The California State University ................................................................................................................ 55

Overview ........................................................................................................................................ 55

Retirement Programs ..................................................................................................................... 55

Membership Eligibility .................................................................................................................... 56

Membership Chart .......................................................................................................................... 57

Account Code Chart ....................................................................................................................... 58

Benefits .......................................................................................................................................... 59

CSU Retiree Dental ........................................................................................................................ 59

Faculty Programs — Early Retirement, Reduced Time Base and Leaves ....................................... 59

Faculty Early Retirement Program (FERP) .................................................................................... 59

Pre-Retirement Reduction in Time Base (PRTB) ........................................................................... 60

Sabbatical Leaves .......................................................................................................................... 60

Difference in Pay (DIP) Leaves ...................................................................................................... 60

Contacts ......................................................................................................................................... 61

The information provided in this publication is for your convenience and reference as a general guide only and cannot be relied upon as an authoritative source for the law, practices, or policies of CalPERS. While CalPERS tries to include only accurate, timely and complete information in its publications, summaries, guidelines and other advisory printed materials, sometimes information provided in printed materials may be or become inaccurate, untimely, incomplete, unclear or misleading. In all instances, the law then in effect, not this publication, controls the application of the Public Employees’ Retirement Law. It is the reader's responsibility to independently verify the accuracy of the information contained in this publication before engaging in a course of action.
OVERVIEW
The California State University (CSU) is comprised of 23 campuses and the Office of the Chancellor, which is the administrative headquarters for the CSU system. Responsibility for the CSU is vested in the Board of Trustees, whose members are appointed by the Governor. The Trustees appoint the Chancellor, who is the chief executive officer of the system, and the Presidents, who are the chief executive officers on the respective campuses. The CSU employs over 45,000 faculty and staff.

Please note that while the CSU is considered a state agency, it is not part of the civil service structure and, as a result, is not covered by the rules and regulations of the California Department of Human Resources. Generally, the CSU is governed by different Government Code sections than civil service, in addition to the Education Code and Title 5 regulations. The Office of the Chancellor is responsible for developing policy governing the CSU.

Under the purview of the Higher Education Employer - Employee Relations Act (HEERA), CSU employees are designated into the following employee categories: Executive (E98), Management Personnel Plan (MPP) (M80), Confidential (C99), Excluded (E99) employees and ten (10) separate collective bargaining units (R01-R10). These collective bargaining units are separate and distinct from the unions representing civil service employees. A list of the current unions and their agents is provided.

RETIREMENT PROGRAMS
Eligible CSU employees participate in one of six CalPERS retirement programs:

1. Peace Officer/Firefighter (POFF) 3% @ 50
   Effective January 1, 2002, covered eligible active Management Personnel Plan (MPP) public safety employees and public safety employees covered by the CSU - State University Police Association (SUPA – Unit 8) agreement who were hired by the State prior to July 1, 2011. Refer to the State Safety Benefits publication for retirement program information covering CSU public safety employees. Those safety members who were inactive as of January 1, 2002 remain under the 3% @ 55 formula. Employees who were active on/after January 1, 2002 and are first hired by the State prior to July 1, 2011 are subject to the 3% @ 50 formula and a one year final compensation.

2. Peace Officer/Firefighter (POFF) 2.5% @ 55
   All State employees first hired by the State on/after July 1, 2011 who are appointed to or transfer to a POFF position in either a Management Personnel Plan (MPP) covered position or into a position covered by the CSU – State University Police Association (SUPA – Unit 8) are subject to the 2.5% @ 55 POFF formula and a three year final compensation period. Refer to the State Safety Benefits publication for retirement program information covering CSU public safety employees.

3. State Safety 2.5% @ 55
   Effective July 1, 2001, Police Officer, Intermittent employees in the E99 collective bargaining unit became subject to the 2.5% @ 55 State Safety formula. Employees who were active on/after July 1, 2001 and first hired by the State prior to January 15, 2011 are subject to the 2.5% @ 55 POFF formula and a one year final compensation. Refer to the State Safety Benefits publication for retirement program information covering CSU public safety employees.

