

RULES AND REGULATIONS PERTAINING TO THE EMPLOYMENT OF EXECUTIVE STAFF

SECTION 27. RETIREMENT

- A. The State Bar shall pay to the California Public Employees' Retirement System ("CalPERS") the full amount of the State Bar Employer contribution for each Executive Staff Employee who is or becomes a member of CalPERS.
- B. Effective January 1, 2004, for each Executive Staff Employee who is or becomes a member of CalPERS, the State Bar shall pay to CalPERS a portion of the Employee contribution to CalPERS equal to 2.5% of the Employee's gross salary. Effective the first payday of July, 2005, the State Bar shall pay to CalPERS a portion of the Employee contribution to CalPERS equal to an additional 2.5% of the Employee's gross salary, for a total contribution of 5% as of July 2005. Effective the first payday of July, 2006, the State Bar shall pay to CalPERS the remainder of the Executive Staff Employee contribution to CalPERS so that, as of July 2006, the entire employee contribution to CalPERS is paid by the State Bar on behalf of the Executive Staff Employee.
- C. Executive Staff Employees shall be entitled to participate in an Internal Revenue Code (IRC) Section 457(b) deferred compensation plan.
- D. ~~Under the following circumstances, t~~The State Bar shall provide to regular, full-time Executive Staff Employees who receive benefits under CalPERS and who retire under CalPERS as Executive Staff **in conformity with the governing eligibility standards, post-retirement healthcare benefits as defined in the governing State Bar of California Post-Retirement Welfare Benefit Plan for Executive Staff Employees, as adopted and modified from time to time by the Board of Governors of the State Bar of California** ~~on or after the date upon which these Executive Staff Rules are adopted, comparable health care plan (providing medical/hospital and vision care coverage) benefits including dependent and domestic partner coverage benefits, as it provides from time to time to its then active, regular, full-time Employees, provided that:~~
- ~~1. For Executive Staff Employees employed as such as of the date these Rules are adopted (August 19, 2006), eligibility requires fifteen years of service to the State Bar as a regular employee. For Employees who become Executive Staff after the date these Rules are adopted, eligibility requires fifteen years of service to the State Bar as a regular employee, with at least the last ten years of service preceding retirement as an Executive Staff Employee.~~

- ~~2. — The Employee must also have such medical/hospital coverage at the time of his/her retirement from employment with the State Bar;~~
- ~~3. — The Employee must also elect to receive retirement benefits effective within one hundred twenty (120) days of retirement from State Bar employment under CalPERS;~~
- ~~4. — If the State Bar's agreement with its medical/hospital insurance carrier does not permit the identical coverage to be provided to such retired Employee at the same group rate as the State Bar would pay if they were included, the State Bar may provide substantially similar coverage, or contribute to the purchase of substantially similar coverage in an amount equal to the amount that the State Bar contributes toward payment of medical/hospital and vision care coverage for any of its then active, full-time Employees and their dependents; and~~
- ~~5. — If the State Bar subsequently adopts a retirement plan other than CalPERS, the State Bar shall also provide substantially similar medical/hospital and vision care benefits to those who retire from State Bar employment under the provisions of such other retirement plans.~~

Source: Adapted from Executive Staff Rules §23 [Retirement].
§B: Board of Governors Resolutions OCT 112 (October 6, 2004),
DEC 111A (December 6, 2003); June 112A (June 17, 2006);
amended July 11, 2008.