TODAY WE WILL COVER

- Best Retirement Date
- CalPERS Pension Options
- Benefits & Medicare
- Your Retirement Application
- Faculty Early Retirement (FERP)
- Questions
Things to consider when choosing the best retirement date
THINGS TO CONSIDER WHEN CHOOSING YOUR RETIREMENT DATE

Academic year faculty should refer to the academic calendar to determine their retirement date.

Summer Session

10W  05-31 thru 08-16
6W1  05-31 thru 07-06
6W2  07-07 thru 08-16

Your retirement date may be the last day summer session ends August 16, 2023.

Twelve-month faculty, after considering the benefit factor and age, can choose any desirable date.

The current academic year ends May 26, 2023. To continue benefits and earn service credit, your retirement date can be August 16th.

The 2023/2024 academic semester term begins August 17th. If you want to FERP during this academic year you must retire before the fall semester term begins.
THINGS TO CONSIDER WHEN CHOOSING YOUR RETIREMENT DATE

- **Benefit Factor** (formula)
- **Final Compensation** (highest 12mo consecutive salary earned)
- **Service Credit**

**Benefit Factor:**
Two percent at age 55 (2% @ 55), reaches the maximum at age 63 at 2.5%. If you are already age 63 or better, then a date based on age does not matter.
BENEFIT FACTOR EXAMPLES FOR 2% @ 55 FORMULA

- Age 55
- 20 years of service
- Using minimum benefit factor (2% @55):
  \[2 \times 20 = 40\%\]
  (highest 12 months consecutive salary earned)

- Age 63
- 28 years of service
- Using maximum benefit factor (2.5% @63):
  \[2.5 \times 28 = 70\%\]
  (highest 12 months consecutive salary earned)
THINGS TO CONSIDER WHEN CHOOSING YOUR RETIREMENT DATE

Highest 12-month compensation

- Next to consider in the formula is the highest 12-months of compensation. CalPERS looks back 12 consecutive months from the retirement date to capture the highest 12-months of compensation for 2% @ 55. Other formulas will either average or look back at 36 consecutive months.

- Finally look at and/or consider your Service Credit.
SICK LEAVE BALANCE

Your Sick leave balance is reported and converted into additional service credit. To know the conversion equivalency, take your sick leave balance (hours) and divide by 2,000;

Another method of converting hours is by dividing your total sick leave hours by 8 (total days) and multiply by .004

State Miscellaneous & Industrial Benefits
CALPERS PENSION
Your options & how they affect your monthly pension
CALPERS PENSION OPTIONS

Unmodified Allowance
Provides the highest “Monthly Amount”. There is no continuing monthly benefit “To Your Beneficiary” (may be different from your Survivor) and no return of unused member contributions upon your death.

Note, “To Your Survivor” a slight “Monthly Amount”, no reduction in members “Monthly Amount”.

Return of Remaining Contribution Option 1
Upon your death, provides a lump-sum payout of any remaining member contributions in your account to your named beneficiaries. This option does not provide your beneficiary an ongoing monthly benefit (see example below).

Note, “To Your Survivor” slight “Monthly Amount”, slight reduction in members “Monthly Amount”.

Your Retirement Benefits - Standard Options

<table>
<thead>
<tr>
<th>Option Type</th>
<th>Monthly Amount</th>
<th>For You if Beneficiary Dies Before You</th>
<th>To Your Beneficiary</th>
<th>To Your Survivor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unmodified Allowance</td>
<td>$5,581</td>
<td>N/A</td>
<td>No Monthly Benefit</td>
<td>$1,395</td>
</tr>
<tr>
<td>Return of Remaining Contributions</td>
<td>$5,549</td>
<td>N/A</td>
<td>No Monthly Benefit</td>
<td>$1,395</td>
</tr>
</tbody>
</table>
100 Percent Beneficiary Option 2
Provides 100 percent of the “Monthly Amount” to your named beneficiary upon your death (usually same as Survivor). Upon both your deaths (member & Survivor), a lump-sum payout of any remaining member contributions in your account will be paid to one or more named secondary beneficiaries. Note, Survivor receives same “Monthly Amount” (combined payments), reduction in members monthly benefit.

