 | 7 | 0 | 3 | 32 |
| Cost of continuing incentives | 595,428 | 1,222,637 | 925,311 | 36,409 | 27,127 | 2,806,912 |
| Estimated funds available for reallocation | 469,125 | 6,230,518 | 1,654,672 | 7,237 | 315,169 | 8,676,721 |
| | Fiscal Year 1999 | | | | | |
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 107 | 87 | 22 | 0 | 0 | 216 |
| Average age | 60 | 61 | 60 | 0 | 0 | |
| Average length of service | 24 | 28.4 | 26.3 | 0 | 0 | |
| Average salary at retirement | 46,439 | 57,307 | 52,294 | - | - | |
| Average salary of replacement | 32,799 | 48,809 | 35,055 | - | - | |
| Number replaced at higher salary | 8 | 9 | 3 | 0 | 0 | 20 |
| Number replaced at same salary | 4 | 3 | 0 | 0 | 0 | 7 |
| Number replaced at lower salary | 95 | 32 | 19 | 0 | 0 | 146 |
| Number of searches underway | 0 | 25 | 0 | 0 | 0 | 25 |
| Number not replaced | 0 | 18 | 0 | 0 | 0 | 18 |
| Cost of continuing incentives | 2,442,490 | 3,153,191 | 828,888 | - | - | 6,424,569 |
| Estimated funds available for reallocation | 3,979,315 | 5,941,613 | 878,254 | - | - | 10,799,182 |

EARLY RETIREMENT PROGRAM
Fiscal Year 1996 - Fiscal Year 2000

ATTACHMENT D

| | Fiscal Year 2000 | | | | | |
|--|------------------|------------|-----------|---------|---------|------------|
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 122 | 74 | 20 | 1 | 1 | 218 |
| Average age | 60 | 61 | 61 | 57 | 62 | |
| Average length of service | 25.3 | 25.8 | 26.7 | 29 | 15 | |
| Average salary at retirement | 50,839 | 48,045 | 48,884 | 64,901 | 17,968 | |
| Average salary of replacement | 40,588 | 36,600 | 42,109 | 39,953 | - | |
| Number replaced at higher salary | 17 | 8 | 4 | 0 | 0 | 29 |
| Number replaced at same salary | 3 | 1 | 0 | 0 | 0 | 4 |
| Number replaced at lower salary | 102 | 27 | 12 | 1 | 0 | 142 |
| Number of searches underway | 0 | 27 | 0 | 0 | 0 | 27 |
| Number not replaced | 0 | 11 | 4 | 0 | 1 | 16 |
| Cost of continuing incentives | 3,952,335 | 2,216,179 | 581,840 | 34,423 | 9,137 | 6,793,914 |
| Estimated funds available for reallocation | 2,501,189 | 1,817,344 | 690,117 | 77,850 | 31,407 | 5,117,907 |
| | Five-Year Totals | | | | | |
| | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Number of participants | 382 | 363 | 96 | 7 | 6 | 854 |
| Average age | | | | | | |
| Average length of service | | | | | | |
| Average salary at retirement | | | | | | |
| Average salary of replacement | | | | | | |
| Number replaced at higher salary | 32 | 23 | 17 | 0 | 0 | 72 |
| Number replaced at same salary | 22 | 10 | 1 | 0 | 0 | 33 |
| Number replaced at lower salary | 328 | 162 | 66 | 7 | 1 | 564 |
| Number of searches underway | 0 | 52 | 0 | 0 | 0 | 52 |
| Number not replaced | 0 | 116 | 12 | 0 | 5 | 133 |
| Cost of continuing incentives | 9,326,714 | 10,696,481 | 2,898,188 | 170,453 | 56,091 | 23,147,927 |
| Estimated funds available for reallocation | 8,644,710 | 28,081,888 | 3,655,218 | 230,578 | 445,522 | 41,057,916 |

ATTACHMENT E

PHASED RETIREMENT PROGRAM PARTICIPANTS
FISCAL YEAR 1995 - FISCAL YEAR 2000

| FY | SUI | | | | ISU | | | |
|-------|---------|-----|-------|-------|---------|-----|-------|-------|
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total |
| 2000 | 18 | 6 | 1 | 25 | 17 | 1 | 1 | 19 |
| 1999 | 10 | 7 | 1 | 18 | 18 | 4 | 2 | 24 |
| 1998 | 12 | 2 | 1 | 15 | 16 | 0 | 0 | 16 |
| 1997 | 13 | 7 | 2 | 22 | 18 | 0 | 1 | 19 |
| 1996 | 7 | 3 | 0 | 10 | 4 | 3 | 1 | 8 |
| TOTAL | 60 | 25 | 5 | 90 | 73 | 8 | 5 | 86 |

