

RIVERSIDE COMMUNITY COLLEGE DISTRICT  
BOARD RESOLUTION NO. 08-23/24  
AMENDMENT

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
RETIREMENT INCENTIVE PLAN UNDER GOVERNMENT CODE SECTION 20904

TWO YEARS ADDITIONAL SERVICE CREDIT

WHEREAS, the Riverside Community College District (District) hereby finds and declares that because of an impending curtailment of, or change in the manner of performing service, it is in the best interest of the District to encourage retirement of eligible employees under the provisions of Government Code Section 20904; and

WHEREAS, this section provides that a community college district may permit members of the California Public Employees' Retirement System (CalPERS) who retire to receive up to two additional years of service credit at the time of retirement; and

WHEREAS retirements under this section will result in a net savings to the District; and

WHEREAS the District shall pay to the California Public Employees' Retirement System Fund an amount equal to the actuarial present value cost of the additional service credit, and a fee to cover administrative costs; and

WHEREAS the Riverside Community College District wishes to make this program available to all classified members eligible for retirement; and

WHEREAS each CalPERS eligible member interested in participating in the CalPERS Retirement Incentive Plan shall submit a written application for retirement to the District through Human Resources and Employee Relations office no later than September 13, 2024; and

WHEREAS it is understood that employee participation in the CalPERS Retirement Incentive Plan precludes the employee's participation in the PARS retirement incentive plan.

NOW, THEREFORE, BE IT RESOLVED that the CalPERS Retirement Incentive Plan Under Government Code Section 20904 is hereby adopted and that the window period during which eligible classified, classified confidential and classified management employees may retire under this plan is designated as October 1, 2024 through December 31, 2024, with the last day of work being no later than December 30, 2024.

BE IT FURTHER RESOLVED that the projected annual cost savings of this action are

being disclosed in a public meeting on behalf of the county superintendent of schools, which is at least two weeks prior to the adoption of a resolution by the county of superintendent of schools.

APPROVED AND ADOPTED THIS 20<sup>th</sup> day of February 2024, by the Governing Board of the Riverside Community College District of Riverside County, California.

STATE OF CALIFORNIA  
COUNTY OF RIVERSIDE

Mary Figueroa, the Secretary of the Board of Trustees of the Riverside Community College District of Riverside County, California, hereby certifies that the above foregoing resolution was duly and regularly adopted by said District at a regular meeting thereof held on the 20<sup>th</sup> of February 2024, and passed by a 5AYES vote of said Board.

IN WITNESS WHEREOF I have hereunto set my hand and seal this Feb. 20, 2024.

