



SACRAMENTO
STATE

Faculty Early Retirement Program

Office of Faculty Affairs
Office of Human Resources, Benefits

“Housekeeping”

- Please Mute Mic
- Use “Raise Hand” or “Chat” to ask questions
- Please be mindful of background in Zoom
- Auto captioning is available via Zoom
- Camera can be on or off – your preference
- Workshop being recorded and will be posted on OFA’s website for reference



What is the Faculty Early Retirement Program (FERP)?

- Program allows eligible tenured faculty (including tenured librarians) who retire to continue employment after retirement.
- Faculty who are granted service retirement from the California Public Employees' Retirement System (CalPERS) may participate.
- Faculty continue to be deemed tenured during FERP.
- Faculty can "FERP" for up to five consecutive years.
- FERP faculty are not eligible for promotions, sabbatical leaves, and difference in pay leaves.
- FERP faculty may serve as interim department chair, albeit rare.

Eligibility for FERP

- Tenured faculty
- Minimum age to participate is based on your CalPERS retirement formula (55, 60 or 62)
- Eligible to retire from CalPERS
- FERP term is subject to approval of the President or designee
- Please review Article 29 of the Collective Bargaining Agreement (CBA) for more information about the FERP program.

CalPERS Retirement Eligibility, Salary Calculation and Sick Leave Conversion

- Contact CalPERS (www.calpers.ca.gov / (888-225-7377) to determine your retirement eligibility and salary estimate prior to applying for the FERP program.
- At retirement, any unused sick leave credit may be converted and added to your years of service.

Applying for Retirement and FERP

- Contact the campus Benefits Office, ext. 86213 or benefits@csus.edu for assistance starting the CalPERS retirement process.
- CalPERS retirement application must be completed and notarized. This application process can be completed through your personal my|CalPERS account at my.calpers.ca.gov. Hard copy applications also can be received in a local CalPERS office or via mail to Sacramento no **sooner** than 120 days (4 months) prior to your elected retirement date.
 - You might find the CalPERS publication, “Planning Your Service Retirement” helpful.

- Notify the Provost via a “Notice of Intent to Retire” request at least six months prior (March 2) to the beginning of the academic year you wish to start the program. Please contact the Benefits Office, Del Norte Hall, Room 3004 or ext. 86213 for more information.
- Once the Provost approves your participation in FERP, you will receive a notification letter which will include the period of employment and an opportunity for you to acknowledge your acceptance of the FERP appointment.

- Participation in FERP shall commence at the beginning of the academic year. Service retirement shall begin concurrently with or prior to the beginning of the academic year.
 - Any requests that come in now prior to the Fall 2026 semester would be for the 2026/27 academic year.
 - If you wait and retire at the end of the Fall 2026 semester, the first year of your FERP won't begin until the start of the next academic year, 2027/28.

FERP Time Base/ Workload (Instructional Faculty)

- **FERP employment is available in two options:**
- **ONE SEMESTER PER ACADEMIC YEAR:** Full-time employment (15 units) in the Fall OR Spring semester, not to exceed a total of 90 workdays or 50% of the employee's time base in the year preceding retirement. Normally 12 units of instruction, plus 3 units of indirect assignments (service).
- **HALF-TIME FOR THE ACADEMIC YEAR:** Half-time employment (7.5 units) in both Fall and Spring semesters (not to exceed 50% of the employee's time base in the year preceding retirement). Normally, 6 units of instruction per semester, plus 1.5 units of indirect assignments (service).

- You may not teach in lieu of service responsibilities.
 - CBA Article 29.18 *A participant shall be required to perform normal responsibilities and their share of normal duties and activities.*
- 12-month Instructional Faculty must convert to Academic Year for FERP.

FERP Time Base/Workload (12-Month Librarians)

- Full-time (40 hours per week) or Half-time (20 hours per week) employment can't exceed 960 hours in a fiscal year. The Library and employee should track hours and adjust assignment accordingly to stay within the 960 hour limit.

- It is critical for both the campus and the FERP participant to ensure work remains within the limitations provided under law.
 - If a FERP participant exceeds the permitted work limitations, the FERP participant is subject to reinstatement from retirement.

Additional Employment During FERP

- CBA restricts FERP faculty to 90 days of employment or 50% employment over the academic year after your retirement date. Summer session employment after starting the FERP is not permitted.
- FERP participants may be appointed in a CSU auxiliary only if the auxiliary is a non-CalPERS employer. If you accept work from an auxiliary the 25% additional employment rules apply while you are in the FERP semester, or academic year, if that is your term of employment (*CBA Article 29.14*).

Rescinding Request to Retire and FERP

- If a member wants to cancel a service retirement application or defer retirement to a later date, the member must request to do so within 30 days of receiving the first retirement benefit payment.

Changing the Semester of FERP Employment

- FERP faculty may formally request a change in the semester of FERP employment.
- Please complete the FERP Appointment Change Request form on our website. The form needs to be approved by your Department Chair and Dean and then forwarded to OFA for the Provost's decision.

