



1. What is FERP?

FERP is a program in the CSU that permits eligible tenured faculty who retire to continue to be employed after retirement. FERP is the Faculty Early Retirement Program and not to be confused with Golden Handshake provisions that are sometimes referred to as “Early Retirement.” Faculty who are granted service retirement from the California Employees Retirement System (CalPERS) may elect to participate in FERP. Faculty who may be in both CalPERS and in the State Teachers’ Retirement System (STRS) system must also have been granted simultaneous STRS service retirement to participate in the FERP program. The retirement date in both systems must be the same.

2. How long can I participate in FERP?

Faculty who commence FERP are entitled to five years of consecutive employment. (*See Article 29, Collective Bargaining Agreement, Unit 3 Faculty Contract.*)

3. Who is eligible to FERP?

Tenured faculty and tenured Librarian faculty who have reached the age of 55 and are eligible for service retirement (five years of full-time service) with CalPERS and/or STRS are eligible to participate in FERP with approval of the President or designee.

4. When am I eligible for retirement and how is my CalPERS retirement salary calculated?

A formula based on your age (at least 50 to 52 years of age, depending on your plan), years of service (at least five years of full-time service), and your highest salary during your employment (highest consecutive 12 or 36 months, depending on your plan) determines your monthly retirement salary. At age 63 or 67 depending on your retirement formula, age no longer makes a difference in the calculation of your retirement salary. Ten months of full-time service equals one year of service. At retirement, unused sick leave credit will be converted and added to your years of service. Before retirement, faculty can buy back lost service credit for various leaves of absence. For an estimate on your retirement salary, visit the CalPERS web site <http://www.calpers.ca.gov>. Contact CalPERS if you are uncertain of your retirement eligibility at (888) 225-7377.

5. What is the maximum FERP employment time base for instructional faculty?

FERP employment is available in two options:

- Full-time employment in the Fall or the Spring semester, not to exceed a total of 90 workdays. Normally 12 units of instruction, plus 3 units of instructionally-related activities.
- Half-time employment for the academic year (not to exceed 50% of the employee’s time base in the year preceding retirement, full-time equivalent is 12 units of instruction and 3 units of instructionally-related activities). Normally, 6 units per semester, plus 1.5 units of instructionally-related activities. Other combinations can be considered. Note: **Faculty can elect a lesser time base than stated above, but cannot increase their time base throughout the five year period.**

6. What is the maximum FERP employment time base for 12-month Librarian faculty?

Librarian employment is available in two options:

- Full-time employment (40 hours per week) not to exceed 960 hours (in slight excess of 5 months).
- Half-time (20 hours per week) not to exceed 960 hours or approximately 11 months.
- Reminder: 12-month librarians continue to earn vacation while on FERP and are encouraged to use vacation credits during their FERP employment. Unused credits will be paid out at the end of each yearly assignment. Note: **Librarian faculty can elect a lesser time base than stated above, but cannot increase their time base throughout the five year period.**

7. What is my salary as an instructional FERP faculty?

As retired faculty, you will receive a monthly retirement check from CalPERS. In addition, FERP faculty will receive a monthly FERP employee pay check. Your monthly salary will be at your faculty rank and salary immediately prior to retirement and at the time base approved. Throughout the five-year period, faculty will receive general salary increases as negotiated. Direct deposit remains an option for FERP faculty, though single-semester participants must re-enroll in direct deposit every year, and it takes effect in 1-2 pay periods.

- If you teach the Fall semester you will receive six monthly checks, on or about October 1st through February (two checks in February).
- If you teach the Spring semester you will receive six monthly checks, on or about March 1st through July (two checks in July).

- If you teach the Academic Year you will receive twelve monthly checks, normally at a half-rate, on or about October 1st through September 1st.

8. What deductions will my FERP paycheck contain?

- Deductions for state and federal taxes, union dues/fees, and parking. TSA deductions are optional.
- No deductions for PERS retirement, medical benefits, or Social Security (OASDI).
- Life insurance and long-term disability are neither retirement nor FERP benefits. You may contact Standard Life Insurance to convert from group coverage to an individual policy.