100 Percent Beneficiary with Benefit Allowance Increase Option 2W
Provides 100 percent of the “Monthly Amount” to your named beneficiary (usually same as Survivor) upon your death. If your beneficiary dies before you, or you have another qualifying event, such as a change in marital status, your “Monthly Amount” will increase to the Unmodified Allowance (slide 11). No lump-sum payout option. Note, Survivor receives same “Monthly Amount” (combined payments), reduction in members monthly benefit.
50 Percent Beneficiary Option 3

Provides 50 percent of the “Monthly Amount” to your named beneficiary upon your death (usually same as Survivor). Upon both your deaths (member & Survivor), a lump-sum payout of any remaining member contributions in your account will be paid to one or more named secondary beneficiaries. Note, Survivor receives half of your “Monthly Amount” (combined payments), reduction in members monthly benefit.

50 Percent Beneficiary with Benefit Allowance Increase Option 3W

Provides 50 percent of the “Monthly Amount” to your named beneficiary (usually same as Survivor) upon your death. If your beneficiary dies before you, or you have another qualifying event, such as a change in marital status, your “Monthly Amount” will increase to the Unmodified Allowance (slide 11). No lump-sum payout option. Note, Survivor receives half of your “Monthly Amount” (combined payments), reduction in members monthly benefit.
BENEFITS & MEDICARE
Your CalPERS health & dental plans continue into retirement. You can elect vision and enhanced dental and continue them by paying additional plan costs.

If Medicare eligible (age 65 or better), you must enroll in both Medicare A & B. Do not elect C (Medicare Advantage) or D (Prescription Drug plan).

Dental benefits continue into retirement at the Basic Level of coverage unless you are participating in the Faculty Early Retirement Program (FERP).

If you participate in the FERP program .5 time base each semester or 1.0 for one semester, vision will be paid for 1 year and enhanced dental continues monthly while you are FERPing.
Retiree CalPERS Health Benefits

Retiree Dental Benefits

Retiree Vision

Medicare Enrollment deferred until retirement and retirement is after age 65, you will have a Special Enrollment Period and to avoid penalty, we must complete the Request for Employment Information form from Social Security.

CONTRIBUTIONS TO THE 403(B) PLAN

If you plan to contribute to a Fidelity 403(b) account, your appointment must show as active in their system. Due to short time frames, we need to coordinate your semester appointment in both the PeopleSoft and Payroll systems and notify Chancellor’s Office to update Fidelity’s system.

So we can assist you, we request you do the following:

1. Two weeks before you return to FERP, email HR Benefits benefits@csusb.edu so we can begin the notifications.
2. By the 5th of September/February, log in to your Fidelity account. https://nb.fidelity.com/public/nb/calstate/home
3. Change your deduction amount by at least $1.00.
4. Review your next pay warrant to see if the deduction was successful. If not, notify HR Benefits.
YOUR RETIREMENT APPLICATION
Your retirement application through CalPERS no later than 90 days before your retirement date, and prior to your FERP start date.

You can apply for service retirement online using MyCalPERS at www.calpers.ca.gov or contact CalPERS directly by calling (888) 225-7377 (Cal-PERS). Please note this must be completed by the employee and cannot be submitted by CSUSB.

The regional office locations are:

San Bernardino Regional Office
6500 East Hospitality Lane, Suite 330
San Bernardino CA 91203

Glendale Regional Office
655 North Central Avenue, Suite 1400
Glendale CA 91203

Orange Regional Office
Orange Center Tower
500 N. State College Blvd., Suite 750
Orange CA 92868
YOUR RETIREMENT APPLICATION

My|CalPERS
https://my.calpers.ca.gov/web/ept/public/systemaccess/selectLoginType.html

Service Retirement Election Application

YouTube Your Retirement Options &
Online Application
https://www.youtube.com/watch?v=Fdc_vLoXwlo&t=605s
https://www.youtube.com/watch?v=Uwu80TXjnPc
RESOURCES

CalPERS 2023 Health Premiums – State Only

CalPERS 2023 Health Premiums – Out of State

Medicare B Premium
HR Benefits Team

Phone: (909) 537-5143
Email: benefits@csusb.edu
FACULTY EARLY RETIREMENT (FERP)
The Faculty Early Retirement Program (FERP), provides eligible, tenured retired faculty members an opportunity to earn income for a limited duration for post-retirement CSU employment.
The FERP retirement application deadline for the 2020/2021 academic year is **February 15, 2023.**

The period of employment are based on the needs of the department and must be approved by the Dept. Chair, the College Dean and the Provost.

The approved workload schedule should be attached to the FERP application.

The period of employment may be one semester at full-time or two semesters at half-time.

