



**CALIFORNIA PUBLIC EMPLOYEES'  
RETIREMENT SYSTEM**

**OPTIONAL  
BENEFITS  
LISTING**

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**Note: All section references are to the California Government Code**

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.

## A. INTRODUCTION

The following optional contract provisions are intended to provide basic information regarding the benefits that are available to contracting agencies through various sections of the Public Employees' Retirement Law. Legislative changes may alter the information in this document. When possible, a rough estimate of the annual cost of the benefit to the employer is included. This estimate should be used as a guide only and not as an absolute. To the extent that your employees' demographics differ significantly from the averages used, the actual cost figures for your agency may differ significantly from the estimate provided. Please note that the cost information, when possible, includes both a long-term measure of cost (normal cost) and the immediate impact upon the total employer contribution rate.

If you are interested in requesting an actuarial valuation or amending your contract, refer to the Contract Amendment Procedures (PERS-CON-41). This can be found on the CalPERS website at [www.calpers.ca.gov](http://www.calpers.ca.gov).

## B. MEMBER GROUPS ELIGIBLE FOR SEPARATE BENEFITS

Unless otherwise specified, a contracting agency may provide any of the optional benefits independently to members in each of the following groups:

- (1) Local Miscellaneous Members
- (2) Local Safety Members
- (3) Local Police
- (4) Local Fire
- (5) County Peace Officers
- (6) Local Sheriff
- (7) Local Prosecutors
- (8) School Safety Members
- (9) Local Lifeguards

An agency cannot provide different retirement benefits for a subgroup, including, but not limited to, bargaining units or non-represented groups, within the membership classifications listed above (Section 20479).

## **C. PURCHASING POWER PROTECTION ACCOUNT AND AMENDMENTS TO PROVIDE COST-OF-LIVING ALLOWANCE INCREASES**

The Purchasing Power Protection Account (PPPA) is a statutory cost-of-living program for all public agencies under pension contract with CalPERS, which provides cost-of-living benefits over and above the cost-of-living allowances (COLA) contracted for by the agency.

These additional PPPA benefits are intended to restore the purchasing power to 80% of the recipient's initial purchasing power. The measure of whether current purchasing power is below 80% includes all current COLAs being received by the recipient. Therefore, if an amendment to retroactively increase COLAs is adopted, an individual already receiving PPPA may not receive any increase in monthly benefit. That individual may simply receive less PPPA and more COLA but the same monthly benefit (to maintain 80% of initial purchasing power). You and your retirees should be aware of this situation, which could cause an increase in employer cost without an immediate increase in some retiree's monthly benefits.

## **D. OPTIONAL BENEFIT PROVISIONS**

### **1. Section 20325      Optional Membership for Part-Time Employees**

Regular part-time employees who are excluded from CalPERS membership because they work less than an average of 20 hours per week (pursuant to Government Code Section 20305) may individually elect to become members if the agency contracts for this benefit.

If this benefit is being considered as an alternative to mandatory Social Security coverage, CalPERS benefits may not meet the minimum requirements for part-time employees. Part-time employees who elect CalPERS membership may still be required to continue participation in Social Security.

Individuals who elect membership will receive partial service credit, have the same contribution rate as other employees in the same member classification and are eligible to purchase previously excluded part-time service. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division. Those part-time employees may exercise their membership election anytime while in employment.

Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer contribution rate, beginning with the first of the fiscal year two years after the purchase.

For a given member purchasing service, you may estimate the increase in the employer contribution rate by taking the amount the member pays divided by 13.24 (the twenty year amortization factor) and then divided again by the total membership payroll.

Employer Cost: Costs will emerge in future valuations.

Member Cost: See description above.

## **2. Section 20475 Different Level of Benefits**

A contracting agency may amend its contract to provide a different level of benefits to the applicable members listed below. Such amendments:

- a. May reduce benefits, terminate provisions which are available only at the option of a public agency, provide different benefits, or provide any combination of such changes from the benefits and provisions applicable to members who were in employment prior to such contract amendment.
- b. May only be effective after the contracting agency has fully discharged its entire obligation under the Meyers-Milias-Brown Act. CalPERS will accept the agency's certification that it complies in this respect, except for obvious deficiencies.
- c. Shall apply uniformly with respect to all members within each of the following membership categories:
  - (1) Local Miscellaneous Members
  - (2) Local Police
  - (3) Local Fire
  - (4) County Peace Officers
  - (5) Local Safety other than Local Police, Local Fire, or County Peace Officers
  - (6) School Safety Members.
- d. Shall apply only to members who:
  - (1) Receive service credit for the first time within an affected category after the effective date of this contract amendment; or,
  - (2) Return to service within an affected category following a refund of contributions. However, if the member has redeposited or elects to redeposit withdrawn contributions prior to 90 days after returning to service, that member will not be subject to this amendment.

Several issues and questions have been raised in connection with this section:

- a. All CalPERS benefits may not be terminated in favor of only Social Security coverage;
- b. Amendments may not substitute a miscellaneous service retirement formula for a safety formula; and
- c. An agency may amend its contract for this section only once every three years with respect to each category of employees.

Employer Cost: Valuation required. No rate change at time of amendment for non-pooled plans. For pooled plans, a new rate plan may be established as of the effective date of the amendment.

Member Cost: None.

### **3. Section 20503 Removal of Contract Exclusions Prospectively Only**

A contracting agency may remove a membership exclusion prospectively. When an exclusion is removed prospectively the member may obtain cost information for the service credit from the contract removal date forward by submitting a Service Prior to Membership request to the Member Account Management Division. When an exclusion is removed prospectively no liability is placed on the employer for the period that is excluded.

Some employer liability may be generated by such a purchase and would be incorporated into the agency's rate in future valuations. Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option.

The increase in employer cost will be paid through an increase in the employer contribution rate, beginning with the first of the fiscal year two years after the purchase. For a given member purchasing service, you may estimate the increase in the employer contribution rate by taking the amount the member pays divided by 13.24 (the twenty year amortization factor) and then divided again by the total membership payroll.

Employer Cost: Valuation may be required for non-pooled plans only (Employee data will be needed).

Member Cost: For members electing to purchase the service credit pursuant to Section 21020, individual calculation is required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

### **4. Section 20516 Employees Sharing Additional Cost**

This benefit allows a contracting agency or an agency that initially contracts with CalPERS to share an additional cost with the employees as a result of a written agreement with the employee group. The employer's rate will be reduced by the agreed upon percentage of cost sharing.

There are several points to be emphasized:

- a. This provision requires that the employer and the employees agree in writing to share the additional costs.
- b. The increase/change in the member contribution rate will be effective as of the effective date of the amendment to the contract. To increase or reduce the percentage the employees have agreed to cost share at a later date, the agency will need to request an amendment to the contract.

- c. The increased member contributions will be credited to each member's account as normal contributions and will be included in the refund of accumulated contributions to members who separate from CalPERS covered employment and elect to withdraw their contributions.

Section 20516(f) also permits an employer to make an independent agreement with its employees to share additional cost without requiring an amendment to the contract. Any such agreement in a memorandum of understanding, which is inconsistent with this section, shall not be a part of the contract between the agency and this system.

Employer Cost: No valuation required.

Member Cost: Equal to the agreed upon percentage for cost sharing. Cost sharing can be changed/reduced at a later date only by a contract amendment.

