

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51

**PROPOSAL FROM THE  
PASADENA CITY COLLEGE FACULTY ASSOCIATION  
TO THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
June 22, 2022**

The collective bargaining proposal presented herein by the Pasadena Area Community College District and the Pasadena City College Faculty Association is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 17  
RETIREMENT INCENTIVE**

- 17.1 The District will offer full time faculty the Public Agency Retirement Services (PARS) supplementary retirement plan under the following conditions:
- a. Benefit Level – will be 75% of 2022/2023 base salary;
  - b. Benefit Options – are set forth in the PARS plan document but in general, vary from fixed payment plans to lifetime or joint and survivor options;
  - c. Eligibility requirements – are set forth in the PARS plan document but in general require:
    - 1) Employment by the College as of February 18, 2018 (exact date to be determined)
    - 2) Have at least five (5) years of full-time benefits eligible years of College service
    - 3) Are at least 55 years of age as of June 30, 2023;
    - 4) Have resigned from College employment effective on June 30 2023;
    - 5) Have retired under CalSTRS or CalPERS effective on July 1, 2023.
  - d. Eligible employees will be given an approximate thirty (30) daytime period in which to submit notices of intent to retire. Employees must submit an Age Discrimination in Employment Act (ADEA) compliant waiver of potential discrimination claims as part of the enrollment process.
  - e. The plan must have sufficient plan participation to meet the District's fiscal and operational objectives by the enrollment deadline; however, the District will retain the option of implementation with a lesser number of participants as it deems appropriate. Participating employees shall submit all required enrollment materials and a letter of resignation to PARS on or before April 10, 2023 (exact date to be determined) (approximately fifty (50) days from Board adoption). As of the enrollment deadline, resignations of the participants are irrevocable and may not be rescinded.
  - f. If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled employees of the withdrawal on or before June 10, 2023 (exact date to be determined).

52 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

53

54 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

55

56 \_\_\_\_\_

\_\_\_\_\_

57

58 \_\_\_\_\_

\_\_\_\_\_

59

60 \_\_\_\_\_

\_\_\_\_\_

61

62 \_\_\_\_\_

\_\_\_\_\_

63

64