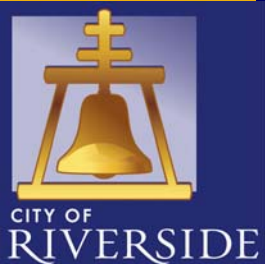


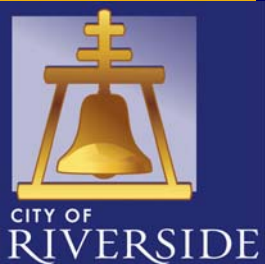
# Early Retirement Incentive Presentation

October 2009



# Background

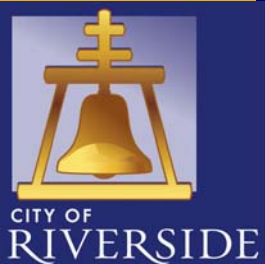
- ◆ SEIU Local 721 - General Unit ratified tentative agreement on September 29, 2009
- ◆ Council Approved October 6, 2009
- ◆ Provides for a variety of early retirement incentives when pre-determined eligibility is met



# Eligibility

To be eligible, employees must:

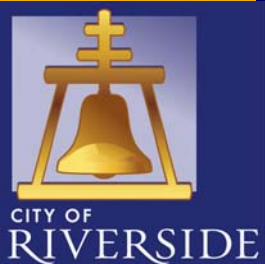
- ◆ Be an active employee and SEIU (General Unit) member
- ◆ Be at least 50 years of age
- ◆ Have at least fifteen (15) years of service credit



# Early Retirement Options

Eligible employees can elect:

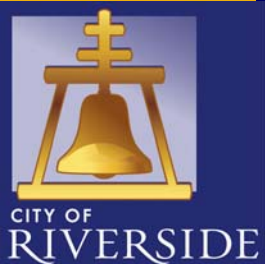
- 1) An individually structured Supplemental Employee Retirement Program (SERP-Annuity); or Other Retirement Account in accordance with applicable laws;



# Options continued...

Eligible employees can elect:

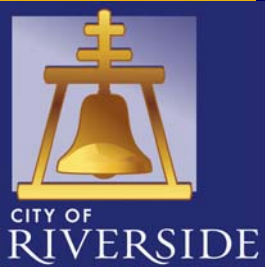
2. Cash Payment; or
3. Cash Payment for the purchase of CalPERS service credit.



## Next steps...

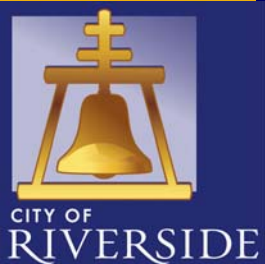
To be eligible, employees must:

- ◆ Contact Human Resources, Benefits Division to request “General Unit Retirement Incentive Form”
- ◆ Complete form and return to Human Resources
- ◆ If interested in SERP, attend individual informational session with a Keenan Associate



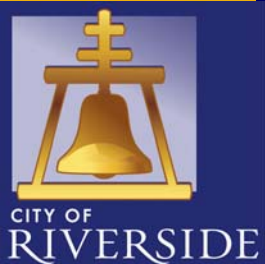
## Next steps continued...

- ◆ Sign “Agreement to Retire” prior to your retirement date



# Taxes on Cash

- ◆ Mandatory taxes include
  - 25% Federal
  - 6% State (Increases to 6.6% 11/1/09)
  - 1.1% SDI
  - 1.45% Medicare (if eligible)
- ◆ Cash Option is processed with “Pay Off” check that includes vacation and eligible sick leave payout



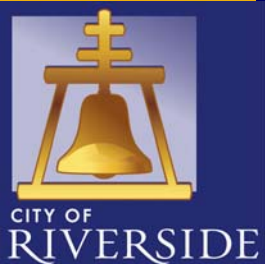
# Cal PERS Retirement Process

- ◆ Completed Cal PERS Retirement Application can be submitted no earlier than 90 days from retirement date
- ◆ HR must complete and sign Section 7 prior to submission to Cal PERS



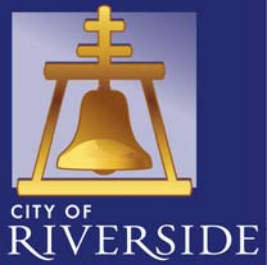
# Cal PERS Service Credit

- ◆ Contact Cal PERS to ensure eligibility
  - (888) 225-7377
- ◆ Complete “Request for Service Credit Cost Information” while still an active employee
- ◆ Cal PERS will provide cost information and additional steps
  - May take up to 120 days



# Things to Consider

- ◆ Entire process can be completed in 2-4 weeks
- ◆ Program is available until June 30, 2011 (MOU expiration date)
- ◆ HR offers bi-monthly Retirement Informational Sessions
  - Check HR website for calendar
- ◆ If rolling over money to deferred compensation from final paycheck, submit “Human Resources Payout (Rollover) Request Form
  - Available on HR website



# Questions?

- ◆ Contact Human Resources at 826-5808 or via email at [citybenefits@riversideca.gov](mailto:citybenefits@riversideca.gov)