#### **5. Section 20530.1 Credit for Local Retirement System Service After Contract Date**

An agency may amend its contract to provide credit for service prior to the date the employees became members of this system. If the employees were or are members of a local retirement system and received service and contribution credits under that local retirement system, the system administrator must certify that the local system contributions may be transferred and two-thirds majority of the affected employees must vote in favor of the transfer.

The contributions to be credited to employees' accounts are to be transferred to CalPERS as of the effective date of the contract amendment. The Board may approve the contributions to be credited to the employer account to be transferred over an appropriate period following the effective date of the contract amendment, if the transfer is not possible without hardship to the agency.

This benefit shall apply only to members employed by the contracting agency on the effective date of the contract amendment.

Employer Cost: Valuation required.

Member Cost: None.

#### **6. Section 20571.5 Termination of a Portion of the Contract**

A contracting agency may amend its contract for the termination of a portion of the contract with respect to a member classification with no active employees. All plan assets and liabilities would be merged into the terminated agency pool to provide exclusively for the payment of benefits to members of these plans. Any excess contributions shall be merged into the active plan or plans of the contracting agency, as determined by the Chief Actuary.

The final compensation used in the calculation of benefits of its employees is calculated in the same manner as the benefits of employees of agencies that are not terminating, regardless of whether the employees of the terminating agency retire directly from

employment with the contracting agency terminating a portion of a contract or continue in other public service.

Employer Cost: Valuation required.

Member Cost: None.

**7. Section 20680 Employee Contribution Rate for CSUC Auxiliary Organizations Reduced to State Member Level**

Auxiliary organizations of the CSU system may reduce the employee contribution rate for active members to the level applicable to State miscellaneous members. For members who are not covered by Social Security, the employee contribution rate would become 6% of monthly earnings in excess of \$317.00 (current rate: 7% of monthly earnings). For members covered by Social Security, the employee contribution rate would become 5% of monthly earnings in excess of \$513.00 (current rate: 7% of monthly earnings in excess of \$133.33).

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- 1.6% to 2.5% of payroll for all miscellaneous groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: Reduction in member contributions as discussed above.

**8. Section 20903 Two Years Additional Service Credit**

An agency may amend its contract to provide two years of additional service credit to members who retire during a designated period if the agency determines that because of impending mandatory transfers, layoffs, or demotions, the best interests of the agency would be served by offering the additional service credit, and the following requirements are met:

- a. The member is employed in a specified job classification, department, or other organizational unit and retired within the period designated by the governing body. The designated period must be subsequent to the effective date of the contract amendment and cannot be less than 90 or more than 180 days in length. (The benefit cannot be provided on the basis of employee organization or non-represented groups).
- b. The governing body must certify that it is electing to be subject to the provisions of this section due to mandatory transfers, layoffs and/or demotions that constitute at least one percent of the job classification, department, or organizational unit, resulting from the curtailment of, or change in the manner of performing, its services.
- c. The governing body must certify that it is the intention at the time Government Code section 20903 becomes operative that any vacancies created by retirements under

this section or at least one vacancy in any position in any department or organizational unit shall remain permanently unfilled thereby resulting in an overall reduction in the work force of such department or organizational unit.

- d. The governing body must certify that it has complied with the requirements of Government Code section 7507 including obtaining an actuarial valuation from a qualified actuary; timely disclosure of the future costs, additional employer contributions and the funding of those employer contributions at a public meeting; and acknowledgment in writing by the person with the responsibilities of a chief executive officer that he or she understands the current and future cost of the benefit as determined by the actuary.

To be eligible for this Two-Years Additional Service Credit, a member must have at least five years of service credit, be in employment status with the providing agency for at least one day during the designated period, and retire during the designated period. The member's retirement date may not be the first day of the designated period. A member cannot receive the Two-Years Additional Service Credit under Government Code section 20903 if the member receives any unemployment insurance payments during the designated period. If the retired member subsequently reenters membership, the additional service credit is forfeited.

Employer Cost: Cost Valuation Report from a qualified actuary in accordance with Government Code sections 7504 and 7507 is required. A Cost Valuation Report may be obtained from the CalPERS Actuarial Office and can take up to 60 days to complete.

Member Cost: None.

**9. Section 20936 Prior Service Credit for Employees of an Assumed Agency or Function**

An agency may provide credit for service rendered with a public agency if that agency or a function of that agency is, or was, assumed by the contracting agency. The cost for prior service credit is the liability of the contracting agency. Documents of origin for the assumed agency may be required to determine whether the agency qualifies as a public agency.

Employer Cost: Valuation required.

Member Cost: None.

**10. Section 20938 Limit Prior Service to Persons Employed on Contract Date**

A contracting agency may limit prior service credit (service rendered to the agency prior to its contract date with CalPERS) to persons in employment with the agency on the effective date of its CalPERS contract, or amendment to contract. This benefit can be provided in the initial contract or by amendment for agencies that provide 0% prior service and now wish to provide all or a portion of prior service credit to current employees only. This option may also be applied upon the removal of an exclusion of a member group or classification.

Employer Cost: Valuation required.

Member Cost: None.

**11. Section 20965 Credit for Unused Sick Leave**

This benefit is mandated for pooled plans.

Unused accumulated sick leave at time of retirement may be converted to additional service credit at the rate of 0.004 year of service credit for each day of unused sick leave (i.e., 250 days of sick leave equals one additional year of service credit).

The employer must report only those days of unused sick leave that were accrued by the member during the normal course of employment. Additional days of unused sick leave reported for the purpose of increasing the member's retirement benefit are prohibited. Most safety member formulas limit the member benefits to a maximum of 90% of final compensation. The addition of this benefit does not increase the maximum percentage allowable.

This section applies to members whose effective date of retirement is within four months of separation from employment and who retire after the effective date of the contract amendment.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- 0.1% to 0.2% of payroll for all groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

**12. Section 20996 Military Service Credit as Prior Service**

Employees, who are/were on a military leave at the time the agency contracts for CalPERS coverage and return to employment with the agency within six months after discharge from active military duty, can receive service credit for the period of their absence. If the agency provides this benefit, former employees employed by other CalPERS employers would also be eligible to claim service credit. The agency would be liable for the cost.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: None.

**13. Section 21020.5 Public Service Credit for California Senate Fellows, Assembly, Fellowship, Executive Fellowship, or Judicial Administration Fellowship Programs**

A member who was employed on or after October 14, 1991 under the California Senate Fellows, Assembly Fellowship, or Executive Fellowship programs may elect to receive service credit for that public service prior to retirement. A member who was employed on or after January 1, 2003 under the Judicial Administration Fellowship program may elect to receive service credit for that public service prior to retirement.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**14. Section 21022 Public Service Credit for Periods of Layoff**

This provision is mandated for pooled plans.

A member may receive up to one year of public service credit for each period of layoff from employment on or after January 1, 1981. To be eligible to receive the service credit, the member must meet the following conditions:

- a. The member must return within 12 months of the date of layoff to full-time employment under the procedures of the employer for laid off employees returning to work (A certification will be supplied to the employer to ensure compliance with this provision).
- b. The member must elect to purchase the credit within 3 years of returning to work or the effective date of the contract amendment to become subject to this section.
- c. The member must redeposit any CalPERS contributions withdrawn during the period of layoff.

The amount that the member pays is approximately one-half of the actual value of the service credit. The contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer unfunded accrued liability amortization payment, beginning with the fiscal year two years after the purchase.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**15. Section 21023.5 Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service**

This provision is mandated for pooled plans.

