



## ***Ready to Retire?***

*ACSS protects your pension and provides helpful information on retirement planning.*

**A**s a managerial, supervisory, or confidential state worker, you have been working hard in your career with the prospect of retirement in your future. One of the advantages of serving as a state worker is the guarantee of a defined benefit pension at the point of retirement. Your defined benefit pension is something you work hard for years for in California and ACSS has been continually working hard to protect it for you. Whether you plan on traveling the world after you retire or settling down to spend more time with your family, ACSS wants you to be prepared and feel assured that the pension you earned through your years of hard work is secure. In this article, we have included some things you should be aware of as you prepare for your retirement.

### **How can ACSS help me with my retirement planning?**

While ACSS does not directly help members with the minutia of preparing and processing your retirement, we can point you in the right direction to sources that can help. CalPERS will be your best resource. ([www.CalPERS.ca.gov](http://www.CalPERS.ca.gov)) CalPERS is the public pension fund for California State Workers and manages retirement and health services for its members. Keep in mind that your CalPERS benefits are only one part of your overall retirement savings so check with your employer or financial advisor to learn more about additional retirement options.

ACSS is a division of the California State Employees Association (CSEA). ACSS/CSEA provides group insurance to both ACSS members and retired state workers through the CSEA Member Benefits program...



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# Be prepared for YOUR retirement

([www.calcsea.org/MemberBenefits](http://www.calcsea.org/MemberBenefits).) If you already have group insurance with ACSS/CSEA, select plans can be continued into retirement as a member of the California State Retirees ([www.calretirees.org](http://www.calretirees.org)). Contact CSEA Member Benefits on how to continue your plan. When you officially retire, your ACSS dues will automatically cease and your membership with the California State Retirees will begin.

***There is no need to inform ACSS of your retirement to stop ACSS membership dues.***

## Estimating your retirement needs and timeline

You may be asking questions like:

- How much money do I need to save to comfortably retire?
- How much money will I receive when I retire?
- How many years do I have left to work? When can I retire?

The answers to those questions are unique to each individual. A good place to start is by using the Retirement Estimate Calculator tool on the CalPERS website. This calculator tool should only be used as an estimate and not as an official retirement allowance document. However, it can provide a ball-park estimate based on your personal situation. It also allows you to create multiple scenarios to estimate various outcomes.

## Annual leave, vacation time, sick time, and other compensation

You have a right to use your annual leave for up to 120 calendar days instead of a lump sum prior to your retirement date (Gov. Code 19858.7). If you are currently using up your vacation hours, you may elect to move to annual leave at any time. Also, you can transfer all or a portion of your annual leave/vacation leave to your Savings Plus 401K/457(b) over two tax years if you plan to retire in November or December.

Any unused sick time is converted into service credits. You can even purchase additional service credits. There are over 25 different types of service credits that you can purchase before your retirement date. More service credits at your time of retirement will equal a larger retirement allowance. Check with CalPERS about your eligibility and types of service credits that are available to you.

Some compensation is not considered pensionable. These include: one-time payments, ad hoc payments, bonuses, housing & transportation

reimbursements, overtime allowances, temporary upgrade pay, uniform allowances and any unused vacation time.

## Health Benefits

Before you turn 65, you'll need to enroll in Medicare to keep your CalPERS health coverage. Once you retire, CalPERS becomes your health benefits officer. Your health premiums are deducted from your retirement pay. To continue CalPERS health benefits into retirement you must have been eligible for health benefits at the time of retirement.

## Medicare

Before you turn 65, you'll need to apply for Medicare and return the Certification of Medicare Status to CalPERS along with a copy of supporting documents. Make sure you enroll in Medicare to prevent any lapse of your CalPERS health coverage.

If you are still working after 65 and have health benefits under that active employment's group health plan, you may be eligible to defer your Medicare Part B enrollment.

## Working after Retirement

After you retire, you can still have a job. If you are employed in a temporary position after retirement, you are considered a "Retired Annuitant" and you continue to receive retirement benefits. You do not need CalPERS approval. However, the California Public Employees' Pension Reform Act (PEPRA) requires some provisions:

- You're limited to working 960 hours or less per fiscal year
- You're not paid by any other compensation or benefits in addition to the hourly pay rate.
- You will not accrue service credit or any additional retirement rights or benefits.
- Your position must be classified as a temporary retired annuitant position (not a permanent, part-time or full-time position.)

