



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
Office of Human Resources
Alternate Retirement System (ARS) for Part-Time Employees



MEMBERSHIP EXCLUSION CRITERIA

Membership in the District's Alternate Retirement System, is compulsory for all part-time, seasonal and temporary employees even though they may be employed full-time and covered by a retirement system or Social Security through another employer.

Chabot-Las Positas Community College District (CLPCCD) has two Alternate Retirement Systems available. They are the Public Agency Retirement System (PARS), available to all part-time employees, or the State Teachers' Retirement System (STRS) Cash Balance Plan, available to part-time instructors, counselors and librarians.

Employees who may be excluded from the Alternate Retirement System are:

1. Re-hired Annuitants who are currently receiving benefit payments from the State Teachers' Retirement System (STRS) or Public Employees' Retirement System (PERS).
2. Members of STRS or PERS through full-time or part-time employment with the Chabot-Las Positas Community College District. Part-time, seasonal or temporary employees who are members of STRS or PERS as full-time employees with another employer, however, are not excluded.
3. Employees who have Federal income tax deductible Individual Retirement Accounts (IRA's) and would lose this deduction if they participated in the District's Alternate Retirement System. These employees must participate in Social Security. Employees must provide appropriate documentation to Payroll.

Employees who meet the membership exclusion criteria listed above must participate in Social Security. Additionally, employees must provide the appropriate documentation demonstrating how they meet these exclusions to the Payroll Office.