

Getting to Know Your Retirement Frequently Asked Questions

1. As an employee of the San Diego Community College District, am I covered under a retirement system?

Yes, all employees of the San Diego Community College District are covered under a retirement plan except for work study student worker's and international student workers.

2. What retirement plan will I be covered under?

Depending on the classification of your position, you will be covered under one of three plans.

Contract Classified Employees are covered under the California Public Employees Retirement System or PERS for short.

Sworn Police Officers and Trainees are covered under Safety Pers.

Contract Academic Employees are covered under the State Teacher's Retirement System or STRS for short.

Hourly Non-Academic Non-Classified Employees are covered under the FICA Alternative Plan or FBC for short.

Hourly Adjunct Instructors have the choice to be covered under STRS or under FBC.

3. How much do I contribute and how much does the District contribute?

Employee and employer contribution amounts under STRS or PERS (including Safety PERS) are set by the corresponding agency each fiscal year (July 1 through June 30).

For Fiscal Year 2023-2024 the rates are as follows:

| STRS | Employee Contribution | Employer Contribution |
|-----------------------|------------------------------|------------------------------|
| Classic Members | 10.25% | 19.10% |
| PEPRA Members | 10.205% | 19.10% |
| PERS | Employee Contribution | Employer Contribution |
| Classic Members | 7.00% | 26.68% |
| PEPRA Members | 8.00% | 26.68% |
| Safety Classic | 15.00% | 15.20% |
| Safety PEPRA | 14.50% | 14.50% |
| FBC 3121 Plan | Employee Contribution | Employer Contribution |
| FICA Alternative Plan | 3.75% | 3.75% |

NOTE:

Both employee and employer contribution rates are subject to change each fiscal year.
PEPRA members are defined as those that became members on or after July 1, 2013.

4. As an adjunct instructor, what is the difference between choosing STRS or FBC?

STRS is a defined benefit retirement system. When you retire with at least 5 years of service credit in STRS, you will receive a monthly stipend from STRS for the rest of your life. The amount of the stipend is calculated by STRS factoring your age, years of service and final compensation rate.

FBC is comparable to a 401K plan. When you separate from the District, the monies you have contributed can be taken out in a lump sum, rolled over into an individual IRA or required distributions after age 70 ½.

We recommend speaking with a financial advisor to see which retirement plan best fits your lifestyle.

5. What if I am already a member of STRS or PERS?

If you are a current member of PERS and have funds on deposit and are being employed in a position normally covered by PERS, you will be enrolled in PERS as an employee with the San Diego Community College District. These positions are contract and hourly classified positions.

If you are a current member of STRS and have funds on deposit and are being employed in a position normally covered by STRS, you will be enrolled in STRS as an employee with the San Diego Community College District. These positions are contract and hourly academic positions.

If you are a current member of STRS/PERS and are being hired into a position that is normally covered under the system you are not a member of, you have the Right to Elect which retirement system you wish to be enrolled in.

For Example: You are a PERS member and are being hired as a 10 month contract professor. You may elect to stay in PERS or you have the option to elect to become a STRS member. Academic positions are STRS covered positions. You will be given a Right of Election Form to complete and sign within 60 days. If this form is not returned to the District within those 60 days, you will automatically be enrolled in STRS.

If you are a STRS member and are being hired into a classified contract position such as Human Resource Technician, you can elect to stay in STRS or become a PERS member. Human Resource Technicians are PERS covered positions. You will be given a Right of Election Form to complete and sign within 60 days. If this form is not returned to the District within those 60 days, you will automatically be enrolled in PERS.

If you are being hired into an adjunct position and are a member of PERS and decline STRS, you are not eligible to be covered under FBC.

If you have any questions in regards to the above information, please contact the Retirement Reporting Office at 619-388-6685 or email hrretirement@sdccd.edu.