Mary Figueroa  
Secretary of the Board

**Riverside Community College District**

**PERS Net Savings Analysis for Two Year Additional Service Credit - December 31, 2024 Retirement Incentive Offer**

<b>Cnt</b>	<b>Position</b>	<b>Group</b>	<b>Cost of Incentive</b>	<b>3 Years Annual Salary (w/Steps if Applicable)</b>	<b>3 Years Replacement Salary (w/Steps)</b>	<b>Salary Savings</b>
1	ACADEMIC EVALUATIONS SPECIALIST	Classified (non-mgmt)	62,222	289,897	219,899	69,999
2	ACCESSIBLE TECHNOLOGY AND MEDIA COORDINATOR	Classified (non-mgmt)	50,150	347,884	263,884	84,000
3	ADMINISTRATIVE ASSISTANT I	Classified (non-mgmt)	45,443	225,168	166,769	58,399
4	ADMINISTRATIVE ASSISTANT II	Classified (non-mgmt)	49,836	253,112	182,787	70,325
5	ADMINISTRATIVE ASSISTANT II	Classified (non-mgmt)	50,627	253,112	182,787	70,325
6	ADMINISTRATIVE ASSISTANT II	Classified (non-mgmt)	50,627	253,112	182,787	70,325
7	ADMINISTRATIVE ASSISTANT III	Classified (non-mgmt)	54,222	252,625	201,292	51,333
8	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	59,215	275,888	219,899	55,989
9	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	57,999	287,609	219,899	67,710
10	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	59,973	299,686	219,899	79,787
11	ADMINISTRATIVE ASSISTANT IV	Classified (non-mgmt)	60,925	299,686	219,899	79,787
12	ASSISTANT CUSTODIAL MANAGER	Classified Management	63,304	308,768	246,077	62,691
13	ATHLETIC FIELD CARETAKER	Classified (non-mgmt)	48,300	241,425	174,370	67,055
14	ATHLETIC FIELD CARETAKER	Classified (non-mgmt)	51,818	241,425	174,370	67,055
15	AUDITORIUM SPECIALIST	Classified (non-mgmt)	58,370	278,735	201,292	77,443
16	BUDGET ANALYST	Classified (non-mgmt)	78,438	365,453	263,884	101,569
17	CALWORKS SPECIALIST	Classified (non-mgmt)	52,358	299,686	219,899	79,787
18	CAPITAL ASSET INVENTORY TECHNICIAN	Classified (non-mgmt)	46,005	219,736	166,769	52,967
19	CIS - CYBER SECURITY	Faculty	100,028	466,040	300,991	165,049
20	COMMUNITY SERVICE COORDINATOR	Classified (non-mgmt)	48,192	238,966	182,787	56,179
21	COUNSELING	Faculty	90,739	442,582	287,011	155,570
22	COUNSELING	Faculty	117,541	547,639	333,669	213,970
23	COUNSELING CLERK III	Classified (non-mgmt)	58,370	278,735	201,292	77,443
24	COUNSELOR DSP&S	Faculty	94,960	442,432	333,669	108,763
25	CULINARY ARTS	Faculty	157,537	733,984	451,488	282,496
26	CUSTODIAN	Classified (non-mgmt)	39,222	191,305	152,482	38,822
27	CUSTODIAN	Classified (non-mgmt)	39,584	201,082	152,482	48,599
28	CUSTODIAN	Classified (non-mgmt)	43,159	204,461	152,482	51,979
29	CUSTODIAN	Classified (non-mgmt)	44,236	211,233	152,482	58,751
30	CUSTODIAN	Classified (non-mgmt)	33,846	188,306	152,482	35,824
31	CUSTODIAN	Classified (non-mgmt)	42,631	211,233	152,482	58,751
32	CUSTODIAN	Classified (non-mgmt)	42,097	201,082	152,482	48,599
33	CUSTODIAN	Classified (non-mgmt)	44,236	207,846	152,482	55,364
34	CUSTOMER SERVICE CLERK	Classified (non-mgmt)	43,258	219,736	166,769	52,967

**Riverside Community College District**

**PERS Net Savings Analysis for Two Year Additional Service Credit - December 31, 2024 Retirement Incentive Offer**

Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
35	DEAN, EDUCATIONAL SERVICES	Academic Management	134,653	627,365	499,981	127,384
36	DEAN, TECHNOLOGY & LEARNING RESOURCES	Academic Management	138,278	644,253	513,439	130,814
37	DIRECTOR, ADMINISTRATIVE SUPPORT CENTER	Classified Management	90,117	419,866	334,615	85,251
38	DIRECTOR, BUSINESS SERVICES	Classified Management	125,217	583,400	464,935	118,466
39	DIRECTOR, CAREER AND TECHNICAL EDUCATION PROJECTS	Classified Management	97,707	476,567	379,800	96,766
40	DIRECTOR, FOOD SERVICES	Classified Management	68,700	476,567	379,800	96,766
41	DIRECTOR, STUDENT FINANCIAL SERVICES	Classified Management	117,741	583,400	464,935	118,466
42	DISABILITY SPECIALIST	Classified (non-mgmt)	67,745	335,673	242,321	93,351
43	DISABILITY SPECIALIST	Classified (non-mgmt)	57,710	327,544	242,321	85,223
44	DISTANCE EDUCATION SUPPORT SPECIALIST	Classified (non-mgmt)	67,576	317,507	232,997	84,510
45	DOCUMENT SERVICES COORD.	Classified (non-mgmt)	60,925	297,165	219,899	77,266
46	EARLY CHILDHOOD EDUCATION CENTER MANAGER	Classified Management	90,117	419,866	334,615	85,251
47	EDUCATIONAL ADVISOR	Classified (non-mgmt)	68,533	319,303	242,321	76,982
48	EDUCATIONAL ADVISOR	Classified (non-mgmt)	65,464	319,303	242,321	76,982
49	EDUCATIONAL ADVISOR	Classified (non-mgmt)	62,339	306,617	242,321	64,295
50	EDUCATIONAL SERVICES REEMPLOYMENT COORDINATOR	Classified (non-mgmt)	71,908	350,731	253,233	97,498
51	EMPLOYMENT PLACEMENT COORDINATOR	Classified (non-mgmt)	60,718	282,893	219,899	62,994
52	EXECUTIVE ADMIN ASSIST OFF OF THE CHANC & BOT	Confidential	75,063	371,933	282,058	89,875
53	FACILITIES & PLANNING SPECIALIST / ACCOUNTING	Classified (non-mgmt)	59,436	294,790	219,899	74,891
54	FACILITIES DEVELOPMENT DIRECTOR	Classified Management	107,112	499,048	397,717	101,331
55	FINANCIAL AND TECHNICAL ANALYST	Classified (non-mgmt)	74,491	352,810	276,513	76,297
56	FOOD SERVICE WORKER III	Classified (non-mgmt)	47,117	235,582	174,370	61,212
57	FOOD SERVICE WORKER III	Classified (non-mgmt)	48,300	237,568	174,370	63,198
58	FOOD SERVICE WORKER IV	Classified (non-mgmt)	54,397	265,324	201,292	64,032
59	FOOD SERVICE WORKER IV	Classified (non-mgmt)	55,757	274,259	201,292	72,967
60	GRANTS SPECIALIST	Classified (non-mgmt)	77,286	382,946	276,513	106,433
61	GROUPS EQUIPMENT REPAIRPERSON/OPER.	Classified (non-mgmt)	58,741	291,059	210,149	80,910
62	GROUNDSPERSON	Classified (non-mgmt)	46,607	230,937	166,769	64,167
63	GROUNDSPERSON	Classified (non-mgmt)	45,443	230,937	166,769	64,167
64	GROUNDSPERSON	Classified (non-mgmt)	38,716	223,393	166,769	56,624
65	HELP DESK SUPPORT TECHNICIAN	Classified (non-mgmt)	54,886	271,954	201,292	70,662
66	HUMAN RESOURCES GENERALIST	Classified (non-mgmt)	68,820	335,673	242,321	93,351
67	HUMAN RESOURCES SPECIALIST I	Classified (non-mgmt)	54,636	266,485	192,451	74,035
68	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,075	362,503	263,884	98,619