A member may elect to purchase up to three years of service credit for any volunteer service in the Peace Corps, AmeriCorps VISTA (Volunteers In Service To America), or AmeriCorps.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Employee Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**16. Section 21024 Military Service Credit as Public Service**

This provision is mandated for pooled plans.

A member may elect to purchase up to four years of service credit for any active military or merchant marine service prior to employment. This benefit applies only to active members while in employment with an employer providing this benefit in its contract.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**17. Section 21024.5 Public Service Credit for Permanent Career Civilian Federal Firefighter or Permanent Career State Firefighter Service**

A local fire member may elect to purchase service credit for any service as a permanent career civilian federal firefighter or permanent career state firefighter prior to becoming a member of CalPERS. The member is required to pay the normal employee contributions based on the contribution rate and compensation at date of membership plus interest until the date of completion of payments. Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer unfunded accrued liability amortization payment, beginning with the first of the fiscal year two years after the purchase.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**18. Section 21025 Public Service Credit for Employees of an Assumed Agency or Function**

Employees of a contracting agency are permitted to purchase as "public service credit", service rendered as employees of a public agency, or a function of an agency, that is assumed by a contracting agency. Documents of origin for the assumed agency may be required to determine whether the agency qualifies as a public agency. Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer unfunded accrued liability amortization payment, beginning with the first of the fiscal year two years after the purchase.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**19. Section 21026 Public Service Credit for Service Rendered to a California Nonprofit Corporation**

This provision is mandated for pooled plans.

Employees of a contracting agency are permitted to purchase as "public service credit," service rendered to a California nonprofit corporation serving fire fighters employed by state and local agencies. Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer unfunded accrued liability amortization payment, beginning with the first of the fiscal year two years after the purchase.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

**20. Section 21027 Military Service Credit for Retired Persons**

This provision is mandated for pooled plans.

A contracting agency which is subject to Section 21024 may amend its contract to permit certain retired persons to purchase up to four years of service credit for any active military or merchant marine service prior to employment. The former local member must have retired before the employer's contract included the provisions of Section 21024 and immediately following service with the employer providing this option. The retiree must not receive credit for the same military service with another publicly funded retirement system. The retired person's allowance would be increased only with respect to the allowance on or after the effective date of the election to purchase the service credit.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the retired member may obtain cost information by contacting the Customer Account Services Division.

## **21. Section 21031 Public Service Credit for Limited Prior Service**

This option permits employees to purchase prior service (service rendered to the agency prior to its contract date with CalPERS) which was limited in the agency's contract. The member is required to pay the normal employee contributions based on the contribution rate and compensation at date of membership plus interest until the date of completion of payments. Because the amount that the member pays is only approximately one-half of the actual value of the service credit, the contracting agency will incur an additional cost every time a member purchases service under this option. The increase in employer cost will be paid through an increase in the employer unfunded accrued liability amortization payment, beginning with the first of the fiscal year two years after the purchase.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: Individual calculation required. After the contract has been amended, the member may obtain cost information by contacting the Customer Account Services Division.

## **22. Section 21100 1.5% @ 65 Formula for Local Miscellaneous Members**

A contracting agency which has local miscellaneous members who are covered under Social Security may include in its contract the 1.5% @ 65 formula if it is agreed to in a written memorandum of understanding entered into by an employer and representatives of employees. Members who are not covered under Social Security will be subject to the current formula applicable to miscellaneous members or, for new contracting agencies, the 2% @ 62 formula for local miscellaneous members.

This formula provides to local miscellaneous members 1.5% of pay at age 65 for each year of service credited with that employer. For members who retire earlier, the percentage of pay is reduced to .500% at age 50, which gradually increases for each attained age to 1.5% at age 65+. Agencies amending for this formula are providing an alternate level of benefits pursuant to Government Code Sections 21091-21099.

The following provisions are applicable:

- a. All future hires who are first-time CalPERS members will be subject to this benefit. Eligible members employed prior to the effective date of the agency's contract amendment shall have the right to elect to be subject to this benefit for future service only.
- b. A member must be at least age 55 with five years of CalPERS credited service to be eligible for a service retirement. For those members who voluntarily elected to be

subject to the 1.5% @ 65 formula, the minimum requirement is age 50 with five years of CalPERS credited service.

- c. In determining the benefits payable under this formula, the final compensation shall be a period of 36 consecutive months.
- d. The disability retirement benefit for members with at least five years of credited service is 1.35% of final compensation. The maximum percentage for members who have between 10.000 and 24.691 years of credited service is one-third of final compensation. The disability retirement allowance cannot be more than the service retirement allowance if the member were to continue in employment and retire at age 65.
- e. The annual cost-of-living allowance increase is a maximum of 2.0%.
- f. The member contribution rate is 2% of reportable earnings.
- g. Other optional benefits currently provided in the agency's contract will be applicable to members covered under this formula, e.g. Section 20965 (Credit for Unused Sick Leave) and Sections 21624, 21626 & 21628 (Post-Retirement Survivor Allowance).

Employer Cost: No rate change at time of amendment for non-pooled plans. Costs will emerge in future valuations.  
For pooled plans, a valuation is required.

Member Cost: As discussed above.

### **23. Section 21118 Partial Service Retirement**

A member can reduce his/her work time by at least 20% but not more than 60%, continue working and receive a partial service retirement allowance. The member is eligible once they reach normal retirement age (e.g. age 55 for members with 2% @ 55 formula; age 60 for members with 2% @ 60 formula). The partial retirement allowance is based on the reduction of work time. For example, if the member's work time is reduced by 30% (works 70% of full time) the allowance would be 30% of what it would have been if the member had retired with a full service retirement.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: None.

### **24. Section 21131 Age 60 Mandatory Retirement for Local Safety Members**

An agency may specify age 60 as the mandatory retirement age for local safety members if the agency has obtained a final determination in federal court that age is a bona fide occupational qualification for a given job or has obtained approval or certification from the Equal Employment Opportunity Commission.

Employer Cost: No valuation required.

Member Cost: None.

**25. Section 21151 Industrial Disability Retirement for Local Miscellaneous Members**

This benefit provides that an industrially disabled member qualifies for a retirement allowance regardless of age or length of employment. The industrial disability retirement allowance is 50% of final compensation; however, if a member is qualified for service retirement, he or she will receive an IDR benefit based upon the service retirement benefit if such a benefit is greater. Outside earnings are not limited and do not affect the amount of the CalPERS allowance.

This section does not apply to local safety members in the classification of local prosecutors, local public defenders, and local public defender investigators unless this section has been made applicable to the local miscellaneous members of the contracting agency.

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- 0.2% to 0.3% of payroll
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

**26. Section 21328 One-Time 1% to 6% Increase for Members Who Retired or Died Prior to January 1, 1998**

As of January 1, 2000, a contracting agency may provide a one-time allowance increase with respect to members who retired or died prior to January 1, 1998. The increase ranges from 1.0% to 6.0% on a graduated scale based on the member's date of retirement or death. The increase applies to beneficiaries and survivors of such retirees as well as survivors of such members. *\*An operative date for this benefit is established at the time of amendment.*

<u>Period During Which Retirement Or Death Occurred</u>	<u>Percentage</u>
On or before December 31, 1974.....	6%
120 months ending December 31, 1984 .....	5%
60 months ending December 31, 1989 .....	4%
60 months ending December 31, 1994 .....	3%
24 months ending December 31, 1996 .....	2%
12 months ending December 31, 1997 .....	1%

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- No impact
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

## 27. Section 21335 Annual Cost-of-Living Allowance Increase

Allowances for retired members are currently covered by an annual 2.0% maximum cost-of-living increase provided the Consumer Price Index (CPI) factor increases at least 2.0%. Section 21335 would grant a 3.0%, 4.0% or 5.0% maximum annual cost-of-living increase in lieu of the 2.0% maximum. Should the CPI factor increase less than the percentage adopted by the agency, the individual allowances would be limited to an amount equal to the base allowance increased by 3.0%, 4.0% or 5.0% per year compounded for the number of years between the end of the base year and the beginning of the calendar year in which the adjustment is made.

