



Retirement Incentive Program

PERS Focused

Welcome

Today's Agenda will include...

- Retirement Incentive Program Overview
- Separation Process
- Lifetime Medical Eligibility
- CalPERS Retirement Date

Retirement Incentive

- We encourage you to contact your retirement system to inquire about your retirement date.
- Negotiated Agreements can be found here: <https://www.mtsac.edu/hr/collective-bargaining-agreements.html>
- The retirement incentive (“incentive”) provides eligible employees a one-time lump sum payment of \$20,000 pro-rated based on the employee's FTE, payable upon retirement from the District. The one-time lump sum payment will be issued on the next corresponding pay cycle following the date of retirement.
- Retire with the last day in paid status from July 1, 2023, through December 31, 2024 or last day of Spring 2024, Summer 2024, or Fall 2024 sessions.
- Board approval on April 10, 2024 and on May 8, 2024.
- Any unit member may revoke the Voluntary Retirement Separation Agreement should the Board not approve the incentive by May 31, 2024. Any retirement resignations not rescinded on or before May 31, 2024, shall be deemed official and irrevocable.

Retirement Incentive Eligibility

To be eligible for the retirement incentive, you must meet the following criteria:

- Be an active permanent employee

- Have five (5) or more years of service with the District by June 30, 2024

- Is eligible to retire under your affiliated retirement system (CalPERS or CalSTRS) as of your retirement date.*

*If you are not a part of either retirement system, you shall be considered to be eligible with five (5) or more years of service with the District and be at least age fifty-two (52) as of June 30, 2024.

Retirement Incentive Participation

- To participate in the program, you must sign and submit the attached Voluntary Retirement Separation Agreement no later than April 30, 2024.

Please read the agreement carefully. You are advised to consult with an attorney prior to signing this agreement.

- Agreements can be submitted here: [Voluntary Early Retirement Incentive Program Submission Form](#)

Retirement Incentive Participation

Employee ID Number (A#)

First Name *

Last Name *

Date of Birth *

Affiliated Employee Union or Meet-and-Confer Group *

Date of Retirement *

File Upload

Drag and drop files here or [browse files](#)

Send me a copy of my responses

Submit

Separation Process



We encourage you to contact your retirement system to inquire about your retirement date



Once you have your retirement date, complete the online Separation Form



The form will then be routed to your immediate manager, area VP, and President/CEO



An exit interview will be scheduled



Return all District property to Human Resources

Lifetime Medical Enrollment

Lifetime Medical Eligibility

If hired before 12/31/1995 – Employee plus spouse or registered/domestic partner are eligible for District paid medical benefits

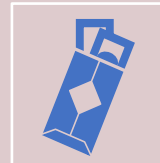
If hired after 1/1/1996 – Employee only is eligible for District paid medical benefits

Refer to the collective bargaining agreement or Meet and Confer for further details.

Lifetime Medical Eligibility, cont'd



At the time of retirement, employees will be eligible to elect or change medical, dental, and vision plans.



Employees currently opting out of medical coverage are eligible to enroll in the District's medical plan at the time of retirement as a qualifying life event.

SISC Medical, Vision and Dental Enrollment

Retirees are eligible to enroll in medical, vision and/or dental coverage.

If elected, retiree will be financially responsible and will be directly billed by the District for any out pocket premiums .

Invoices are generally mailed to address on file around the 15th of each month.

If at time of retirement, retiree declines coverage eligibility is lost for future enrollment.

If coverage is terminated, retiree will not be able to re-enroll in the plan.

CalPERS Medical Division



Eligibility



An employee may elect to enroll in or continue health coverage upon retirement.



Retire within 120 days from the date of separation from employment.



Receive a monthly retirement allowance.



Be eligible for health enrollment on the date of separation.



Must have retired from the State, California State University (CSU), or an agency that currently contracts with CalPERS for health benefits for their specific bargaining unit.

CalPERS Dental and Vision Coverage

Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their families who lose health benefits the right to continue group health benefits provided by their employer.

The retiree is eligible to enroll in COBRA for up to 18 months for dental and vision coverage.

Assembly Bill 528 (AB528) requires Districts to allow certificated employees who lose their eligibility to continue their health care coverage upon retirement to enroll in dental care benefit plans.

The retiree is also eligible to enroll in AB528 for dental coverage.

Retirees are financially responsible for COBRA and AB528 premiums.





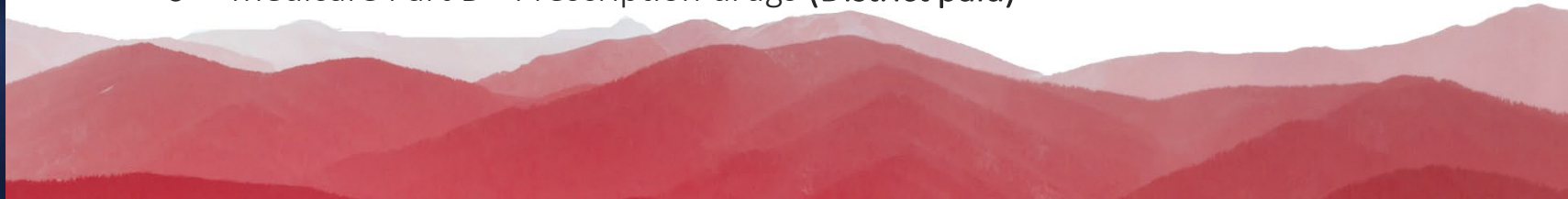
What is Medicare?

