

1 **RETIREMENT INCENTIVE**

2 **PROPOSAL FROM THE**
3 **PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE**
4 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**
5 **Wednesday, September 25, 2024**
6

7 The collective bargaining proposal presented herein by the Pasadena City College Faculty
8 Association and the Pasadena Area Community College District is expressly made pursuant to the
9 Education Employment Relations Act and the Collective Bargaining Contract between the parties.
10 The following article shall be changed in the Collective Bargaining Agreement:
11

12 17.1 The District will offer full time faculty the Public Agency Retirement Services (PARS)
13 supplementary retirement plan under the following conditions:

- 14 a. Benefit Level – will be 75% of 2024/25 base salary;
- 15 b. Benefit Options – are set forth in the PARS plan document but in general, vary
16 from fixed payment plans to lifetime or joint and survivor options;
- 17 c. Eligibility requirements – are set forth in the PARS plan document but in
18 general require:
- 19 1) Employment by the College as of February 2025 (exact date to be determined);
- 20 2) Have at least five (5) years of full-time benefits eligible years of College service;
- 21 3) Are at least 55 years of age as of June 30, 2025;
- 22 4) Have resigned from College employment effective on June 30, 2025;
- 23 5) Have retired under CalSTRS or CalPERS effective on July 1, 2025.
- 24 d. Eligible employees will be given an approximate thirty (30) day time period in
25 which to submit notices of intent to retire. Employees must submit an Age
26 Discrimination in Employment Act (ADEA) compliant waiver of potential
27 discrimination claims as part of the enrollment process.
- 28 e. The plan must have sufficient plan participation to meet the District’s fiscal and
29 operational objectives by the enrollment deadline; however, the District will
30 retain the option of implementation with a lesser number of participants as it
31 deems appropriate. Participating employees shall submit all required
32 enrollment materials and a letter of resignation to PARS on or before April 2025
33 (date to be determined) (approximately fifty (50) days from Board adoption).
34 As of the enrollment deadline, resignations of the participants are irrevocable
35 and may not be rescinded.
- 36

37 f. If a level of participation acceptable to the District has not been reached as
38 of the enrollment deadline, the District may withdraw the incentive, provided it
39 notifies enrolled employees of the withdrawal on or before June 2025 (exact
40 date to be determined).

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42 Signed and entered into this _____ day of _____, 2024.

43 FOR THE COLLEGE DISTRICT FOR THE ASSOCIATION

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