4. State Safety 2% @ 55
   All State employees first hired by the State on/after January 15, 2011 who are appointed to or transfer to a Police Officer, Intermittent position in the E99 collective bargaining unit are subject to the 2% @ 55 State Safety formula and a three year final compensation period. Refer to the State Safety Benefits publication for retirement program information covering CSU public safety employees.

5. State Miscellaneous 2% @ 55
   All other eligible employee categories. Refer to the State Miscellaneous & Industrial Benefits publication for retirement program information. State employees first hired by the State prior to January 15, 2011 are subject to the 2% @ 55 State miscellaneous formula and a one year final compensation period.
6. State Miscellaneous 2% @ 60
All State employees hired on/after January 15, 2011 who are appointed to or transfer to a miscellaneous position are subject to the 2% @ 60 miscellaneous formula and a three year final compensation period. Refer to the State Miscellaneous & Industrial Benefits publication for retirement program information.

MEMBERSHIP ELIGIBILITY

1. Excluded from CalPERS membership for the first six months. If employment extends beyond six months, membership is mandatory, effective not later than the first day of the seventh month of employment. The employer is responsible for monitoring the employment period (G.C. 20305 [a][3][A]).

2. Excluded until employee works 1000 hours (or 125 days if paid on a per diem basis) in a fiscal year (July 1st through June 30th). Membership is mandatory, effective not later than the first of the month following the month in which 1000 hours (or 125 days) is completed. Overtime worked is included when counting hours or days for purposes of determining qualifying membership. The employer is responsible for monitoring the number of hours worked (G.C. 20305[a][3][B]).

3. Temporary Faculty Eligibility Rules:
   - If appointed for an academic year at full-time, the employee qualifies for CalPERS membership at the time of the appointment.
   - If appointed for an academic year at half-time or more, the employee qualifies for membership at the beginning of the third consecutive semester or at the beginning of the fourth quarter (G.C. 20305 [a][4]).
   - If appointed for a non-academic year (e.g. 10-month or 12-month), CalPERS membership rules follow the same eligibility criteria as staff appointment types.
   - For additional information, refer to Technical Letter HR/Benefits 2003-27 on the CSU System wide Human Resources Website.

Specific questions concerning retirement membership should be directed to the CalPERS Customer Contact Center at 888 CalPERS (or 888-225-7377).
<table>
<thead>
<tr>
<th>STATUS</th>
<th>APPOINTMENT TYPE</th>
<th>MEMBERSHIP MANDATORY AT TIME OF APPOINTMENT</th>
<th>INITIALLY EXCLUDED, BUT MONITOR TIME WORKED</th>
<th>EXCLUDED</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT CalPERS MEMBER</td>
<td>Summer session or inter-session academic employment if the employee is NOT otherwise fully employed (G.C. 20300 [k])</td>
<td>YES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Appointments OTHER THAN those listed below in EXCLUDED status</td>
<td>YES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXCLUDED</td>
<td>Employees covered by State Teachers Retirement System (G.C. 20300 [g])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Student Assistants (G.C. 20300 [c])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Extension faculty whose compensation is based on class enrollment (G.C. 20300 [j])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Summer session or inter-session academic employment if the employee IS otherwise FULLY employed (G.C. 20300 [k])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Independent Contractor (G.C. 20330[b])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Individuals employed as result of Job Training Partnership Act of 1982, CETA miscellaneous position on or after 7-1-79. (May buy-back earlier service.) (G.C. 20330 [f])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>STATUS</td>
<td>APPOINTMENT TYPE</td>
<td>MEMBERSHIP MANDATORY AT TIME OF APPOINTMENT</td>
<td>INITIALLY EXCLUDED, BUT MONITOR TIME WORKED</td>
<td>EXCLUDED</td>
</tr>
<tr>
<td>--------</td>
<td>------------------</td>
<td>---------------------------------------------</td>
<td>---------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>NOT A CURRENT MEMBER (Was never a member or had contributions refunded).</td>
<td>Full-time appointment for more than 6 months (G.C. 20305 [a][3][A])</td>
<td>YES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time appointment for less than 6 months (G.C. 20305 [a][3][A])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Works an average of 20 hours per week; appointment is for 1-year or longer (G.C. 20305 [a][2])</td>
<td>YES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Works less than 20 hours per week (G.C. 20305 [a][3][B])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Irregular basis appointment (seasonal, emergency, hourly intermittent, substitute, special consultant, on-call, limited term, etc) (G.C. 20305 [a][3][B])</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Temporary faculty (A-52 appointment) for one academic year at full-time</td>
<td>YES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Temporary faculty (A-52 appointment) for one academic year at part-time</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Temporary faculty (A-52 appointment) for semester/quarter at full-time</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Temporary faculty (A-52 appointment) for semester/quarter at part-time</td>
<td></td>
<td>YES</td>
<td></td>
</tr>
</tbody>
</table>