Medicare is a federal health insurance program regulated by the Center for Medicare and Medicaid Services (CMS). The Social Security Administration (SSA) oversees Medicare eligibility and enrollment.

Medicare is for individuals:

- Age 65 and older
- Under age 65 with certain disabilities
- With End-Stage Renal Disease (ESRD)

Medicare consists of four parts, each covering specific services:

- Medicare Part A - Hospital (**Free**)
 - Medicare Part B - Medical (**At your cost**)
 - Medicare Part C - Medicare Advantage or Part F - EGWP supplemental plans (**District paid**)
 - Medicare Part D - Prescription drugs (**District paid**)
- 

CalPERS Retirement Date

Last Day of Paid Status

vs.

CalPERS Service Retirement Date

- Final day on paid status as a Mt. SAC Employee
- Last day of service for CalPERS reporting

- Separated from service
- No longer employed
- CalPERS benefits begin – “CalPERS Retiree”

Examples for Retirement Incentive

| Last day on Paid Status | | Obtain an estimate for CalPERS Service Retirement |
|-------------------------|---|---|
| 6/30/2024 | → | 7/1/2024 |
| 12/30/2024 | → | 12/31/2024 |

CalPERS Service Retirement Date

- For Retirement Incentive, must fall within 7/1/2023 through 12/31/2024
- Consider a service retirement date on a “quarter birthday”
- CalPERS COLA for retirees begins on the second calendar year from service retirement date

CalPERS Sick Leave Conversion for Service Credit

- Unused sick leave is converted to additional service credit
- Reported to CalPERS by payroll the month **after** last paycheck is issued
- Must retire with CalPERS within 120 days of separation with employer

Obtain estimates to verify pension amount

- Register and log on to myCalPERS (my.calpers.ca.gov) –Use Retirement Calculator
- Retirement Allowance Estimate Request – 2 formal estimates within 12 months

Questions on the above information

- Review PUB 1 Planning your Service Retirement
- Consult with CalPERS at 1-888-CalPERS(1-888-225-7377)



Confirm your Last Day of Paid Status

- Must be **BEFORE** your CalPERS Service Retirement Date
- Final month of service is reported from the first of the month through this date (no service should be accrued once CalPERS benefits begin)

Last paycheck

- Final month of pay = First of the month through last day of paid status
- Last check still paid on regular pay cycle schedule (end of month)

CalPERS Retirement Application

- Employees must still file the service retirement date with CalPERS directly
- Consult with a CalPERS representative to review all information and post-retirement laws (i.e. 180 day waiting period after retirement date to)
- Become familiar with the **Service Retirement Election Application**
- CalPERS will accept an application for retirement no earlier than 120 days **prior** to your retirement date
- Apply online through myCalPERS or schedule in-person

CalPERS Resources/Links

my.calpers.ca.gov

<https://my.calpers.ca.gov/>

Using myCalPERS

<https://www.calpers.ca.gov/page/education-center/using-mycalpers>

How to Create a Retirement Estimate on myCalPERS

<https://www.calpers.ca.gov/docs/forms-publications/howto-create-retirement-estimate.pdf>

CalPERS: Planning Your Service Retirement (PUB 1)

<https://www.calpers.ca.gov/docs/forms-publications/planning-service-retirement.pdf>

CalPERS Service Retirement Election Application (Guide and Application) *submit 120 days prior to retirement date*

<https://www.calpers.ca.gov/docs/forms-publications/service-retirement-election-app.pdf>

Payroll Contacts

| Name | Title | Phone | | Area of Responsibility |
|--------------------------|-----------------------|----------------|--|--|
| Evelyn Ramirez | Fiscal Technician II | (909) 274-5555 | eramirez240@mtsac.edu | Process Payroll (Am - Az & B - G) |
| Amy Cheung | Fiscal Technician II | (909) 274-5553 | acheung@mtsac.edu | Process Payroll (H - O) |
| Lakshimi Fontecha | Fiscal Technician II | (909) 274-5523 | lfontecha@mtsac.edu | Process Payroll (P - Z & Aa - AL) |
| JenMay Anol | Retirement Specialist | (909) 274-5767 | janol@mtsac.edu | CalPERS/CalSTRS Reporting, SISC Health Insurance Billing for Retirees, and NBS Withdrawals |
| Kasteel Gumban | Coordinator, Payroll | (909) 274-4142 | kgumban@mtsac.edu | Payroll Processing and Auditing |
| (vacant) | Coordinator, Payroll | (909) 274-4516 | (vacant) | Payroll Processing and Garnishments |
| Richard Lee | Director, Payroll | (909) 274-5520 | rlee@mtsac.edu | Manages Payroll |

Contacts

JenMay Añol, Retirement Specialist (Retirement System Questions)

909-274-5767; janol@mtsac.edu

Daniel Lopez, HR Technician (Separation Process Questions)

909-274-5466; dlopez180@mtsac.edu

Melissa Aguirre, Benefits Specialist (Lifetime Medical Questions)

909-274-5419; gaguirre@mtsac.edu

CalPERS: California Public Employees' Retirement System

1-888-225-7377; www.calpers.ca.gov

SSA: Social Security Administration

1-800-772-1213; www.ssa.gov