Section 21335 permits contracting agencies to provide the increased cost-of-living allowance beginning on a date specified. This has the effect of permitting the agency to provide the increase retroactive to a date specified in the contract or to any future date specified. For example, if the base year 2012 is chosen, the first cost-of-living allowance increase would be applicable to the May 1, 2014 warrant. The year specified may not be earlier than the year the agency originally contracted with CalPERS for participation in the Retirement Program.

**Employer Cost:** Valuation required for agencies that do not have this provision in the contract. The valuation request needs to specify the base year. If the agency has this provision in the contract, no valuation is required to increase the COLA. CalPERS currently estimates that the long term cumulative inflation will be 2.5%. Therefore, amending for 4% or 5% COLA is not expected to cost more than for a 3% COLA. However, if the **actual** cumulative inflation were to be higher than 3% there will be a cost for contracting for the 4% or 5% COLA and these costs will emerge in future valuations.

**Rough Estimate:** Impact on Employer Normal Cost:

- 3% COLA: 0.7% to 1.1% of payroll for miscellaneous groups
- 3% COLA: 1.0% to 2.0% of payroll for safety groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

**Member Cost:** None.

\* An agency with a large proportion of retirees and/or long service active members will have a higher cost.

## 28. Section 21427 Improved Nonindustrial Disability Allowance

The disability retirement allowance of a local miscellaneous and local safety member would be raised to 30% of final compensation for the first five years of service credit, plus 1% for each additional year of service to a maximum of 50% of final compensation.

If the member is under age 60, the disability retirement allowance cannot be more than the service retirement allowance would be if the member were to continue in employment and retire at age 60. If the regular disability retirement allowance is greater than the improved

disability allowance, CalPERS will pay the greater amount. This section shall apply only to members who retire for disability on and after the date the agency elects to be subject to this section.

This benefit shall apply only to service credit accumulated after the effective date of the amendment to contract for this provision.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- 0.1% to 0.2% of payroll for miscellaneous groups
- Up to 0.08% of payroll for safety groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

**29. Section 21428 Increased Industrial Disability Allowance to 75% of Final Compensation**

Upon the retirement of a local safety or local miscellaneous\* member for industrial disability, if the member is totally disabled, he/she would receive a disability retirement allowance equal to 75% of his/her final compensation in lieu of the disability retirement allowance otherwise provided. If the member is eligible for service retirement, the service retirement allowance is payable if greater than the industrial disability retirement allowance.

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- 0.4% to 0.6% of payroll for miscellaneous groups
- 1.9% to 3.5% of payroll for safety groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

\* The agency's contract must include Section 21151 for a local miscellaneous member to be eligible.

**30. Section 21430 Improved Industrial Disability Allowance for Local Safety Members**

If the Workers' Compensation Appeals Board permanent disability rating percentage is greater than 50%, the same percentage (up to a maximum of 90%) will be used as the percentage of final compensation to calculate the CalPERS industrial disability retirement allowance. This section shall apply only to members who retire for disability on and after the date the agency elects to be subject to this section.

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- 2.3% to 7.2% of payroll
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

### **31. Section 21536 Local System Service Credit Included in Basic Death Benefit**

This benefit is mandated for pooled plans.

Local system service credit will be used in the computation of benefits payable under the basic death benefit for all local members (miscellaneous and safety) who were members of a local retirement system at the time the local system was discontinued.

Employer Cost: Minimal, no valuation required.

Member Cost: None.

### **32. Section 21540.5 Special Death Benefit – Violent Act**

If the death of a local miscellaneous member or a local safety member in the classification of local prosecutors, local public defenders, and local public defender investigators was a direct consequence of a violent act while on the job, the special death benefit payable to an eligible surviving spouse or domestic partner is a monthly allowance equal to 50% of the member's final compensation. If there are eligible children in addition to the spouse or domestic partner, the allowance may be increased to a maximum of 75%. The Special Death Benefit – Violent Act is payable to the surviving spouse or domestic partner until death or to eligible unmarried children until age 22. To be eligible for this benefit, the spouse must have been married to or the domestic partner must have been registered as a domestic partner with the member for at least one year prior to death, or prior to sustaining the injury or disease resulting in death.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- Up to 0.01% of payroll
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

### **33. Section 21547.7 Alternate Death Benefit for Local Fire Members Credited with 20 or More Years of Service**

The surviving spouse, registered domestic partner or eligible children of a deceased firefighter member, who is credited with 20 or more years of CalPERS covered service and whose death occurs while in the employ of a local agency contracting for this benefit, may elect to receive the Alternate Death Benefit in lieu of the lump sum Basic Death Benefit or the 1957 Survivor Benefit. If the member had not attained minimum retirement age at the

time of death, the Alternate Death Benefit is calculated based on the member's total service credit with all employers (including the service credit earned while in the employ of the agency contracting for this benefit) as though the member had retired at age 50 and elected Option 2W. Option 2W provides the highest monthly allowance to a beneficiary.

If the member had attained minimum retirement age at the time of death, the benefit is calculated as though the member retired on the date of death (from the employing agency and all previous CalPERS covered employers) and elected Option 2W. If the deceased firefighter had not attained the minimum retirement age at death and had service credit with previous CalPERS agencies, the cost of the Alternate Death Benefit will be the liability of the employing agency, except for a partial offset of costs resulting from a transfer of the member's contributions from all previous employers to the employing agency. The increase in liability not offset by this transfer will be paid by the agency contracting for this benefit and employing the member on the date of his/her death. If the deceased firefighter had attained minimum retirement age at death, the increased cost of the benefit (regardless of whether the member has service credit with another CalPERS employer) is the liability of the agency contracting for this benefit and employing the member on the date of his/her death.

This benefit shall apply only to service credit accumulated after the effective date of the amendment to contract for this provision.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- 0.04% to 0.07% of payroll
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

#### **34. Section 21548 Pre-Retirement Option 2W Death Benefit**

This provision is mandated for pooled plans.

The spouse or registered domestic partner of a deceased member, who was eligible to retire for service at the time of death, may elect to receive the Pre-Retirement Option 2W Death Benefit in lieu of the lump sum Basic Death Benefit. The benefit is a monthly allowance equal to the amount the member would have received if he/she had retired for service on the date of death and elected Option 2W, the highest monthly allowance a member can leave a spouse or domestic partner.