9. How do I maintain my benefits coverage during and after FERP?

- Health benefits are covered from your monthly CalPERS retirement check through deductions.
- Vision coverage is paid 100% by the employer while on FERP. After FERP, employer-paid vision coverage discontinues and you will receive an enrollment form to continue coverage with VSP via the Voluntary CSU Retiree Vision Plan, which is paid by the retiree. If you are eligible for Medicare Part B (65 years or older), you will need to coordinate your benefits with CalPERS for the Medicare entitled vision coverage.
- Enhanced dental coverage is 100% employer paid while on FERP. After FERP, the dental coverage reduces to the basic plan level of coverage.

10. Can I continue a Tax Shelter Annuity while on FERP?

- Yes. However, participants with an employment period of one semester per year must go online to change contributions each semester to reactivate in a timely manner in order to make a maximum of five monthly contributions per semester, and reaching age 70 1/2 during FERP may require taking annual Minimum Required Distributions from 401(k)/403(b)/457(b) retirement plans (consider consulting with a tax advisor in this case)..
- 403b – FERP faculty can continue contributions only during the semester they receive a paycheck.
- 401K and 457 – FERP faculty cannot contribute to these plans.

11. FERP faculty are not eligible for the following collective bargaining provisions:

- Promotions
- Sabbatical Leaves
- Difference in Pay Leaves
- Unlimited Sick Leave
- Only up to 160 sick leave hours may be accrued while on FERP or 208 hours, if faculty elects to carry over the maximum of 48 hours of sick leave credits at the time of retirement. Full-time FERP faculty continue to accumulate 8 hours of sick credits hours per month; prorated for less than full-time. Catastrophic Leave Donations received may exceed the amounts noted above (*See Article 24.23.*)

12. May I take a leave of absence without pay while on FERP?

A FERP participant may be granted one (1) leave of absence without pay for personal illness, such leaves do **not** extend the FERP employment period.

13. What are the deadlines for retirement notification?

Your notice of retirement and FERP participation must be submitted by April 1st. (*See FAQ number 22 if you wish to rescind your FERP participation.*)

14. How do I apply for retirement?

Contact Nikco Moore, the campus Benefits Manager, at x52120 for assistance in selecting an advantageous retirement date and with completion of the CalPERS application. A hard copy CalPERS Retirement Application must be completed, notarized, and received in a local CalPERS office or via mail to Sacramento no sooner than 120 days (4 months) prior to your elected retirement date. Or, the CalPERS Retirement Application can be submitted online up to 120 days prior to your retirement date.

A standard CSULB **Intent to Retire** form provides the campus the necessary information regarding your retirement and/or retirement and FERP participation. (*See the Faculty Affairs website under Forms.*) Faculty should also provide such notice in writing. This form notifies the Department Chair, Dean, and Associate Vice President for Faculty Affairs of your plans.

15. How am I notified of my FERP appointment?

You will receive a letter from the President acknowledging your retirement and appointing you to the FERP program indicating your FERP salary, period of employment, and emeritus status, as appropriate. For those with a retirement date during the summer you can expect your letter during late summer and after CalPERS confirmation of receipt of your retirement application.

16. What about emeritus faculty status?

Tenured faculty employed for 10 years will be granted emeritus status in the retirement letter from the President. An emeritus/emerita identification card will be enclosed in the letter. Those with less than 10 years may request Dean and Departmental approval for granting of such status. Recommendations are forwarded to the AVP for Faculty Affairs. (*See the University Policy Statement on Emeritus status rights and privileges, PS 05-02.*)

17. What about parking as an emeritus faculty?

Normally, faculty who are receiving pay as an employee are required to pay for parking. Regular retirees and FERP faculty during off semesters of employment may obtain complimentary parking through the Office of Parking and Transportation Services.