## How does ACSS protect my Pension?

Protecting your pension and retirement benefits is a core principle for ACSS. ACSS fights as necessary to protect your pension in all available forums. In the Legislature, ACSS has helped defeat anti-pension measures seeking to push new employees into a 401k (instead of a defined benefit pension) and to limit cost of living adjustments for future state workers when they retire. ACSS also remains active

## Delegate Assembly

**October 11 - 13, 2024**

Delegate Assembly is coming up! If you are a Delegate, Alternate, Elected Chapter Officer, or Board Member Nominee, make sure you have registered to attend the event. After you register, we will email you important information about the upcoming event.

### Delegate Assembly is open to all members!

As a member of ACSS, you are welcome to attend the Assembly of the Delegates and observe the session in the audience. However, only Delegates are allowed to participate in the voting process. Join us on Saturday **October 12 from 8am - 5pm** at the **Hilton Arden West**, 2200 Harvard Street, Sacramento.

[www.ACSS.org/DelegateAssembly](http://www.ACSS.org/DelegateAssembly)



with Californians for Retirement Security. Founded in 2005, CRS continues to educate the public and decision makers to protect public employee pensions. ACSS and CRS have been successful in keeping harmful pension measures off the ballot over the last decade.

Whether you are new to a supervisory or management role or if you are close to retirement, ACSS wants to make sure your rightful benefits are available to you when you enter your next stage beyond the workplace. Every day you work and each dollar you earn contributes toward creating a comfortable and carefree retirement for yourself. It is never too early to start thinking about retirement and ACSS is on your side to ensure your earned benefits are there for you when you need them.

### Additional Resources

- **CalPERS** – [www.calpers.ca.gov](http://www.calpers.ca.gov)
- **California State Retirees** – [www.CalRetirees.org](http://www.CalRetirees.org)
- **CSEA Member Benefits** – [www.calcsea.org](http://www.calcsea.org)
- **CA Department of Aging** – [www.aging.ca.gov](http://www.aging.ca.gov)
- **Cal HR (Dental & Vision)** - [www.calhr.ca.gov](http://www.calhr.ca.gov)
- **Californians for Retirement Security** – [www.letstalkpensions.com](http://www.letstalkpensions.com)



## Open Nominations - Board

*Calling all Members!  
Nominate yourself to become an  
ACSS Board Member*

Any member in good standing can nominate themselves for a position as a Board Member!

- Represent the voice of your Chapter
- Actively vote on policies that make an impact on the Association
- Opportunities to participate in Legislative Activities
- Participate in trainings, workshops, and Chapter Meetings
- Foster ongoing development and build relationships with fellow leaders



For more information on Board Nominations, visit [www.ACSS.org/DelegateAssembly](http://www.ACSS.org/DelegateAssembly).

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**ASSOCIATION OF  
CALIFORNIA  
STATE SUPERVISORS**

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FIRST CLASS  
PERMIT

First Name Last Name

Address 1

Address 2

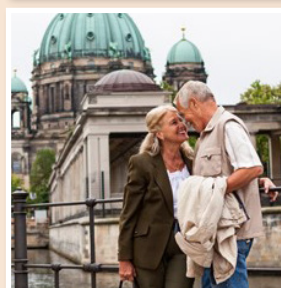
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## *ACSS Members are eligible for exclusive access to a wide range of Group Insurance Plans.*

Take advantage of group insurance products only available to ACSS Members, provided by the California State Employees Association (CSEA).

- Group Accidental Death & Dismemberment Plan
- Group TermPLUS Life Plan
- Group 10-Year Level Term Life Plan
- Cancer Care Plan
- Emergency Assistance Plus
- Long Term Disability
- Group Travel Accident Protection
- Long Term Care
- Pet Insurance
- Discount Prescription Card
- Epic Hearing Plan



To learn more about exclusive insurance benefits available to you, visit [www.calcsea.org/Member-Benefits/Insurance](http://www.calcsea.org/Member-Benefits/Insurance)

## CONTACT US

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## HELPFUL LINKS

**Events Calendar**

[www.ACSS.org/Events](http://www.ACSS.org/Events)

**Subscribe to our e-News**

[www.ACSS.org/Subscribe](http://www.ACSS.org/Subscribe)

**Join ACSS**

[www.ACSS.org/Join](http://www.ACSS.org/Join)

**ACSS Chapter Info**

[www.ACSS.org/Chapters](http://www.ACSS.org/Chapters)