This benefit shall apply only to service credit accumulated after the effective date of the amendment to contract for this provision.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- Up to 0.1% of payroll for miscellaneous groups
- Up to 0.1% of payroll for safety groups

- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

**35. Section 21574 Fourth Level of 1959 Survivor Benefits**

This benefit provides a higher level of 1959 Survivor Benefits to survivors of a member who dies prior to retirement. The benefit is paid in addition to the Basic Death Benefit, the 1957 Survivor Benefit, or, if applicable, the Pre-Retirement Option 2 Death Benefit but would be reduced by the amount of the Special Death Benefit, if payable. Concurrent coverage under this section and Social Security is prohibited, but an agency may provide the benefit for the full formula members of a divided miscellaneous member group. For agencies first contracting for the 1959 Survivor Program, members in employment prior to the effective date of the amendment may elect not to be covered; however, participation is required for all future hires that are not covered under Social Security (Section 21577).

A spouse or registered domestic partner is eligible if he or she (1) has care of eligible children, or (2) is age 60 or older. Children are eligible if under age 22 and unmarried or disabled regardless of age.

The monthly allowance payable to eligible survivors under this section is as follows:

- Spouse or registered domestic partner with two or more eligible children; Or three or more eligible children only.....\$2,280
- Spouse or registered domestic partner with one eligible child; or two eligible children only.....\$1,900
- One eligible child only; or surviving spouse or registered domestic partner at age 60 or older; or dependent parents.....\$950

Employer Cost: Valuation required.

The employer normal cost is \$4.70 per month per covered member for the fiscal year 2018-19. For existing agencies that contract for this level of 1959 Survivor Benefit, employers will be required to pay the unfunded liability calculated at the Fourth Level and five years of annual normal costs. For new contracting public agencies, employers will be required to pay five years of annual normal costs. The employer normal cost can also be found in the annual actuarial valuation report located on CalPERS website, under 1959 Survivor Benefits Program, in the Highlights and Executive Summary Section of the report at <https://www.calpers.ca.gov/page/forms-publications&f=16>.

Member Cost: \$2.00 monthly, \$1.00 semi-monthly, \$.93 bi-weekly (non-refundable). The member cost information can also be found in the annual actuarial valuation report located on CalPERS website under 1959 Survivor Benefit Program, in the Highlights and Executive Summary Section of the report at <https://www.calpers.ca.gov/page/forms-publications&f=16>.

The normal cost for public agencies contracting or amending to provide the Fourth Level will be calculated based on the term insurance funding method. This rate will be calculated on the pool experience rather than individual employer experience. The actual employer cost for agencies currently providing 1959 Survivor Benefits who amend to provide the Fourth Level will vary depending upon each agency's 1959 Survivor funding level.

If there is a deficit in the agency's 1959 Survivor funding (an unfunded accrued liability) based on the Fourth Level benefit, this unfunded liability and the five years of employer normal costs shall be amortized and paid for over a period of five years, the first payment billed in July and due in August following the effective date of the amendment and the remaining four payments due by August 15th, of each following year.

At the end of the first five years, employers in the Fourth Level pool will pay only the pool's net premium.

\*An operative date for this benefit is established at the time of amendment.

### **36. Section 21574.5 Indexed Level of 1959 Survivor Benefits**

This provision provides 1959 Survivor Benefits to survivors of a member who dies prior to retirement and includes an automatic cost-of-living feature to avoid erosion due to inflation. The increase will be 2 percent per year for both beneficiaries already receiving the benefit and for potential beneficiaries of members who die in the future. The benefit is paid in addition to the Basic Death Benefit, the 1957 Survivor Benefit, or if applicable, the Pre-Retirement Option 2 Death Benefit but would be reduced by the amount of the Special Death Benefit, if payable. Concurrent coverage under this section and Social Security is prohibited, but an agency may provide the benefit for the full formula members of a divided miscellaneous member group. For agencies first contracting for the 1959 Survivor Program, members in employment prior to the effective date of the amendment may elect not to be covered; however, participation is required for all future hires that are not covered under Social Security (Section 21577).

A spouse or registered domestic partner is eligible if he or she (1) has care of eligible children, or (2) is age 60 or older. Children are eligible if under age 22 and unmarried or disabled regardless of age.

The figures below indicate calendar year benefit amounts for the Indexed Level in effect for calendar year 2018. Benefit amounts will increase by 2 percent each January 1.

The monthly allowance payable to eligible survivors under this section is as follows:

- Spouse or registered domestic partner with two or more eligible children; Or three or more eligible children only.....\$2,142
- Spouse or registered domestic partner with one eligible child; or two eligible children only.....\$1,428
- One eligible child only; or surviving spouse or registered domestic partner at age 60 or older; or dependent parents.....\$714

Employer Cost: Valuation required.  
The employer normal cost is \$2.10 per month per covered member for the fiscal year 2018-19. For existing agencies that contract for this level of 1959 Survivor Benefit, employers will be required to pay the unfunded liability calculated at the Indexed Level and five years of annual normal costs. For new contracting public agencies, employers will be required to pay five years of annual normal costs. The employer normal cost can also be found in the annual actuarial valuation report located on CalPERS website, under 1959 Survivor Benefits Program, in the Highlights and Executive Summary Section of the report at <https://www.calpers.ca.gov/page/forms-publications&f=16>.

Member Cost: \$2.10 monthly, \$1.05 semi-monthly, \$.97 bi-weekly (non-refundable).  
The member cost information can also be found in the annual actuarial valuation report located on CalPERS website under 1959 Survivor Benefit Program, in the Highlights and Executive Summary Section of the report at <https://www.calpers.ca.gov/page/forms-publications&f=16>.

The employer's per month per member normal cost is determined using the Entry Age Normal Method. This normal cost is calculated on the pool's experience rather than individual employer experience. The actual employer cost for agencies currently providing 1959 Survivor Benefits who amend to provide the Indexed Level will vary depending upon each agency's 1959 Survivor funding level.

If there is a deficit in the agency's 1959 Survivor funding (an unfunded accrued liability) based on the Indexed Level benefit, this unfunded liability and the five years of employer normal costs shall be amortized and paid for over a period of five years, the first payment billed in July and due in August following the effective date of the amendment and the remaining four payments due by August 15th, of each following year.

At the end of the first five years, employers in the Indexed Level pool will pay only the pool's net premium.

\*An operative date for this benefit is established at the time of amendment.

**37. Section 21580 1959 Survivor Benefits to Surviving Spouse or Domestic Partner at Age 60**

The eligibility age of a surviving spouse or registered domestic partner is reduced to 60 years of age for the 1959 survivor allowance, otherwise payable to a surviving spouse or registered domestic partner at 62 years of age. This provision is optional for agencies that provide the First, Second or Third Levels of 1959 Survivor Benefits.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: None.

\*An operative date for this benefit is established at the time of amendment.

**38. Section 21583 Additional Opportunity to Elect 1959 Survivor Benefits**

Members eligible to participate in the original election and who elected not to be covered by the 1959 Survivor Benefits will have the opportunity to elect to be covered by the 1959 Survivor Benefits. The effective date of coverage will be the date the member first became eligible for the 1959 Survivor Benefits.

Employer Cost: No valuation required. Actual costs will emerge in future valuations.

Member Cost: \$2.00 monthly (non-refundable), plus \$2.00 for every month from the date of original eligibility.

**39. Section 21622 \$600 Retired Death Benefit**

The lump sum death benefit paid to beneficiaries of retired members will be \$600 instead of the statutory \$500. This benefit would be applicable to deaths occurring after the effective date of the contract amendment.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- Up to 0.001% of payroll for all groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

**40. Section 21623.5 \$2,000, \$3,000, \$4,000, or \$5,000 Retired Death Benefit**

The lump sum death benefit paid to beneficiaries of retired members will be \$2,000, \$3,000, \$4,000 or \$5,000. This benefit would be applicable to deaths occurring after the effective date of the contract amendment. The actuarial valuation request must specify the selected benefit amount.