**Riverside Community College District**

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<b>Cnt</b>	<b>Position</b>	<b>Group</b>	<b>Cost of Incentive</b>	<b>3 Years Annual Salary (w/Steps if Applicable)</b>	<b>3 Years Replacement Salary (w/Steps)</b>	<b>Salary Savings</b>
69	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,075	356,425	263,884	92,541
70	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,075	356,425	263,884	92,541
71	INFORMATION TECHNOLOGY ANALYST	Classified (non-mgmt)	73,755	365,453	263,884	101,569
72	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	58,507	294,790	219,899	74,891
73	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	62,222	292,368	219,899	72,469
74	INSTRUCTIONAL DEPARTMENT SPECIALIST	Classified (non-mgmt)	43,907	304,582	219,899	84,683
75	INSTRUCTIONAL MEDIA ASSISTANT	Classified (non-mgmt)	60,925	304,582	219,899	84,683
76	INSTRUCTIONAL MEDIA SUPPORT COORD.	Classified (non-mgmt)	70,149	345,069	253,233	91,836
77	INSTRUCTIONAL SUPPORT SPECIALIST	Classified (non-mgmt)	52,358	302,158	219,899	82,259
78	KINESIOLOGY	Faculty	82,494	402,366	256,855	145,511
79	LAB TECHNICIAN II	Classified (non-mgmt)	76,501	356,425	263,884	92,541
80	LAB TECHNICIAN II	Classified (non-mgmt)	78,438	365,453	263,884	101,569
81	LIBRARY / LEARNING RESOURCES ADM MGR	Classified Management	89,017	455,536	363,049	92,488
82	MAINTENANCE MANAGER	Classified Management	72,560	371,318	310,847	60,471
83	MAINTENANCE MECHANIC	Classified (non-mgmt)	61,992	312,336	232,997	79,339
84	MAINTENANCE MECHANIC (EQUIPMENT REPAIR)	Classified (non-mgmt)	61,992	307,166	232,997	74,169
85	MAINTENANCE MECHANIC (GENERAL)	Classified (non-mgmt)	62,744	299,562	232,997	66,565
86	MAINTENANCE MECHANIC (GENERAL)	Classified (non-mgmt)	57,125	299,562	232,997	66,565
87	MAINTENANCE MECHANIC (PAINTER)	Classified (non-mgmt)	57,147	278,735	201,292	77,443
88	MULTI-MEDIA GRAPHIC ARTIST/WEB TECHNICIAN	Classified (non-mgmt)	73,437	342,153	253,233	88,920
89	NETWORK SPECIALIST - DATA	Classified (non-mgmt)	74,742	373,619	276,513	97,106
90	NETWORK SPECIALIST - DATA	Classified (non-mgmt)	75,403	373,619	276,513	97,106
91	OFFICER, SAFETY & POLICE	Classified (non-mgmt)	46,964	333,725	253,233	80,492
92	OUTCOMES ASSESSMENT SPECIALIST	Classified Management	82,875	404,223	322,146	82,078
93	PARKING SERVICES SUPERVISOR	Classified Management	69,761	325,025	259,033	65,991
94	PRODUCTION COORDINATOR	Classified (non-mgmt)	78,438	365,453	263,884	101,569
95	PRODUCTION GRAPHIC DESIGNER	Classified (non-mgmt)	59,436	297,165	219,899	77,266
96	PRODUCTION PRINTER	Classified (non-mgmt)	62,446	304,582	219,899	84,683
97	PRODUCTION PRINTING SPECIALIST	Classified (non-mgmt)	72,046	335,673	242,321	93,351
98	PURCHASING SPECIALIST	Classified (non-mgmt)	57,999	287,609	219,899	67,710
99	SENIOR CUSTODIAN	Classified (non-mgmt)	46,164	227,129	166,769	60,360
100	SENIOR GROUNDSPERSON	Classified (non-mgmt)	44,859	218,800	174,370	44,430
101	SENIOR GROUNDSPERSON	Classified (non-mgmt)	48,300	235,582	174,370	61,212
102	SENIOR OFFICER, SAFETY & POLICE	Classified (non-mgmt)	72,906	364,554	276,513	88,041

