Comparison Chart for

Pay Plan Changes and Reduced Time Base

11/12 OR 10/12		
	PAY PLANS	REDUCED TIME BASE
MONTHLY SALARY	Salary reduced	Salary reduced
	Example: Monthly salary 12 mos. (12/12) to 11/12 pay plan \$3,000 \$2,750	<u>Example</u> : Full-Time <u>to</u> ³ / ₄ Time Base \$3,000 \$2,250
BENEFITS (health, dental, vision, etc.) Appointment must be 50% or greater for continued eligibility.	Not affected	Not affected
MONTHLY ACCRUALS (Vacation & Sick Leave)	Not affected	Prorated based on time base
CalPERS SERVICE CREDIT (Service credit runs on a fiscal year from July 1 st to June 30 th)	Not affected	Prorated based on time base
UNION (CBA) (Seniority Points)	Not affected	Prorated based on time base
FINAL COMPENSATION (CalPERS will always use the highest consecutive months of salary.)	May be affected	Not affected
CalPERS Formula 2% @ 55 CalPERS looks at highest 12 consecutive months.	Final compensation is based on the employee's CalPERS formula. Final compensation could be higher when employee was working 12 months, 11/12 or 10/12 pay plan.	Final compensation is based on the employee's CalPERS formula. Final compensation is calculated at
CalPERS Formula 2% @ 60 – CalPERS looks at the highest 36 consecutive month average compensation earnable period.	At times, when an employee has been in an 11/12 or 10/12 pay plan for many years the final compensation could be greater than the 12	the employee's full-time base salary not at the reduced time base.
CalPERS Formula 2% @ 62 – CalPERS looks at the highest 36 month consecutive month average compensation earnable period with a cap equal to the Social Security wage base for the year of your retirement.	month compensation due to cost of living increases or salary increases that were provided per the collective bargaining agreement during the years prior to retirement.	10/2020