**ACCOUNT CODE CHART**

For a list of the Retirement Benefit Formula Account Code Tables, please select the following link: [http://www.calpers.ca.gov/eip-docs/employer/admin-rptg/ret-benefit-formula.xls](http://www.calpers.ca.gov/eip-docs/employer/admin-rptg/ret-benefit-formula.xls)

Specific questions concerning membership eligibility should be directed to the CalPERS Customer Contact Center at 888 CalPERS (or 888-225-7377).
**BENEFITS**

CSU retirees receive the following benefits:

- Full health benefits upon retirement at age 50 with 5 years of service credit or with established reciprocity and;
- Coverage under a basic dental plan paid for by the CSU.
- Faculty Early Retirement Program (FERP) participants continue enrollment in an enhanced dental plan and receive the CSU vision benefit if appointed half time or more. Upon completion of the FERP service, the retiree drops to a basic dental plan and is not eligible for vision coverage.

**CSU Retiree Dental**

Under certain conditions, CSU employees are eligible to continue dental coverage into retirement. The dental coverage provided to CSU retired annuitants is at the Basic plan level.

Participants in FERP are the only CSU retired annuitants eligible for continued dental coverage at the Enhanced level.

The CSU offers two dental plans: a DMO (prepaid) plan through PMI DeltaCare and an indemnity plan through Delta Dental. Currently, the CSU pays the full cost of dental coverage for all CSU retired annuitants and their eligible dependents, including domestic partners.

Responsibility for the day-to-day dental contract administration rests with Human Resources Administration in the CSU Chancellor’s Office. Human Resources Administration interprets regulations, answers questions, and assists retirees in resolving problems regarding the dental plan.

CalPERS is responsible for processing the annual retiree dental open enrollment requests, and other change requests. Detailed information regarding the CSU dental program is available in the CSU Dental Program Administrative Manual.

**Faculty Programs — Early Retirement, Reduced Time Base and Leaves**

The CSU has several retirement-related programs unique to faculty employees.

**Faculty Early Retirement Program (FERP)**

The Faculty Early Retirement Program permits tenured faculty or tenured librarian employees who retire the ability to work one semester or an average percentage for the academic year, at the same rank and salary held prior to retirement. In order to be eligible, the employee:

- Must be at least age 55;
- Must be eligible for service retirement;
- Must be granted service retirement; and
- Shall be entitled for no more than 5 years.

The assignment shall be one (1) academic term not to exceed a total of ninety (90) days or fifty (50) percent of the employee’s hours worked (time base) in the fiscal year proceeding retirement, whichever is less. Participants may request further reduction in time base; however, the reduction shall continue for the duration of the FERP appointment.

Participation in FERP shall commence at the beginning of the campus academic year. Service retirement shall begin concurrently with or prior to the beginning of the campus academic year.

Participants may be appointed in university extension (consistent with the CSU Additional Employment policy) during the academic term(s) under FERP. Other CSU additional employment is not allowed.

Continued employment in the FERP shall terminate in the event of dismissal for cause, layoff, or failure to meet the employment commitment.