Employer Cost: Valuation required for non-pooled plans only.

Rough Estimate: Impact on Employer Normal Cost:

- \$2,000 - Up to 0.02% of payroll for all groups
- \$5,000 - 0.03% to 0.05% of payroll for all groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: None.

#### **41. Sections 21624, 21626 & 21628 Post-Retirement Survivor Allowance**

Upon the death of a member after retirement, an allowance shall be continued to the surviving spouse or domestic partner. A "surviving spouse or domestic partner" means for service retirements subject to this section, a husband or wife who was married to or a domestic partner who was registered as a domestic partner with the member at least one year prior to the member's retirement and continuously to the date of the retired member's death and for disability retirements subject to this section, a husband or wife who was married to or a domestic partner who was registered as a domestic partner with the member on the date of his or her retirement and continuously to the date of his or her death.

If there is no surviving spouse or domestic partner or if the spouse or domestic partner later dies, the allowance shall be continued to the eligible unmarried children collectively until all have reached age 18. Eligible children include disabled children over age 18 if the disability begins prior to age 18. If there is no surviving spouse or domestic partner or eligible child or children, the benefit would be paid to the surviving parent or parents of the deceased member who were dependent upon the member for support. If, at effective date of retirement, the member has no surviving spouse, domestic partner, eligible children, or dependent parents and elected an optional settlement, no allowance under this section shall be paid.

The allowance payable to the survivor(s) of a member who retires after the employer includes Sections 21624, 21626 and 21628 in its contract is determined as follows:

- a. One-quarter of the retired member's unmodified allowance based on service subject to the modification for Social Security; or
- b. One-half of the retired member's unmodified allowance based on service not subject to the modification for Social Security.

In accordance with Section 21628, the allowance payable to a retired member who chose Option 2, 3, or 4, or the beneficiary of such retirees shall be increased by 15%. For retirees who chose the Unmodified Allowance or Option 1, there is no increase in the retirement allowance but their eligible survivor(s) would receive the post-retirement survivor allowance upon the retired member's death.

Sections 21624, 21626 and 21628, all together, are applicable, by amendment, to contracting agencies. Section 21624 and 21626 only are available to new contracting public agencies.

This benefit shall apply only to service credit accumulated after the effective date of the amendment to contract for this provision.

Employer Cost: Valuation required.

Rough Estimate: Impact on Employer Normal Cost:

- 0.3% to 1.1% of payroll for miscellaneous groups
- 0.7% to 1.8% of payroll for safety groups
- Change in Unfunded Accrued Liability will be determined by a future valuation

(These estimates are based on survivors receiving one-half of the retired member's unmodified allowance based on service not subject to the modification for Social Security. To the extent the allowances payable are based on survivors receiving one-quarter of the retired member's unmodified allowance based on service not subject to Social Security, the costs should be less).

Member Cost:       None.

\*An operative date for this benefit is established at the time of amendment.

**E. MISCELLANEOUS MEMBER CLASSIFICATIONS OPTIONALLY RECLASSIFIED TO SAFETY BY ADMENDMENT TO THE CONTRACT**

Miscellaneous members in the following classifications who meet the definition of local safety members, as defined in the applicable section, may be reclassified from local miscellaneous to local safety. This benefit shall apply only to service credit accumulated after the effective date of the amendment to contract for this provision.

1. Ocean beach lifeguards of a city as "Local Safety Members" (Section 20421). This section is only applicable by amendment to public agencies whose contract effective date is prior to September 18, 1959.
2. Employees designated as Emergency Medical Technician I, II or Emergency Medical Technician-Paramedic as "Local Safety Members" (Section 20422).
3. Harbor or Port Police Officers as "Local Safety Members" (Section 20423).
4. Airport patrol officers, airport law enforcement officers and airport police officers as "Local Safety Members" (Section 20423.3).
5. Park Rangers employed by a contracting agency as defined in subdivision (b) of Section 830.31 of the Penal Code, as "Local Safety Members" (Section 20423.5).
6. Local prosecutors, local public defenders, and local public defender investigators as "Local Safety Member" (Section 20423.6).<sup>1</sup>
7. Juvenile bureau officers or employees as "Local Police Officers" (Section 20427).
8. Any officers or employees who are Peace Officers, as defined in the Penal Code, of a public agency other than a city or a county as "Local Police Officers" (Section 20429).

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<sup>1</sup> Please note, per Section 20423.6, local prosecutors, local public defenders, and local public defender investigators are not eligible for the 3% @ 50 formula; industrial disability retirement is not applicable unless the agency amends their contract for Section 21151; and the Special Death Benefit is not applicable unless the agency amends their contract for Section 21540.5.

9. City jail, detention or correctional facility employees as "Local Police Officers" (Section 20431).
10. Any officer or employee of a sheriff's office as "Local Sheriff" (Section 20432).
11. Any officers or employees of a fire department employed to perform duties of firefighting, fire prevention, fire training, hazardous materials, emergency medical services, or fire or arson investigation services as "Local Fire Fighters" (Section 20434).
12. Any officers or employees of a fire department employed to perform duties of hazardous materials services as "Local Fire Fighters" (Section 20434.5).
13. Any officers or employees of a contracting agency performing a fire training function as "Local Fire Fighters" (Section 20435).
14. Constables, deputy constables, marshals and deputy marshals as "County Peace Officers" (Section 20437).
15. Probation officers, deputy probation officers, assistant probation officers, juvenile hall employees and persons employed as peace officers pursuant to Section 830.5 of the Penal Code as "County Peace Officers" (Section 20438).
16. County jail, detention or correctional facility employees as "County Peace Officers" (Section 20439).
17. Bailiffs as "County Peace Officers" (Section 20440).
18. Park Rangers "employed by a county parks and recreation department as "County Peace Officers" (Section 20441).

**NOTE:** For agencies providing Social Security coverage for their miscellaneous group only, employees reclassified from miscellaneous to safety will continue to be covered by Social Security unless the position has been determined to be fireman/policeman for Social Security purposes.

**All classifications defined in the government code will be reclassified. The agency will need to submit copies of the job descriptions for review to determine whether the positions meet the definition of local safety. Separate actuarial valuations are required to determine the effect to the employer rates for local miscellaneous members and local safety members. PEPRA members whose job duties make them subject to reclassification CANNOT have prior service reclassified.**

Employer Cost: No valuation required.

Rough Estimate: Change in Unfunded Accrued Liability will be determined by a future valuation

Member Cost: See cost information under the appropriate formula.

An individual member election is provided when an agency reclassifies a group of miscellaneous employees to a safety formula (Section 20443). Members employed in positions affected by such reclassification may elect to remain covered by the miscellaneous service retirement formula by making an irrevocable election in writing no later than 90 days after notification by this system. Members who elect to remain subject to the miscellaneous service retirement formula will be covered by safety industrial benefits (e.g., disability and death benefits).

## **F. RISK POOLING**

Risk pooling consists of pooling assets and liabilities across employers to produce large risk sharing pools that will dramatically reduce or eliminate the large fluctuations in the employer's contribution rate caused by unexpected demographic events. Government Code Sections 20840, 20841, and 20842 authorize the CalPERS' Board to create risk pools for public agencies and mandate participation for all plans with less than 100 active members. Article 7.5 of Title 2 of the California Code of Regulations establishes the criteria for participation in risk pools.

