

## Membership Meeting Minutes on SRP Program - Supplemental Retirement Plan

[Link to Proposal](#)

Link to Meeting Recording Here - Not Available Yet

[Link to Slides Here](#)

### I. Introduction

A. Message from President Brad Davis included the following addition:

“In addition, the district will cover the cost of a Medicare Bridge Plan that will help provide eligible (55 years old and 10 years of service) retiring employees and their eligible spouse or domestic partner with continuing medical and dental coverage between the time of their retirement and their eligibility for Medicare.”

B. Will meet with the district with questions and concerns from members.

### II. Eligibility

A. A full-time, permanent faculty member,

B. Employed as of February 15, 2022,

C. At least 55 years old, and

i. This age as of June 30th, 2022.

D. 5 years of district service as of June, 30, 2022

i. Does time at PT faculty count towards those years? - Not sure.

ii. Sick leave and banked time will not count towards those years.

E. Must complete the 21-22 academic year.

i. Question - what if a faculty member is on banked load this semester?

F. Must resign by June 30, 2022.

i. Do not necessarily need to retire (STRS) at that time.

G. May not return as FT employee without forfeiting the benefit.

H. May work as Adjuncts (part-time) or in part-time short-term position, pending compliance with PERS/STRS regulations.

### III. Benefit

A. One time payment

i. 65% of Base Pay: Employees with 5-9.99 Years of District Service

ii. 70% of Base Pay: Employees with 10-14.99 Years of District Service

iii. 75% of Base Pay: Employees with 15-19.99 Years of District Service

iv. 80% of Base Pay: Employees with 20-24.99 Years of District Service

v. 85% of Base Pay: Employees with 25-29.99 Years of District Service

vi. 90% of Base Pay: Employees with 30+ Years of District Service

B. Questions

i. How is service calculated? What about time as a part-time faculty member? Medical leaves, partial leaves, etc?

ii. Is one year = one academic year?

iii. Will step advancements due in F22 be honored in base pay?

iv. Could banked load contribute to service years?

v. Confirm that base pay is step and column from the FT academic schedule.

#### IV. Payout options

- A. [PARS](#) is the administrator of the program.
- B. Lifetime, joint and survivor, lifetime with 10 year guarantee, fixed term payments from 5 to 15 years.
  - i. So as proposed this is *not a lump sum payment*.
  - ii. Question - would this be rollable into a 403B? Probably not? So the district is keeping the time value of the payment? Or will the participant be offered interest on the unpaid balance? That's not clear yet.

#### V. Timeline

- A. Board Approves Enrollment Window - February 15, 2022
- B. Enrollment Window Opens - March 1, 2022
- C. Employee May Submit Packet - April 16, 2022 - April 29, 2022
- D. Enrollment Window Closes - April 29, 2022
- E. Post Analysis Presented to Board - May 17, 2022
- F. District Announces Whether Plan Proceeds By - May 18, 2022
- G. Employees Resign/Retire from District Employment On or before - June 30, 2022
- H. Benefits Commence - August 1, 2022
  - i. Question - are negotiations scheduled with the district so people can make timely decisions? Answer - the union has a preliminary meeting scheduled to present this first round of questions.

#### VI. Bridge to Medicare

- A. Post 94 faculty do not have lifetime benefits.
- B. District has a lot of money set aside, more than is needed, to fund the benefits for pre-94 faculty.
- C. This bridge is eligible to retiring faculty, not just those who resign, until
- D. This benefit should be available for the next ten years, not just for those planning on retiring this year.
- E. Question - what if the member is medicare eligible - and therefore not eligible for the bridge - but their spouse or partner is not yet eligible?
- F. Question - do you still get your choice of any plan? What plan(s) is (are) provided?
- G. Question - what about coverage for dependents?
- H. In the past, if you retired before 65 the district allowed you to buy the benefits for healthcare yourself until medicaid eligibility (12K to 27K per year) and this is the cost the district is offering to pay.
- I. Question - Does eligibility include all part time or temporary employees?
- J. Question - will overload sick leave count towards service credit? - No! Can you use your overload sick leave first? CalSTRS isn't counting overload sick leave, but the contract suggests it might be usable for service credit.
- K. Question - Will we have enough time between the board decision to set up STRS/PERS?
- L. Question - What about scheduling for Fall? Is there enough time to plan for coverage in the Fall?
- M. Question - what about faculty members who want to teach (pt) after resigning.

N. Question - What about phase in? Can members who have committed to another retirement date change it to take advantage of the SRP? - Answer: Yes - it's much easier to move the retirement ahead than to move it out.