



# SUPPLEMENTAL EMPLOYEE RETIREMENT PLAN

**Santa Rosa Junior College  
2020 Mid-Year SERP  
Group Orientation – Faculty**

*Keenan*  
*Associates*

*Innovative Solutions. Enduring Principles.*

# What is SERP?

- Supplemental Employee Retirement Plan
  - Provides monthly retirement income benefits to you
- CalSTRS / CalPERS is your primary source of income
- Voluntary for employees & paid for by employers



# SERP Advantages

- Start enjoying retirement early
- Reduce the need to work longer to increase the lifetime pension benefit
- Provides current supplemental income, allowing your other investments to continue to grow



# SERP Advantages

- Several payment options to fit your needs
- Monthly payments of 9 years or less are eligible to be rolled over into a tax deferred IRA, 403(b) or 457(b) Plan
- May return to service part-time with CalSTRS or CalPERS after 180 days

# How Does SERP Work?

- Submit letter of retirement and complete enrollment packet
- Annuity Purchased by Employer
  - Monthly checks begin the month after SERP effective date
  - United of Omaha – A+ Rating
- Keenan Financial Services
  - Contract Administrator
  - Individual Counseling Sessions
  - Customer Service



# Example: Income Benefit Options

Example: Faculty Employee – Age 62.5

Benefits Based on 80% of your annual salary of \$104,444

	Monthly Alternative	Benefit
A	Life Only Benefit	\$419.02
B	Joint & 50% Survivor	\$385.82
C	Life or Ten (10) Years, <i>whichever is longer</i>	\$408.09
D	Five (5) Year Monthly Payments*	\$1,388.02
E	Six (6) Year Monthly Payments*	\$1,180.07
F	Seven (7) Year Monthly Payments*	\$1,031.79
G	Eight (8) Year Monthly Payments*	\$920.81
H	Nine (9) Year Monthly Payments*	\$834.68
I	Ten (10) Year Monthly Payments	\$765.97

\* Eligible for IRA Tax Deferred Rollover. Mandatory 20% Federal Tax applies to benefits not rolled-over. Under IRS rules, if you are over the age of 70½, you may not rollover your annuity payments and they will be fully taxable.

Acceptance of your application to participate in the Supplemental Employee Retirement Plan (SERP) is contingent on the District's verification of eligibility.

Annuity benefits are provided by an insurance company and quoted amounts are estimates only. Estimated benefits are subject to change prior to actual purchase of annuity benefits. Estimated benefits may change due to changes in the data supplied by the District, changes in current interest rates, mortality assumptions, commission percentages and state premium tax.

The District may be subject to penalty fees for late premium payments and benefits may cease if all installment premiums are not paid in accordance with the installment premium schedule.

# Eligibility Guidelines for Employees

1. Employee must be currently employed as Contract Faculty, Classified, or Management (Certificated, Classified, and Confidential) at Santa Rosa Junior College
2. Employee must be at least 55 years of age by their retirement date
3. Employee must have at least five (5) full-time equivalent years of service with the District as an eligible employee by their retirement date



# Eligibility Guidelines for Employees

4. Employee must be eligible to retire from CalSTRS or CalPERS
5. Employee must retire from the District between May 20, 2019 through December 30, 2019
6. Employee must submit a Letter of Retirement and SERP Enrollment Package, **no later than May 7, 2019**





# Eligibility Guidelines for Employees

- **Important:** Final Approval Pending SERP Savings Verification (if necessary). District employees will be notified by email no later than May 16, 2019 if the program will be sufficiently cost effective for the District to participate and offer this SERP. Employees reserve the right to rescind their intent to retire should the Plan not be approved. Santa Rosa Junior College reserves the right to not approve the plan, if it is not cost effective for the District.



# SERP Participation Timeline

- Schedule your Individual Counseling Session:
  - **March 11 - 15, 2019**
- Complete and submit a Letter of Retirement and SERP Enrollment Package, by no later than May 7, 2019
- Retire from the District between May 20, 2019 thru December 30, 2019
- Receive your first benefit payment on February 1, 2020



# SERP Individual Counseling Session

## Important Reminders

- Sign-up for an appointment today  
<https://srjcserp.appointy.com>
  - You're welcome to bring your family members and/or financial advisor with you
- Check for your latest CalSTRS or CalPERS statement and make an appointment with a CalSTRS or CalPERS counselor
  - [www.calstrs.com](http://www.calstrs.com)
  - [www.calpers.ca.gov](http://www.calpers.ca.gov)

# About Keenan

## SNAPSHOT OF *Keenan*

NICHE AGENCY  
FORMED IN **1972**

### WE PROVIDE SERVICES TO

 **850** SCHOOL DISTRICTS

 **110** PUBLIC AGENCIES

 **65** JPAS

 INDIVIDUALS & FAMILIES  
THROUGH KEENANDIRECT

**JOINED**

  
AssuredPartners

**IN 2017**

ASSURED PARTNERS IS THE  
**13<sup>TH</sup> LARGEST**  
BROKER IN U.S.



(BUSINESS INSURANCE, JULY 2016)

**MORE THAN**

**700**

CALIFORNIA BASED  
EMPLOYEES



**9** OFFICES  
IN CALIFORNIA

### YOUR LOCAL OFFICE

2355 CRENSHAW BLVD, SUITE 200  
TORRANCE, CA 90501



# ANY QUESTIONS?

Keenan & Associates and its employees or representatives do not provide personal accounting, tax, or legal advice.