

RIVERSIDE COMMUNITY COLLEGE DISTRICT
BOARD RESOLUTION NO. 07-23/24
AMENDMENT

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
RETIREMENT INCENTIVE PLAN UNDER GOVERNMENT CODE SECTION 20904

TWO YEARS ADDITIONAL SERVICE CREDIT

WHEREAS, the Riverside Community College District (District) hereby finds and declares that because of an impending curtailment of, or change in the manner of performing service, it is in the best interest of the District to encourage retirement of eligible employees under the provisions of Government Code Section 20904; and

WHEREAS, this section provides that a community college district may permit members of the California Public Employees' Retirement System (CalPERS) who retire to receive up to two additional years of service credit at the time of retirement; and

WHEREAS retirements under this section will result in a net savings to the District; and

WHEREAS the District shall pay to the California Public Employees' Retirement System Fund an amount equal to the actuarial present value cost of the additional service credit, and a fee to cover administrative costs; and

WHEREAS the Riverside Community College District wishes to make this program available to all classified members eligible for retirement; and

WHEREAS each CalPERS eligible member interested in participating in the CalPERS Retirement Incentive Plan shall submit a written application for retirement to the District through Human Resources and Employee Relations office no later than March 13, 2024; and

WHEREAS it is understood that employee participation in the CalPERS Retirement Incentive Plan precludes the employee's participation in the PARS retirement incentive plan.

NOW, THEREFORE, BE IT RESOLVED that the CalPERS Retirement Incentive Plan Under Government Code Section 20904 is hereby adopted and that the window period during which eligible classified, classified confidential and classified management employees may retire under this plan is designated as April 1, 2024 through June 30, 2024, with the last day of work being no later than June 29, 2024.

BE IT FURTHER RESOLVED that the projected annual cost savings of this action have

being disclosed in a public meeting on behalf of the county superintendent of schools, which is at least two weeks prior to the adoption of a resolution by the county superintendent of schools.

APPROVED AND ADOPTED THIS 20th day of February 2024, by the Governing Board of the Riverside Community College District of Riverside County, California.

STATE OF CALIFORNIA
COUNTY OF RIVERSIDE

Mary Figueroa, the Secretary of the Board of Trustees of the Riverside Community College District of Riverside County, California, hereby certifies that the above foregoing resolution was duly and regularly adopted by said District at a regular meeting thereof held on the 20th of February 2024, and passed by a 5 ayes vote of said Board.

IN WITNESS WHEREOF I have hereunto set my hand and seal this Feb. 20, 2024.


Secretary of the Board

Riverside Community College District

PERS Net Savings Analysis for Two Year Additional Service Credit - June 30, 2024 Retirement Incentive Offer

Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
1	ACADEMIC EVALUATIONS SPECIALIST	Classified (non-mgmt)	62,222	289,897	219,899	69,999
2	ACCESSIBLE TECHNOLOGY AND MEDIA COORDINATOR	Classified (non-mgmt)	71,324	347,884	263,884	84,000
3	ADMINISTRATIVE ASSISTANT I	Classified (non-mgmt)	48,328	225,168	166,769	58,399
4	ADMINISTRATIVE ASSISTANT II	Classified (non-mgmt)	49,836	253,112	182,787	70,325
5	ADMINISTRATIVE ASSISTANT II	Classified (non-mgmt)	50,627	253,112	182,787	70,325
6	ADMINISTRATIVE ASSISTANT III	Classified (non-mgmt)	54,222	252,625	201,292	51,333
7	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	59,215	275,888	219,899	55,989
8	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	57,999	287,609	219,899	67,710
9	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	63,781	299,686	219,899	79,787
10	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	60,925	299,686	219,899	79,787
11	ASSISTANT CUSTODIAL MANAGER	Classified Management	63,304	308,768	246,077	62,691
12	ATHLETIC FIELD CARETAKER	Classified (non-mgmt)	48,300	241,425	174,370	67,055
13	ATHLETIC FIELD CARETAKER	Classified (non-mgmt)	51,818	241,425	174,370	67,055
14	AUDITORIUM SPECIALIST	Classified (non-mgmt)	58,370	278,735	201,292	77,443
15	BUDGET ANALYST	Classified (non-mgmt)	74,926	365,453	263,884	101,569
16	CALWORKS SPECIALIST	Classified (non-mgmt)	60,925	299,686	219,899	79,787
17	CAPITAL ASSET INVENTORY TECHNICIAN	Classified (non-mgmt)	46,005	219,736	166,769	52,967
18	CIS - CYBER SECURITY	Faculty	100,028	466,040	300,991	165,049
19	COMMUNITY SERVICE COORDINATOR	Classified (non-mgmt)	48,192	238,966	182,787	56,179
20	COUNSELING	Faculty	90,739	442,582	287,011	155,570
21	COUNSELING	Faculty	112,278	547,639	333,669	213,970
22	COUNSELING CLERK III	Classified (non-mgmt)	58,370	278,735	201,292	77,443
23	COUNSELOR DSP&S	Faculty	90,708	442,432	333,669	108,763
24	CULINARY ARTS	Faculty	157,537	733,984	451,488	282,496
25	CUSTODIAN	Classified (non-mgmt)	39,222	191,305	152,482	38,822
26	CUSTODIAN	Classified (non-mgmt)	39,584	201,082	152,482	48,599
27	CUSTODIAN	Classified (non-mgmt)	41,226	204,461	152,482	51,979
28	CUSTODIAN	Classified (non-mgmt)	42,255	211,233	152,482	58,751
29	CUSTODIAN	Classified (non-mgmt)	23,798	188,306	152,482	35,824
30	CUSTODIAN	Classified (non-mgmt)	42,631	211,233	152,482	58,751
31	CUSTODIAN	Classified (non-mgmt)	42,097	201,082	152,482	48,599
32	CUSTODIAN	Classified (non-mgmt)	42,255	207,846	152,482	55,364
33	CUSTOMER SERVICE CLERK	Classified (non-mgmt)	43,258	219,736	166,769	52,967
34	DEAN, EDUCATIONAL SERVICES	Academic Management	134,653	627,365	499,981	127,384

Riverside Community College District

PERS Net Savings Analysis for Two Year Additional Service Credit - June 30, 2024 Retirement Incentive Offer

Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
35	DEAN, TECHNOLOGY & LEARNING RESOURCES	Academic Management	132,086	644,253	513,439	130,814
36	DIRECTOR, ADMINISTRATIVE SUPPORT CENTER	Classified Management	86,082	419,866	334,615	85,251
37	DIRECTOR, BUSINESS SERVICES	Classified Management	125,217	583,400	464,935	118,466
38	DIRECTOR, CAREER AND TECHNICAL EDUCATION PROJECTS	Classified Management	97,707	476,567	379,800	96,766
39	DIRECTOR, FOOD SERVICES	Classified Management	97,707	476,567	379,800	96,766
40	DIRECTOR, STUDENT FINANCIAL SERVICES	Classified Management	117,741	583,400	464,935	118,466
41	DISABILITY SPECIALIST	Classified (non-mgmt)	67,745	335,673	242,321	93,351
42	DISABILITY SPECIALIST	Classified (non-mgmt)	70,302	327,544	242,321	85,223
43	DISTANCE EDUCATION SUPPORT SPECIALIST	Classified (non-mgmt)	67,576	317,507	232,997	84,510
44	DOCUMENT SERVICES COORD.	Classified (non-mgmt)	60,925	297,165	219,899	77,266
45	EARLY CHILDHOOD EDUCATION CENTER MANAGER	Classified Management	90,117	419,866	334,615	85,251
46	EDUCATIONAL ADVISOR	Classified (non-mgmt)	65,464	319,303	242,321	76,982
47	EDUCATIONAL ADVISOR	Classified (non-mgmt)	65,464	319,303	242,321	76,982
48	EDUCATIONAL ADVISOR	Classified (non-mgmt)	62,339	306,617	242,321	64,295
49	EDUCATIONAL SERVICES REEMPLOYMENT COORDINATOR	Classified (non-mgmt)	71,908	350,731	253,233	97,498
50	EMPLOYMENT PLACEMENT COORDINATOR	Classified (non-mgmt)	57,999	282,893	219,899	62,994
51	EXECUTIVE ADMIN ASSIST OFF OF THE CHANC & BOT	Confidential	75,063	371,933	282,058	89,875
52	FACILITIES & PLANNING SPECIALIST / ACCOUNTING	Classified (non-mgmt)	59,436	294,790	219,899	74,891
53	FACILITIES DEVELOPMENT DIRECTOR	Classified Management	107,112	499,048	397,717	101,331
54	FINANCIAL AND TECHNICAL ANALYST	Classified (non-mgmt)	74,491	352,810	276,513	76,297
55	FOOD SERVICE WORKER III	Classified (non-mgmt)	47,117	235,582	174,370	61,212
56	FOOD SERVICE WORKER III	Classified (non-mgmt)	48,300	237,568	174,370	63,198
57	FOOD SERVICE WORKER IV	Classified (non-mgmt)	54,397	265,324	201,292	64,032
58	FOOD SERVICE WORKER IV	Classified (non-mgmt)	55,757	274,259	201,292	72,967
59	GRANTS SPECIALIST	Classified (non-mgmt)	77,286	382,946	276,513	106,433
60	GROUPS EQUIPMENT REPAIRPERSON/OPER.	Classified (non-mgmt)	58,741	291,059	210,149	80,910
61	GROUNDSPERSON	Classified (non-mgmt)	46,607	230,937	166,769	64,167
62	GROUNDSPERSON	Classified (non-mgmt)	45,443	230,937	166,769	64,167
63	GROUNDSPERSON	Classified (non-mgmt)	47,163	223,393	166,769	56,624
64	HELP DESK SUPPORT TECHNICIAN	Classified (non-mgmt)	58,370	271,954	201,292	70,662
65	HUMAN RESOURCES GENERALIST	Classified (non-mgmt)	68,820	335,673	242,321	93,351
66	HUMAN RESOURCES SPECIALIST I	Classified (non-mgmt)	54,636	266,485	192,451	74,035
67	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,075	362,503	263,884	98,619
68	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,075	356,425	263,884	92,541

Riverside Community College District

PERS Net Savings Analysis for Two Year Additional Service Credit - June 30, 2024 Retirement Incentive Offer

Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
69	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,755	365,453	263,884	101,569
70	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	58,507	294,790	219,899	74,891
71	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	59,436	292,368	219,899	72,469
72	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	62,446	304,582	219,899	84,683
73	INSTRUCTIONAL MEDIA ASSISTANT	Classified (non-mgmt)	60,925	304,582	219,899	84,683
74	INSTRUCTIONAL MEDIA SUPPORT COORD.	Classified (non-mgmt)	70,149	345,069	253,233	91,836
75	INSTRUCTIONAL SUPPORT SPECIALIST	Classified (non-mgmt)	63,781	302,158	219,899	82,259
76	KINESIOLOGY	Faculty	82,494	402,366	256,855	145,511
77	LAB TECHNICIAN II	Classified (non-mgmt)	76,501	356,425	263,884	92,541
78	LAB TECHNICIAN II	Classified (non-mgmt)	74,926	365,453	263,884	101,569
79	LIBRARY / LEARNING RESOURCES ADM MGR	Classified Management	91,936	455,536	363,049	92,488
80	MAINTENANCE MANAGER	Classified Management	72,560	390,045	310,847	79,198
81	MAINTENANCE MECHANIC	Classified (non-mgmt)	61,992	312,336	232,997	79,339
82	MAINTENANCE MECHANIC (EQUIPMENT REPAIR)	Classified (non-mgmt)	61,992	307,166	232,997	74,169
83	MAINTENANCE MECHANIC (GENERAL)	Classified (non-mgmt)	51,506	299,562	232,997	66,565
84	MAINTENANCE MECHANIC (PAINTER)	Classified (non-mgmt)	57,147	278,735	201,292	77,443
85	MULTI-MEDIA GRAPHIC ARTIST/WEB TECHNICIAN	Classified (non-mgmt)	73,437	342,153	253,233	88,920
86	NETWORK SPECIALIST - DATA	Classified (non-mgmt)	74,742	373,619	276,513	97,106
87	NETWORK SPECIALIST - DATA	Classified (non-mgmt)	75,403	373,619	276,513	97,106
88	OUTCOMES ASSESSMENT SPECIALIST	Classified Management	82,875	404,223	322,146	82,078
89	PARKING SERVICES SUPERVISOR	Classified Management	69,761	325,025	259,033	65,991
90	PRODUCTION COORDINATOR	Classified (non-mgmt)	78,438	365,453	263,884	101,569
91	PRODUCTION GRAPHIC DESIGNER	Classified (non-mgmt)	59,436	297,165	219,899	77,266
92	PRODUCTION PRINTER	Classified (non-mgmt)	62,446	304,582	219,899	84,683
93	PRODUCTION PRINTING SPECIALIST	Classified (non-mgmt)	72,046	335,673	242,321	93,351
94	PURCHASING SPECIALIST	Classified (non-mgmt)	57,999	287,609	219,899	67,710
95	SENIOR CUSTODIAN	Classified (non-mgmt)	46,164	227,129	166,769	60,360
96	SENIOR GROUNDSPERSON	Classified (non-mgmt)	44,859	218,800	174,370	44,430
97	SENIOR GROUNDSPERSON	Classified (non-mgmt)	48,300	235,582	174,370	61,212
98	SENIOR OFFICER, SAFETY & POLICE	Classified (non-mgmt)	72,906	364,554	276,513	88,041
99	SENIOR OFFICER, SAFETY & POLICE	Classified (non-mgmt)	74,742	364,554	276,513	88,041
100	SENIOR PUBLIC AFFAIRS OFFICER	Classified (non-mgmt)	90,981	423,889	306,065	117,825
101	SPRINKLER REPAIRPERSON	Classified (non-mgmt)	51,810	245,473	192,451	53,022
102	STEM SERVICES DEVELOPER	Classified (non-mgmt)	68,533	324,851	242,321	82,530

Riverside Community College District

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Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
103	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	56,794	281,728	210,149	71,579
104	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	57,320	291,059	210,149	80,910
105	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	57,320	284,016	210,149	73,868
106	STUDENT SUCCESS AND SUPPORT PROGRAM ASSISTANT	Classified (non-mgmt)	74,926	365,453	263,884	101,569
107	STUDENT SUCCESS COACH	Classified (non-mgmt)	67,745	335,673	242,321	93,351
108	SYSTEMS ADMINISTRATOR	Classified (non-mgmt)	99,372	496,635	358,669	137,967
109	THEATER BOX OFFICE COORDINATOR	Classified (non-mgmt)	63,781	297,165	219,899	77,266
110	TUTORIAL SERVICES TECHNICIAN	Classified (non-mgmt)	68,820	335,673	242,321	93,351
111	TUTORIAL SERVICES TECHNICIAN	Classified (non-mgmt)	66,105	330,307	242,321	87,986
112	VICE CHANCELLOR, BUSINESS AND FINANCIAL SERVICES	Classified Management	199,299	928,557	716,652	211,905
113	VICE PRESIDENT, BUSINESS SERVICES	Classified Management	149,863	730,959	582,541	148,418

Salary Savings	9,719,540
Less Cost of Incentive	(7,838,507)
Net Savings	1,881,033