| FY | UNI | | | | REGENTS TOTAL | | | |
|-------|---------|-----|-------|-------|---------------|-----|-------|-------|
| | Faculty | P&S | Merit | Total | Faculty | P&S | Merit | Total |
| 2000 | 6 | 0 | 0 | 6 | 41 | 7 | 2 | 50 |
| 1999 | 6 | 0 | 0 | 6 | 34 | 11 | 3 | 48 |
| 1998 | 13 | 0 | 0 | 13 | 41 | 2 | 1 | 44 |
| 1997 | 4 | 0 | 0 | 4 | 35 | 7 | 3 | 45 |
| 1996 | 5 | 0 | 0 | 5 | 16 | 6 | 1 | 23 |
| TOTAL | 34 | 0 | 0 | 34 | 167 | 33 | 10 | 210 |

ATTACHMENT F

PHASED RETIREMENT
FISCAL YEAR 1996 -- FISCAL YEAR 2000

| Fiscal Year | University of Iowa | | | Iowa State University | | | University of Northern Iowa | | | Regent Totals | | |
|-------------|--------------------|-------------------|----------------|-----------------------|-------------------|----------------|-----------------------------|-------------------|----------------|------------------|-------------------|----------------|
| | New Participants | Incentive Amounts | Released Funds | New Participants | Incentive Amounts | Released Funds | New Participants | Incentive Amounts | Released Funds | New Participants | Incentive Amounts | Released Funds |
| 2000 | 25 | 762,830 | 1,677,020 | 19 | 481,647 | 1,407,531 | 6 | 153,252 | 262,633 | 50 | 1,397,729 | 3,347,184 |
| 1999 | 18 | 630,364 | 1,445,363 | 24 | 377,081 | 1,003,557 | 6 | 194,035 | 319,060 | 48 | 1,201,480 | 2,767,980 |
| 1998 | 15 | 531,635 | 1,112,345 | 16 | 301,176 | 852,383 | 13 | 137,063 | 474,898 | 44 | 969,874 | 2,439,626 |
| 1997 | 22 | 444,936 | 1,106,301 | 19 | 200,108 | 546,604 | 4 | 68,347 | 331,027 | 45 | 713,391 | 1,983,932 |
| 1996 | 10 | 317,063 | 655,748 | 8 | 200,616 | 511,269 | 5 | 63,315 | 235,675 | 23 | 580,994 | 1,402,692 |
| TOTALS | 90 | 2,686,828 | 5,996,777 | 86 | 1,560,628 | 4,321,344 | 34 | 616,012 | 1,623,293 | 210 | 4,863,468 | 11,941,414 |

Incentive Amounts -- the difference between the total compensation (salary and university fringe benefit contributions) under the PHASED RETIREMENT policy and the total compensation that would have been paid if the individual had reduced to the specified percentage of effort (e.g. 50%) without the special provisions of this policy.

Released Funds -- the difference between the total compensation received under the policy and the total compensation that would have been received if the individual had remained full time.