**Riverside Community College District**

**PERS Net Savings Analysis for Two Year Additional Service Credit - December 31, 2024 Retirement Incentive Offer**

Cnt	Position	Group	Cost of Incentive	3 Years Annual Salary (w/Steps if Applicable)	3 Years Replacement Salary (w/Steps)	Salary Savings
103	SENIOR OFFICER, SAFETY & POLICE	Classified (non-mgmt)	74,742	364,554	276,513	88,041
104	SENIOR PUBLIC AFFAIRS OFFICER	Classified (non-mgmt)	90,981	423,889	306,065	117,825
105	SERGEANT	Classified Management	89,590	436,978	348,247	88,731
106	SPRINKLER REPAIRPERSON	Classified (non-mgmt)	48,717	245,473	192,451	53,022
107	STEM SERVICES DEVELOPER	Classified (non-mgmt)	68,533	324,851	242,321	82,530
108	STUDENT EMPLOYMENT PERSONNEL SPECIALIST	Classified (non-mgmt)	42,838	299,686	219,899	79,787
109	STUDENT FINANCIAL SERVICES ANALYST	Classified (non-mgmt)	63,882	316,782	242,321	74,460
110	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	56,794	281,728	210,149	71,579
111	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	57,320	291,059	210,149	80,910
112	STUDENT SERVICES TECHNICIAN	Classified (non-mgmt)	57,320	284,016	210,149	73,868
113	STUDENT SUCCESS AND SUPPORT PROGRAM ASSISTANT	Classified (non-mgmt)	74,926	365,453	263,884	101,569
114	STUDENT SUCCESS COACH	Classified (non-mgmt)	63,882	319,303	242,321	76,982
115	STUDENT SUCCESS COACH	Classified (non-mgmt)	67,745	335,673	242,321	93,351
116	SYSTEMS ADMINISTRATOR	Classified (non-mgmt)	99,372	496,635	358,669	137,967
117	THEATER BOX OFFICE COORDINATOR	Classified (non-mgmt)	63,781	297,165	219,899	77,266
118	TUTORIAL SERVICES TECHNICIAN	Classified (non-mgmt)	68,820	335,673	242,321	93,351
119	TUTORIAL SERVICES TECHNICIAN	Classified (non-mgmt)	66,105	330,307	242,321	87,986
120	VICE CHANCELLOR, BUSINESS AND FINANCIAL SERVICES	Classified Management	199,299	928,557	716,652	211,905
121	VICE PRESIDENT, BUSINESS SERVICES	Classified Management	149,863	730,959	582,541	148,418

<b>Salary Savings</b>	<b>10,330,696</b>
<b>Less Cost of Incentive</b>	<b>(8,263,071)</b>
<b>Net Savings</b>	<b>2,067,625</b>