



## OFFICE OF THE CHANCELLOR

August 18, 2020

Dear Colleagues of the Los Angeles Community College District,

In recognition of the valued years of service provided by our employees to the Los Angeles Community College District (LACCD), the Board of Trustees is exploring offering a Supplementary Retirement Plan (SRP) to District employees who are eligible to retire under CalPERS or CalSTRS. The SRP serves to assist employees with their retirement planning by providing supplemental income. The Board of Trustees will consider and vote on a Resolution to explore the SRP at their September 2, 2020, meeting. The Resolution authorizes the District to further examine the feasibility of offering the program during the 2020-21 fiscal year.

The terms and conditions in consideration are as follows. Eligible employees must:

- Have completed at least five (5) full years of District service
- Be eligible to retire under CalSTRS or CalPERS
  - CalSTRS Retirement Eligibility—At least age 55 with 5 years or more of CalSTRS service credit or at least age 50 with 30 years or more of CalSTRS service credit
  - CalPERS Retirement Eligibility—At least age 50 with 5 years or more of CalPERS service credit
- Resign from District employment
  - Academic Administrators, Academic Supervisors, Represented Classified (Clerical/Technical, Operations, Crafts and Supervisors), Classified Confidential and Classified Managers resign December 31, 2020 or June 30, 2021
- Retire from CalSTRS or CalPERS
  - Academic Faculty must retire no later than July 1, 2021. Academic Faculty who opt to retire in December are advised to speak with CalSTRS regarding the impact to service credit as a full-year of service may not be completed.
  - Academic Administrators, Academic Supervisors, Represented Classified (Clerical/Technical, Operations, Crafts and Supervisors), Classified Confidential and Classified Managers retire December 31, 2020 or June 30, 2021.

If the SRP is ultimately offered, the District will contribute as supplemental income 65% of your final annual base pay. The 65% value of one year of your final annual base pay will purchase an annuity that will pay out over five years or more in equal monthly payments. Each eligible employee will receive a Benefit Illustration outlining the monthly annuity payment options from which to consider.

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Should the plan meet the financial and organizational goals of the District, Administration will present the SRP document and plan to the Board on November 4, 2020, for final approval. The Board can then accept or reject the proposed SRP.

The intent of this letter is to provide District employees with the basic SRP information as soon as possible so those interested can begin the consideration process. Please see the first Frequently Asked Questions (FAQ) document attached with this communication. We look forward to providing additional information through On-line SRP Employee Orientation Meetings to be held in September and through FAQ documents on the District website.

Best Regards and Stay Safe,

A handwritten signature in black ink, appearing to be 'Francisco C. Rodriguez', with a stylized flourish at the end.

Francisco C. Rodriguez, Ph.D.  
Chancellor