ATTACHMENT G

| UNIVERSITY OF IOWA - AGE DISTRIBUTION | | | | | | |
|---------------------------------------|---------|--------------------------|--------|----------------------|--------|------------------------|
| | FACULTY | | P&S | | MERIT | |
| Age | Number | Percent of Total Faculty | Number | Percent of Total P&S | Number | Percent of Total Merit |
| 50 | 90 | 4.4% | 165 | 3.0% | 159 | 3.1% |
| 51 | 61 | 3.0% | 159 | 2.9% | 164 | 3.2% |
| 52 | 64 | 3.1% | 159 | 2.9% | 129 | 2.5% |
| 53 | 66 | 3.2% | 167 | 3.1% | 160 | 3.1% |
| 54 | 49 | 2.4% | 105 | 1.9% | 124 | 2.4% |
| 55 | 52 | 2.5% | 98 | 1.8% | 105 | 2.0% |
| 56 | 60 | 2.9% | 84 | 1.5% | 104 | 2.0% |
| 57 | 61 | 3.0% | 95 | 1.8% | 124 | 2.4% |
| 58 | 44 | 2.2% | 70 | 1.3% | 93 | 1.8% |
| 59 | 42 | 2.1% | 54 | 1.0% | 74 | 1.4% |
| 60 | 34 | 1.7% | 32 | 0.6% | 65 | 1.3% |
| 61 | 40 | 2.0% | 36 | 0.7% | 59 | 1.1% |
| 62 | 45 | 2.2% | 32 | 0.6% | 53 | 1.0% |
| 63 | 25 | 1.2% | 16 | 0.3% | 30 | 0.6% |
| 64 | 30 | 1.5% | 9 | 0.2% | 31 | 0.6% |
| 65 | 24 | 1.2% | 23 | 0.4% | 23 | 0.4% |
| 66 | 21 | 1.0% | 4 | 0.1% | 17 | 0.3% |
| 67 | 11 | 0.5% | 1 | 0.0% | 15 | 0.3% |
| 68 | 8 | 0.4% | 2 | 0.0% | 8 | 0.2% |
| 69 | 16 | 0.8% | 1 | 0.0% | 4 | 0.1% |
| 70 | 7 | 0.3% | 4 | 0.1% | 6 | 0.12% |
| 71 | 4 | 0.2% | 0 | 0.0% | 2 | 0.04% |
| 72 | 8 | 0.4% | 1 | 0.0% | 1 | 0.02% |
| 73 | 6 | 0.3% | 0 | 0.0% | 0 | 0.00% |
| 74 | 1 | 0.0% | 1 | 0.0% | 0 | 0.00% |
| 75 | 3 | 0.1% | 0 | 0.0% | 0 | 0.00% |
| 76 | 1 | 0.0% | 1 | 0.0% | 1 | 0.0% |
| 77 | 0 | 0.0% | 1 | 0.0% | 0 | 0.0% |
| 78 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 79 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 80 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 81 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 82 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL 50 & OVER | 873 | 42.7% | 1320 | 24.3% | 1551 | 29.9% |
| TOTAL 55 & OVER | 543 | 26.5% | 565 | 10.4% | 815 | 15.7% |
| TOTAL 60 & OVER | 284 | 13.9% | 164 | 3.0% | 315 | 6.1% |
| TOTAL 65 & OVER | 110 | 5.4% | 39 | 0.7% | 77 | 1.5% |
| TOTAL 70 & OVER | 30 | 1.5% | 8 | 0.1% | 10 | 0.2% |
| GRAND TOTALS | 2046 | 100.0% | 5428 | 100.0% | 5193 | 100.0% |

ATTACHMENT G

| IOWA STATE UNIVERSITY - AGE DISTRIBUTION | | | | | | |
|--|---------|--------------------------|--------|----------------------|--------|------------------------|
| | FACULTY | | P&S | | MERIT | |
| Age | Number | Percent of Total Faculty | Number | Percent of Total P&S | Number | Percent of Total Merit |
| 50 | 61 | 4.1% | 75 | 3.7% | 80 | 3.9% |
| 51 | 45 | 3.0% | 74 | 3.6% | 78 | 3.8% |
| 52 | 48 | 3.2% | 64 | 3.1% | 82 | 4.0% |
| 53 | 66 | 4.4% | 67 | 3.3% | 73 | 3.6% |
| 54 | 45 | 3.0% | 49 | 2.4% | 52 | 2.5% |
| 55 | 43 | 2.9% | 40 | 2.0% | 46 | 2.2% |
| 56 | 56 | 3.7% | 43 | 2.1% | 57 | 2.8% |
| 57 | 46 | 3.1% | 37 | 1.8% | 46 | 2.2% |
| 58 | 42 | 2.8% | 30 | 1.5% | 37 | 1.8% |
| 59 | 49 | 3.3% | 21 | 1.0% | 47 | 2.3% |
| 60 | 36 | 2.4% | 15 | 0.7% | 33 | 1.6% |
| 61 | 36 | 2.4% | 9 | 0.4% | 26 | 1.3% |
| 62 | 24 | 1.6% | 16 | 0.8% | 22 | 1.1% |
| 63 | 21 | 1.4% | 7 | 0.3% | 17 | 0.8% |
| 64 | 19 | 1.3% | 10 | 0.5% | 17 | 0.8% |
| 65 | 17 | 1.1% | 7 | 0.3% | 7 | 0.3% |
| 66 | 18 | 1.2% | 2 | 0.1% | 8 | 0.4% |
| 67 | 10 | 0.7% | 1 | 0.0% | 2 | 0.1% |
| 68 | 5 | 0.3% | 0 | 0.00% | 2 | 0.1% |
| 69 | 6 | 0.4% | 1 | 0.0% | 4 | 0.2% |
| 70 | 2 | 0.1% | 0 | 0.00% | 2 | 0.1% |
| 71 | 5 | 0.3% | 1 | 0.0% | 2 | 0.1% |
| 72 | 1 | 0.1% | 0 | 0.0% | 0 | 0.00% |
| 73 | 2 | 0.1% | 0 | 0.0% | 1 | 0.0% |
| 74 | 3 | 0.2% | 0 | 0.00% | 2 | 0.1% |
| 75 | 6 | 0.4% | 0 | 0.0% | 0 | 0.00% |
| 76 | 2 | 0.1% | 0 | 0.0% | 0 | 0.00% |
| 77 | 1 | 0.1% | 0 | 0.0% | 1 | 0.05% |
| 78 | 0 | 0.0% | 0 | 0.0% | 1 | 0.05% |
| 79 | 0 | 0.0% | 0 | 0.0% | 0 | 0.00% |
| 80 | 0 | 0.0% | 0 | 0.0% | 0 | 0.00% |
| 81 | 0 | 0.0% | 0 | 0.0% | 0 | 0.00% |
| 82 | 0 | 0.0% | 0 | 0.0% | 1 | 0.05% |
| TOTAL 50 & OVER | 715 | 47.6% | 569 | 27.8% | 746 | 36.4% |
| TOTAL 55 & OVER | 450 | 30.0% | 240 | 11.7% | 381 | 18.6% |
| TOTAL 60 & OVER | 214 | 14.2% | 69 | 3.4% | 148 | 7.2% |
| TOTAL 65 & OVER | 78 | 5.2% | 12 | 0.6% | 33 | 1.6% |
| TOTAL 70 & OVER | 22 | 1.5% | 1 | 0.0% | 10 | 0.5% |
| GRAND TOTALS | 1502 | 100.0% | 2046 | 100.0% | 2052 | 100.0% |