Beginning July 1, 2005, plans with less than 100 active members will be mandated into risk pools. Non-mandated plans will be allowed to amend their contract to voluntarily join a risk pool, unless it would be harmful to the pool. School districts will be allowed to voluntarily leave the schools' pool and join a public agency risk pool if they contract separately. However, once a plan participates in a risk pool, there is no option to exit the risk pool.

Plans will be assigned to one of two risk pools, one for all miscellaneous groups and one for all safety groups.

### **Mandated Benefits:**

Government Code Section 20840(e) requires that each pool contain certain benefits:

- Section 20965 (Credit for Unused Sick Leave)
- Section 21022 (Public Service Credit for Periods of Layoffs)
- Section 21023.5 (Public Service Credit for Peace Corps or AmeriCorps: VISTA Service)
- Section 21024 (Military Service Credit as Public Service)
- Section 21026 (Public Service Credit for Service Rendered to a Nonprofit Corporation)
- Section 21027 (Military Service Credit for Retired Persons)
- Section 21536 (Local System Service Credit Included in Basic Death Benefit)
- Section 21548 (Pre-Retirement Option 2W Death Benefit)

## Optional Benefits:

All other optional benefits will still be available to employers participating in risk pools. Each benefit will be assigned to one of three classifications based on the cost impact of the benefit. Optional benefits will be allowed to vary within the same pool, but an employer contracting for a more expensive optional class 1 benefit will be required to pay a surcharge in addition to the pool's rate. A side fund will be established for each plan as it enters a risk pool. That side fund will take into account the level of assets and liabilities of the plan at the time of joining a risk pool. These side funds will be amortized over time and will add or subtract from that employer's contribution rate.

**Class 1** benefits impact the ongoing cost (either total or employer normal cost) of the risk pool by more than 0.25% of payroll or is a benefit that is not available to all plans participating in the risk pool. The following benefits shall be classified as Class 1:

- Section 20680 (Employee Contribution Rate for CSUC Auxiliary Organizations Reduced to State Member Level)
- Section 21151 (Industrial Disability Retirement for Local Miscellaneous Members)
- Section 21335 (3%, 4%, or 5% Cost of Living Adjustment)
- Section 21428 (Improved Industrial Disability Allowance to 75% of Final Compensation)
- Section 21430 (Improved Industrial Disability Allowance of Local Safety Members)
- Sections 21624, 21626, and 21628 (Post-Retirement Survivors Allowance)

The normal cost surcharges for a sample of Class 1 benefits may be found in the annual actuarial valuation reports on CalPERS website under "Public Agencies" located at <http://www.calpers.ca.gov/index.jsp?bc=/about/forms-pubs/calpers-reports/actuarial-reports.xml>. Note that the surcharges will vary by benefit formula and these percentages are only estimates. There may be a side fund rate increase in addition to the addition of the applicable normal cost surcharges.

**Class 2** benefits have no impact on the ongoing cost (normal cost) of the risk pool and provide a one-time increase in benefit with an identifiable increase in accrued liabilities. The following benefits shall be classified as Class 2:

- Section 20530.1 (Credit for Local Retirement System Service for Employees of Agencies Contracted on a Prospective Basis)
- Section 20903 (Two Years Additional Service Credit)
- Section 20936 (Prior Service Credit for Employees of an Assumed Agency or Function)
- Section 20938 (Limit Prior Service to Members Employed on Contract Date)
- Section 20996 (Military Service Credit as Prior Service)
- Section 21025 (Public Service Credit for Employees of an Assumed Agency or Function)
- Section 21031 (Public Service Credit for Limited Prior Service)
- Section 21328 (One-Time 1% to 6% Increase for Members Who Retired or Died Prior to January 1, 1998)

**Class 3** benefits impact the ongoing cost (normal cost) of the risk pool by no more than 0.25% of payroll. The following benefits shall be classified as Class 3:

- Section 20325 (Optional Membership for Part-Time Employees)
- Section 20503 (Removal of Contract Exclusions Prospectively Only)
- Section 21020.5 (Public Service Credit for California Senate Fellows, Assembly Fellowship, Executive Fellowship, or Judicial Administration Fellowship Programs)
- Section 21118 (Partial Service Retirement)
- Section 21427 (Improved Non-Industrial Disability Allowance)
- Section 21540.5 (Special Death Benefit for Local Miscellaneous Members)
- Section 21622 (\$600 Retired Death Benefit)
- Section 21623.5 (\$2,000, \$3,000, \$4,000, or \$5,000 Retired Death Benefit)
- Section 21547.7 (Alternate Death Benefit for Local Fire Members Credited with 20 or more Years of Service)

**Employer Normal Costs:**

The normal cost before addition of applicable normal cost surcharges for each of the risk pools may be found in the annual actuarial valuation reports found on CalPERS website under “Public Agencies” at <http://www.calpers.ca.gov/index.jsp?bc=/about/forms-pubs/calpers-reports/actuarial-reports.xml>.

An actuarial valuation is required to determine the effect of the employer rate to voluntarily participate in a risk pool. Effective January 1, 2011, for agencies interested in participating in a risk pool, the cost for the actuarial valuation is \$300. For new agencies interested in contracting with CalPERS, the cost for a new agency actuarial valuation is \$900.

For more information on voluntarily participating in a risk pool, please contact:

**California Public Employees’ Retirement System  
Employer Account Management Division**  
P.O. Box 942709  
Sacramento, CA 94229-2709

*or*

**Customer Contact Center**  
(888) CalPERS (225-7377)

## **G. SPECIAL ITEM – CALIFORNIA PUBLIC EMPLOYEES’ RETIREMENT SYSTEM HEALTH BENEFITS PROGRAM**

***You may be able to save significantly on your costs while continuing to provide quality health care by teaming up with CalPERS.***

CalPERS has over 40 years of experience in providing its members and their dependents access to quality healthcare at consistent, competitive, and affordable rates. Over 1,200 public agencies and school districts participate in the CalPERS Health Benefits program. CalPERS is one of the largest purchasers of public employee health benefits in California and the second largest public purchaser in the nation after the federal government. CalPERS is a strong voice for agencies and schools to promote accountability, performance and competition among health care providers.

Some of the many featured benefits and advantages of the CalPERS Health Benefits Program include:

### **CalPERS Health Program Features**

- Lowest administrative fee in the state (less than one percent)
- Choice of health plans including Health Maintenance Organizations (HMOs), three Preferred Provider Organizations (PPOs) including two that offer worldwide coverage, and Exclusive Provider Organizations (EPOs)
- No mandatory or minimum enrollment requirement
- Proactive wellness and disease management programs for all CalPERS’ health plans
- Dedicated toll free number for members and employers
- Annual open enrollment including the printed and online availability of enrollment materials
- Free technical assistance for employer’s Health Benefits Officers
- Agencies may join our health program any time during the year
- Employer and employee web access

### ***We offer the following types of coverage:***

***Preferred Provider Organization (PPOs)*** - CalPERS offers three self-funded PPO plans (***PERS Select, PERS Choice and PERSCare***). These plans offer a PPO network through Anthem Blue Cross. Members may choose a provider or specialist without having to coordinate services through a primary care physician. Members are responsible for annual deductibles, co-insurance and co-payments. The ***PERS Choice*** and ***PERSCare*** plans offer statewide and worldwide coverage. The PPOs also offer Supplemental to Medicare coverage.