18. What about my e-mail account as a retiree?

If you are granted emeritus status, your e-mail account will be automatically retained. You may contact the Office of Information Technology Services at x55459 for more information on access you will retain.

19. What additional employment can I accept as a FERP?

- The collective bargaining agreement restricts FERP faculty to 90 days employment or 50% employment over the academic year after your retirement date. Summer session employment is not permitted while on FERP. It is possible to teach a summer session prior to your retirement. If your retirement date is in late August, you could teach an early summer session since the restriction of employment is after your retirement date.
- Foundation employment is permitted during FERP employment because the Foundation is a non-CalPERS contributor. However, the 25% additional employment rule applies during the semester(s) of FERP employment.

20. Can I change my semester of FERP employment?

Yes, in mutual agreement with the department chair and dean. Your written request is to be forwarded to the Associate Vice President for Faculty Affairs and must indicate if the semester change is permanent or for one year only. Check with the Benefits Manager at x52120 to determine how such a change may affect your vision coverage.

21. Can I reduce my FERP time base?

Yes, in mutual agreement with the Dean and Department Chair. You may reduce your FERP time base but your reduction shall continue for the duration of your FERP appointment. Your written request is required with Dean and Chair approval followed by a letter from the Associate Vice President for Faculty Affairs.

22. After submitting my CalPERS application and University notice of Retirement, can I change my mind and not retire and FERP?

While the University has established **April 1** as the date to submit notice of your Retirement and/or FERP, CalPERS permits you to rescind your retirement application if you do not cash your first pension check. You must immediately notify CalPERS in writing with notification to the appropriate University parties.

23. Can I separate from FERP before serving five years?

Yes. You must notify your Dean, Department Chair, and the Office of Faculty Affairs in writing.

24. Can I be terminated from FERP?

Only under the following conditions:

- Dismissal for cause
- Failure to meet the employment commitment
- Layoff

25. Can I accept CSU employment after retirement or FERP?

Yes. You are restricted by CalPERS regulations not to exceed 960 hours or 50 percent of the hours you were employed during the last fiscal year of service prior to retirement. Full-time faculty calculations are based on 30 units. Fifteen units is the maximum workload a former full-time faculty can teach within a year. Such employment would be in a Lecturer classification at a salary rate appropriate to that classification.

26. What is the Pre-Retirement Reduction in Time Base Program [PRTB]?

This program allows faculty to phase into retirement for a five year period at 2/3, 1/2, or 1/3 timebase. (*See Article 30, Pre-Retirement Reduction in Time Base Program Collective Bargaining Agreement (CBA), Unit 3 Faculty Contract.*) In this program, faculty work less and receive prorated pay while continuing to make full monthly PERS retirement payments and earning a full year of PERS service credit for each year worked. At the end of the 5 year period, faculty can retire and enter FERP, but their FERP timebase is limited to half of their PRTB timebase.

27. Whom do I contact for additional retirement and FERP questions?

- **Natalie Bersig**, Director of Faculty Affairs, 562-985-8114, natalie.bersig@csulb.edu: general Retirement, FERP, and Pre-Retirement questions.
- **Nikco Moore**, Benefits Manager, 562-985-2120, nikco.moore@csulb.edu: retirement estimates, benefits, deductions, and detailed retirement questions.
- **CalPERS** general number and CalPERS Orange County Regional office, toll free: 888-225-7377

RETIREMENT, FERP, PRE-RETIREMENT & SOCIAL SECURITY WEBSITES:

- <http://web.csulb.edu/divisions/aa/personnel/retirement/index.html>
- <http://www.calstate.edu/hr/employee-relations/bargaining-agreements/contracts/cfa/2014-2017/article29.pdf>
- <http://www.calstate.edu/hr/employee-relations/bargaining-agreements/contracts/cfa/2014-2017/article30.pdf>
- <http://www.calpers.ca.gov/> CalPERS general phone number: 888-225-7377
- <https://www.ssa.gov/>