In addition to the retirement pay appropriate to the age and years of service at the time of retirement, participants are paid for the teaching assignment on a pro-rata basis, in accordance with the rank and salary held at the time of retirement.

Since participants are retired, no service credit is accumulated through this program. For this same reason, there is no retirement contribution or Social Security withholding. To ensure this, report the FERP appointment using the Appointment Code of “A56” on the PIMS report. Sick leave is converted to service credit upon retirement; however, up to 48 hours of sick leave may be carried into FERP.

Participants are ineligible for sabbatical leaves or other paid leaves.

FERP participants are eligible to receive CSU vision coverage and an enhanced dental plan. Upon completion, the dental plan reverts to the basic plan and vision coverage is eliminated.
**Pre-Retirement Reduction in Time Base (PRTB)**

Tenured faculty in bargaining unit 3 with 10 years of full-time service (with at least the last 5 years being continuous full-time) is eligible to apply for the PRTB program. Sabbatical leaves count towards the service requirement. Applicants must be 55 to 64 years of age (CalPERS) or 55 to 63 (STRS). Faculty members in this program are not retired. The program allows faculty to reduce their time base to 2/3, 1/2, or 1/3 for up to 5 years. Participants retain the same rank and status they had prior to participation.

The campus sets the PRTB assignment and work schedule. For example, a participant on a 1/2 assignment may work full-time for one semester or half-time for the academic year, depending on the needs of the campus.

If a participant fails to meet the employment commitment, salary adjustment or repayment of an overpayment may be required.

PRTB participants are considered full-time for the purpose of restrictions on additional employment. Salary is pro-rated according to time base and is paid in twelve equal monthly installments per year.

Service credit is accumulated as though working full-time and retirement contributions are based on the full-time salary rate. Social Security contributions are based on actual salary earned.

Participants retain sick leave and accumulate additional sick leave on a pro-rata basis. Participants are not eligible for sabbatical leaves or other paid leaves. Participants remain eligible for health and other benefits.

Retirement and entry into FERP is allowed after participation in PRTB, provided the eligibility requirements are met. The FERP employment options are based on the PRTB reduced time base.

**Sabbatical Leaves**

All full-time faculty unit employees are eligible to apply for a sabbatical leave after six years of full-time service at a campus and after six years of service since the last sabbatical or Difference in Pay (DIP) Leave. Final approval of a sabbatical leave shall be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave. Faculty on DIP are considered to be in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on sabbatical leave. However, service credit towards retirement will be reduced based on the earnings the employee will receive.

Faculty unit employees on DIP leave shall not accept additional and/or outside employment without prior approval of the campus President.

Information about purchasing Sabbatical Leave Service Credit can be obtained from the [Guide to your CalPERS Service Credit Purchase Options](PUB-12) or from the CalPERS Website at [www.calpers.ca.gov](http://www.calpers.ca.gov).

**Difference in Pay (DIP) Leaves**

All full-time faculty unit employees are eligible to apply for a DIP leave after six years of full-time service at a campus and after three years of service since the last sabbatical or Difference in Pay (DIP) Leave.

Final approval of a DIP leave shall not be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave. Faculty on DIP are considered to be in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on sabbatical leave. However, service credit towards retirement will be reduced based on the earnings the employee will receive.

Faculty unit employees on DIP leave shall not accept additional and/or outside employment without prior approval of the campus President.

The salary for a DIP leave shall be the difference between the employee’s salary and the minimum salary of the instructor (or librarian) rank. Service credit is reduced based on reduced salary paid.
CONTACTS

The California State University
Office of the Chancellor
Human Resources Administration
401 Golden Shore Drive – 4th Floor
Long Beach, CA 90802-4210

Pamela Chapin, Senior Manager
Benefits and HR Programs
(562) 951-4414
mailto:pchapin@calstate.edu

Michelle Hamilton, Manager
Benefits and HR Programs
(562) 951-4413
mailto:mhamilton@calstate.edu