***Health Maintenance Organizations (HMOs)*** - CalPERS currently offers nine HMO plans serving specific geographic areas in California. There are two plans available through Blue Shield of California (Access +, NetValue), Anthem HMO (Select, Traditional) and Health Net (Salud y Más, Smartcare). There is one plan available through Kaiser Permanente, Sharp and United HealthCare. All providers offer Supplemental to Medicare plans. HMO

members receive a list of available provider networks and physicians to choose from and must choose a primary care physician. All services and referrals are coordinated through the primary care physician for small co-payments.

**Exclusive Provider Organizations (EPOs)** - The EPO currently only serves specific California counties. This health plan offers the same covered services as an HMO health plan, but members must seek services from the EPO network of preferred providers. Members are not required to select a personal primary care physician with this plan. For more information on EPO covered counties, please see the CalPERS Health Benefits Summary Guide (HBD-110) located on CalPERS On-line at [www.calpers.ca.gov](http://www.calpers.ca.gov).

**Association Plans** - CalPERS offers an employee association health plan to public agency safety members through the *Peace Officers Research Association of California (PORAC) – Police and Fire Health Plan*. Public agency safety members must belong and pay dues to the PORAC Association in order to qualify for health coverage under this plan. This is a PPO plan that offers statewide and worldwide coverage.

### **Who can join?**

**Public Agencies** participating in CalPERS retirement system or another qualified retirement system.

**School Employers** participating in CalPERS and CalSTRS retirement systems.

**California Counties and Special Districts** subject to the County Employees' Retirement Law of 1937.

**Members of governing bodies** of both CalPERS and non-CalPERS agencies may participate in the CalPERS Health Benefits Program if they meet the CalPERS definition of an "employee" in their capacity as an elected official.

For more information on participation, or about how the CalPERS Health Program can benefit your organization, please call **(916) 795-1233** to speak to a marketing representative. Or, you may contact:

**California Public Employees' Retirement System  
Health Account Management Division**

P. O. Box 942714  
Sacramento, CA 94229-2714  
[healthmarketing@calpers.ca.gov](mailto:healthmarketing@calpers.ca.gov)

**or**

**Customer Contact Center  
(888) CalPERS (225-7377)**

## **H. SPECIAL ITEM – CALIFORNIA PUBLIC EMPLOYEES’ RETIREMENT SYSTEM SUPPLEMENTAL INCOME 457 PLAN**

As a CalPERS employer, you already participate in one of the most secure retirement systems in the world. Each day your employees go to work, they are earning service credit in a pension plan that will guarantee them a retirement allowance for the rest of their lives once they qualify. This assures your employees a secure financial base when they decide to retire from public employment with your agency. In addition to the pension, CalPERS offers an employer-sponsored supplemental plan to help your employees reach their retirement income goals – the CalPERS Supplemental Income 457 Plan.

The CalPERS Supplemental Income 457 Plan is a deferred compensation retirement savings plan that public agency and school employers may adopt and offer to their employees to help reach their retirement income goals. It is a way for participants to defer a portion of their pre-tax salary into their choice of a variety of investment options. Participants may change their contribution amount, transfer funds among a variety of investment options, or change contribution allocation percentages designated to each option. The Plan allows for tax deferral on both the initial investment and any earnings until the employee begins to take withdrawals, usually in retirement.

The 457 Plan supplements the traditional pension plan offered by CalPERS. All qualified California public agencies and school districts, including agencies that do not currently contract for the CalPERS retirement benefits, may adopt the 457 Plan for the benefit of their employees.

### **CalPERS Supplemental Income 457 Plan Features**

#### ***Designed with participants’ interest in mind***

- Promotes smart investing principles
- Easy payroll deduction of contributions
- Contributions and earnings can benefit from the power of tax-deferral
- Withdrawals are taxed as ordinary income when distributions begin
- Simplified fee structure
- Experienced retirement educators to help participants define retirement goals, integrating them with existing defined benefit planning
- Access to tools for retirement planning, personal finance, estate planning and family finance

#### ***Plan Features***

- Access to CalPERS 457 Plan Participant Web-site, customer service toll-free line, and dedicated Account Managers
- Provide comprehensive employee communications and education
- Onsite employee enrollment and educational meetings led by Supplemental Income Plan Account Managers
- One-on-one individual appointments with Account Managers
- Optional loan program and Self-Managed Brokerage Account
- Dedicated Employer Web site – [www.calpers-sip.com](http://www.calpers-sip.com)
  - Information and guidelines for adopting the Plan

- Up-to-date Plan information and Plan rules and enhancements
- Download or order forms and educational material for quick and easy employee enrollments

### ***How to Adopt the CalPERS Supplemental Income 457 Plan?***

You may request to adopt the CalPERS Supplemental Income 457 Plan by logging in to my|CalPERS (<https://my.calpers.ca.gov>) and add the CalPERS Supplemental Income 457 Plan as a new agreement on your Profile-Agreements page. Once the request is submitted, a CalPERS 457 Plan representative will contact you to assist with the adoption process.

- For additional information, call our CalPERS 457 Plan Employer toll-free line at (800) 696-3907. You may also visit our Employer Resource Web site at [www.calpers-sip.com](http://www.calpers-sip.com).

## **I. SPECIAL ITEM – CALIFORNIA EMPLOYERS’ RETIREE BENEFIT TRUST**

The California Employers’ Retiree Benefit Trust (CERBT) is an investment trust that can be used by all California public employers to prefund Other Post-Employment Benefits (OPEB). Retiree health benefits usually comprise all of an employer’s OPEB cost.

Pre-funding – paying for benefits as they are earned, investing the contributions, and using both investment return and the original contribution to pay benefits during retirement – is a proven path to sustaining benefits. By pre-funding OPEB through the CERBT, California public employers are benefiting their employees by improving their prospect of a healthier retirement.

The CERBT is internally managed under the authority of the CalPERS Board of Administration. The Board sets investment policy and directs investment strategy. The Board assumes fiduciary investment responsibility for the trust.

The CERBT delivers service for the lowest cost. There is no minimum fee. The CERBT charges a single fee rate that covers all services (administrative and investment). The single fee rate may vary from year to year and may be changed without prior notice.

CalPERS does not retain any profit from trust operation. CERBT total cost is significantly less than that of other competing OPEB pre-funding service providers.

Through our CERBT web pages ([www.calpers.ca.gov/cerbt/](http://www.calpers.ca.gov/cerbt/)), we deliver authoritative information to employers about CERBT investment return, financial reporting requirements, an OPEB actuarial assumptions model developed by CalPERS, and a list of private sector OPEB actuaries.

### **CalPERS CERBT Features**

- CalPERS record of excellent long-term investment management
- Three asset allocation strategies with a distinctly different expected long term return rates and return volatilities
- Quarterly and annual statements
- Online access to current balance and ability to see and download transactions for analysis

- Uncomplicated, low cost program administration that delivers high value
- Governmental Accounting Standards Board (GASB) compliant reporting
- Audited GASB 43 Statement
- Financial reporting support
- Effective employer and member education about the importance of pre-funding and reporting compliance
- Dedicated web pages that deliver authoritative information to employers about CERBT investment return, financial reporting requirements, OPEB actuarial assumption models and a list of private sector OPEB actuaries

***Who can join?***

All California government agencies, including counties, cities, special districts, and school districts may participate in the CERBT.