

Dear LAUSD CalPERS Retirement Eligible Classified Employee:

As many of you know, LAUSD is exploring the possibility of offering an Early Retirement Incentive for retirement eligible classified employees. In February a survey was sent to non-school based classified employees asking for their interest in two distinct early retirement options, CalPERS Golden Handshake and the PARS Supplemental Annuity. After comparing the cost implications of both options, it has been determined that we will be looking into the possibility of offering the PARS Supplemental Annuity option sometime in the 2009-10 fiscal/school year (not the 08-09 fiscal year) for CalPERS retirement eligible classified employees. Although the CalPERS Golden Handshake option was a popular choice, it is too costly to offer District-wide at this time.

The PARS Supplemental Annuity option under consideration will be similar to the plan offered to certificated employees, and is equivalent to 40 percent of your last year's salary. You can select to have the supplemental annuity option paid out to you immediately upon retirement over various time periods from as short as monthly installments over 5 years, all the way up to a lifetime monthly benefit. The PARS Supplemental Annuity option will **be in addition** to your monthly CalPERS and Social Security retirement payments.

Again, if the District decides to move forward with the PARS Supplemental Annuity plan, it will be sometime in the 2009-10 fiscal/school year (not the 08-09 fiscal year) at which time you will receive more details about the incentive and retirement workshops. Eligible classified employees need not be a participant in a PARS plan to take advantage of this incentive.

Please note that due to the current state of our developing budget situation, the District may not be able to offer an early retirement incentive program for classified employees or may offer one which is limited in scope.

We are asking for your immediate input to help us determine the level of interest in the PARS Supplemental Annuity option. As a valued District employee, your input is very important to us. Your feedback will enable budget services to further explore this option and evaluate the operational needs and costs associated with offering this incentive. **Retirement eligible classified employees (school based AND non-school based) are encouraged to complete this survey, which should take no more than two minutes.**

Due to the time sensitive nature of this decision, we ask that you complete the survey as soon as possible, and no later than Sunday, April 19th, 2009.

Supplemental Annuity Early Retirement Incentive Survey For All Retirement Eligible Classified Employees

Dear Retirement Eligible Classified Employee:

Thank you for taking the time to complete this important survey. It is through your feedback that we are able to assess the possibility of offering the Supplemental Annuity Early Retirement Incentive to classified employees.

1) Please check one of the employee bargaining units listed below:

- Unit A (School Police)
- Unit B (Educational Aides/Instructional Assistants)
- Unit C (Operations)
- Unit D (Clerical, Professional, & Technical)
- Unit E (Skilled Crafts)
- Unit H (Sergeants & Lieutenants)
- Unit L (Management)
- Unit N (Miscellaneous)
- Unit S (Supervisors)
- Unit V, Y (Upper Management)
- Unit Z (Confidential)
- Not sure

*2) I meet the minimum requirements to retire under PERS for the LAUSD Classified Early Retirement Program: (Minimum of 50 years of age and at least 5 years service credit)

- Yes
- No

*3) If the District offers the Early Retirement Supplemental Annuity option at 40% of my last year's salary, I am interested in retiring in 2009-10: (For more information on the Supplemental Annuity option, visit <http://rifinfo.lausd.net> and click on **Early Retirement Program.**)

- Yes
- No

Personal Information: Your personal information will be used for budgetary analysis only, and your individual responses will NOT be shared.

*4) Employee Number:

*5) Last name:

*6) First name:

*7) Position or job title:

* signifies a mandatory question

Please return completed survey by **April 19th, 2009** to:
Personnel Commission/ ATTN: *Supplemental Annuity* ERI Survey – Classified Employees
333 S. Beaudry Ave., 12th floor, Los Angeles, CA 90017
Fax: (213) 241-6804