ATTACHMENT G

| UNIVERSITY OF NORTHERN IOWA | | | | | | |
|-----------------------------|---------|--------------------------|--------|----------------------|--------|------------------------|
| | FACULTY | | P&S | | MERIT | |
| Age | Number | Percent of Total Faculty | Number | Percent of Total P&S | Number | Percent of Total Merit |
| 50 | 32 | 5.0% | 19 | 3.6% | 36 | 5.2% |
| 51 | 32 | 5.0% | 20 | 3.8% | 21 | 3.1% |
| 52 | 18 | 2.8% | 14 | 2.7% | 26 | 3.8% |
| 53 | 34 | 5.3% | 15 | 2.9% | 33 | 4.8% |
| 54 | 17 | 2.6% | 13 | 2.5% | 27 | 3.9% |
| 55 | 22 | 3.4% | 7 | 1.3% | 22 | 3.2% |
| 56 | 24 | 3.7% | 8 | 1.5% | 11 | 1.6% |
| 57 | 25 | 3.9% | 13 | 2.5% | 20 | 2.9% |
| 58 | 21 | 3.3% | 6 | 1.2% | 21 | 3.1% |
| 59 | 16 | 2.5% | 5 | 1.0% | 12 | 1.7% |
| 60 | 18 | 2.8% | 10 | 1.9% | 16 | 2.3% |
| 61 | 10 | 1.6% | 5 | 1.0% | 7 | 1.0% |
| 62 | 7 | 1.1% | 3 | 0.6% | 2 | 0.3% |
| 63 | 8 | 1.2% | 1 | 0.2% | 4 | 0.6% |
| 64 | 9 | 1.4% | 2 | 0.4% | 5 | 0.7% |
| 65 | 3 | 0.5% | 0 | 0.0% | 2 | 0.3% |
| 66 | 4 | 0.6% | 2 | 0.4% | 1 | 0.1% |
| 67 | 2 | 0.3% | 0 | 0.0% | 0 | 0.0% |
| 68 | 4 | 0.6% | 1 | 0.2% | 2 | 0.3% |
| 69 | 3 | 0.5% | 0 | 0.0% | 0 | 0.0% |
| 70 | 0 | 0.0% | 1 | 0.2% | 0 | 0.0% |
| 71 | 1 | 0.2% | 1 | 0.2% | 0 | 0.0% |
| 72 | 3 | 0.5% | 1 | 0.2% | 0 | 0.0% |
| 73 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 74 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 75 | 1 | 0.2% | 0 | 0.0% | 0 | 0.0% |
| 76 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 77 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 78 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 79 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 80 | 0 | 0.0% | 1 | 0.2% | 0 | 0.0% |
| 81 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 82 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL 50 & OVER | 314 | 48.8% | 148 | 28.4% | 268 | 39.0% |
| TOTAL 55 & OVER | 181 | 28.1% | 67 | 12.9% | 125 | 18.2% |
| TOTAL 60 & OVER | 73 | 11.4% | 28 | 5.4% | 39 | 5.7% |
| TOTAL 65 & OVER | 21 | 3.3% | 7 | 1.3% | 5 | 0.7% |
| TOTAL 70 & OVER | 5 | 0.8% | 4 | 0.8% | 0 | 0.0% |
| GRAND TOTALS | 643 | 100.0% | 521 | 100.0% | 687 | 100.0% |