Reducing FERP Time Base

- You may request to permanently reduce your FERP time base; however, once the time base is reduced, it can never be increased again. (*CBA Article 29.12.*)
- In order to continue enhanced dental and vision benefits you must maintain a timebase of half-time or more both semesters, or full-time one semester. FERP employees may lose eligibility if their timebase falls below half-time.

Ending the FERP Early

- You must notify the University in writing if you decide to end your FERP participation prior to the five-year norm.
- The FERP appointment can be terminated in the event of dismissal for cause, layoff, or failure to meet the employment commitment. (*CBA, Article 29.11*)

Pre-Retirement Reduction in Time Base

[PRTB]

- After reaching age 55, but before 65, tenured faculty may apply to phase into retirement for a five-year period at 2/3, 1/2, or 1/3 time base (*CBA, Article 30*).
- Must have been employed in the CSU for at least ten (10) years at full-time. The five (5) years immediately preceding the PRTB shall have been continuous full-time employment.
- Receive prorated pay while continuing to make full monthly PERS retirement payments
- Earn full year of PERS service credit for each year worked.
- At the end of the five-year period, faculty can retire and enter FERP, but the FERP time base is limited to 50% of the PRTB time base.
- Faculty can request to return to full-time employment at the end of the five-year period but is subject to approval from the President or designee.

Paychecks

- You will receive a monthly retirement check from CalPERS.
 - Your retirement salary is based on a retirement formula using your total service credit, your age at retirement, and your highest average annual compensation (base pay rate, not earnings) during any consecutive 12- or 36-month period throughout your CalPERS career.
- You will also receive a monthly FERP employee pay check. Your rank and monthly salary will be your normal base salary rate immediately prior to retirement with any required proration for a less than full-time time base.
 - Deductions for state and federal taxes, union dues/fees, Medicare, and parking will continue to be taken out of your FERP paycheck.
 - No deductions for CalPERS retirement, Social Security (OASDI), or medical benefits.

- You will receive negotiated general salary increases for your FERP pay.
- Direct deposit is an option, but one-semester FERP faculty must re-enroll each year.
- FERP faculty who are appointed for only one term per year are separated at the end of each term and reappointed at the start of the next period of employment.
- One semester FERP faculty will receive 6 full-time checks
 - Fall FERP paychecks are disbursed ~ Oct 1 – March 1
 - Spring FERP paychecks are disbursed ~ March 1 – September 1
- Academic Year FERP faculty will receive twelve monthly checks, normally at a 50%, from around October 1 through September 1.

Benefits Information

- **Health:** Benefits are covered from your monthly CalPERS retirement check through deductions.
 - Medicare: The option to defer your enrollment in Part B does not apply to workers in the California State University (CSU) System Faculty Early Retirement Program (FERP).
- **Vision:** Vision coverage is paid 100% by the CSU during FERP.
 - When the FERP period has ended, contact your campus Benefits Manager for an enrollment form to continue coverage with VSP via the Voluntary CSU Retiree Vision Plan (you will pay for the coverage).
- **Dental:** Retiree enhanced dental coverage is paid 100% by the CSU during FERP if your time base does not reduce below .5 FTE when you are working).
 - When the FERP period has ended, you will have the opportunity to continue your enrollment in voluntary retiree enhanced dental coverage for a monthly fee. Otherwise, your dental coverage reduces to retiree basic coverage and is paid 100% by the CSU.

Benefits Information

- You have the option to continue a number of voluntary benefits you were enrolled in as an active employee (i.e., life insurance, critical illness, home/auto).
 - Other benefits are available to you as a retiree regardless of enrollment as an active employee (pre-paid legal, pet insurance).
- FERP participants are eligible for Fee Waiver benefits during their teaching semesters (active pay status).

Sick Leave / Leave of Absence Without Pay (LWOP)

- You can only accrue a maximum 160 sick leave hours during FERP (208 hours, if you elect to carry over the maximum 48 hours of sick leave credits at the time of retirement).
- Full-time, semester-only FERP faculty accumulate 8 hours of sick credits hours per month while working or 4 hours per month for 50% academic year FERP faculty.
- FERP faculty may be granted only one leave of absence without pay for personal illness during the five-year FERP period. *CBA Article 29.16.*
 - A LWOP does not extend the FERP period beyond five years.

403(b), 401(k), 457 Retirement Savings Plans

- You can continue to contribute to a 401(k), 403(b) and 457 plans during FERP for the months you receive a paycheck.
- Semester-only FERP faculty must go online to change contributions prior to each term worked.
- You should receive tax advice from a qualified professional.

CSU Employment After FERP

- 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 (the year before the FERP period began).
- Fifteen (15) semester weighted teaching units (WTU) is the maximum workload a fully-retired former full-time T/TT faculty can teach within a year.
 - You will be assigned a Lecturer classification at a salary rate appropriate to that classification.

Campus and CalPERS Contacts

- Office of Faculty Affairs:
Sacramento Hall, Room 155, ext. 82913
facultyaffairs@csus.edu
<https://www.csus.edu/academic-affairs/facultyaffairs/>
- Human Resources, Benefits Office:
Del Norte Hall, Room 3004, ext. 86213
benefits@csus.edu
- CalPERS general contact info: www.calpers.ca.gov /
888-225-7377