- FT/1.0 workload is 30 WTUs
- FT/1.0 FERP @ .50 time-base is 15 WTUs
- ½ workload is 7.5 WTU (Fall and Spring Semester) 7.5 x 2 semesters equals 15 WTUs

If your workload is 4 classes @ 3 WTU = This consists of 12 WTUs direct instruction and 3 indirect, totaling 15 WTU’s.

The current duration for FERP is a maximum of five years.

You may elect to keep up to 48 hours of sick leave into FERP.
FACULTY EARLY RETIREMENT (FERP) APPLICATION

INSTRUCTIONS: This form is to be used by any faculty who wishes to request participation in the Faculty Early Retirement Program (FERP) or to request a change in FERP status. (Consultation with your Department Chair and College Administrative Analyst (AA/SA) is recommended.)

Applicants are urged to read FAP Policy No. 625.7 (http://www.csusb.edu/FAP/Policy/FSDC-1-02/FEFP.pdf) as well as Article 26 of the Unit 3 Collective Bargaining Agreement prior to completing this application (http://www.cfahe.org/ www.csusb.edu/academic-affairs/retirement-faculty-early-retirement-program.html).

Name:
Department:
Signature:
Date:

PERIOD OF ANNUAL PARTICIPATION

EFFECTIVE DATE:

TERM
Full Semester
Spring Semester
TOTAL

TIME BASE
Select

SPECIAL NOTE: Full-Time workload is 30 WTLs per year. If a FERP time base would equal to 15 WTLs which is comprised of a mix of direct instructional activities and indirect activities.

Prior to the time of the service retirement and appointment in FERP, a participant may elect to carry over up to forty-eight (48) hours of sick leave into the FERP appointment if the participant elects to reduce his/her accumulated sick leave by that amount for service retirement credit.

NAME:

EEF 2011:

CHANGE PERIOD OF PARTICIPATION/TIMEBASE

EFFECTIVE DATE:

TERM
Full Semester
Spring Semester
TOTAL

TIME BASE
Select

LEAVE WITHOUT PAY
(For Personal Medical Reasons only)

END OF FERP PARTICIPATION

POLY:

1. I wish to end my FERP participation early.

Effective:

Name:

Department Chair Comments:

College Dean Comments:

VPAA’s Comments:

Name:

Department Chair’s Signature
Date

College Dean’s Signature
Date

VPAA’s Signature
Date

Name:

Vice President’s Signature
(please forward to Faculty Affairs and Development)
The Collective Bargaining Agreement (CBA) between the CSU and the California Faculty Association states that eligible tenured faculty members who have reached the age of 55 may participate in the FERP program.

However, this language predates the 2011 and 2013 changes to CalPERS retirement formulas. Faculty hired on or after January 1, 2011 are not eligible to enter FERP until they reach the age of their respective retirement formula (age 60 or 62).

Below is additional information about restrictions for those considering FERP who were hired on or after 1/1/2011.

These individuals are CalPERS members whose retirement formula is either 2% at age 60 (2011) or 2% at age 62 (2013).
CONVERSION OF CURRENT FERP FACULTY

AY 2020-21

• Full-time workload is 30 WTUs per year, at .5 FERP time base would equate to 15 WTUs which is comprised of a mix of direct instructional activities and indirect activities.

• 1.0 or 15 WTUs for one (1) semester term, or

• .50 (1/2) or 7.5 WTUs for each semester term

A FERP timebase reduction may be requested. If granted, the reduction shall continue for the remaining duration of FERP. This will impact your FERP benefits for dental and vision.

To work .50 each semester or 1.0 one semester, you must work (appointed) full-time (1.0) in the year preceding retirement. Per the CBA, the permissible "period of employment" shall refer to one (1) academic term not to exceed a total of ninety (90) workdays or fifty percent (50%) of the employee's regular time base in the year preceding retirement.
Faculty Affairs and Development, FERP program information -
https://www.csusb.edu/faculty-affairs-development/faculty-resources/ferp

Faculty Affairs and Development -
https://www.csusb.edu/faculty-affairs-development

- FERP application form:
  - AY
  - 12 Month

FERP checklist

CBA -
Article 29
FACULTY AFFAIRS
AND DEVELOPMENT

Phone: (909) 537-5029

Email: facultyaffairsanddevelopment@csusb.edu
THANK YOU!

Any questions?

HR Benefits Team  909-537-5143
Lisa White

Faculty Affairs and Development 909-537-5029
Winsome Laos