

**RULES AND REGULATIONS PERTAINING TO THE EMPLOYMENT  
OF EXECUTIVE STAFF**

(Amended by the Board of Governors July 11, 2008.)

**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. 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

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.