

Part-Time/Fractional Employee Retirement Contribution Project

Employee Frequently Asked Questions

Part-time, or fractional, time base employees that work additional hours above their time base, have historically been paid those additional hours using an overtime earnings identifier. According to CalPERS law, Government Code sections 20636 and 7522.34, additional compensation paid for hours worked up to 40 hours per week by a part-time, or fractional, time base employee is subject to retirement contributions. Prior to January 2019, retirement contributions were not withheld when pay was issued using an overtime earnings identifier. As a result, employees did not earn service credit for those additional earnings.

What type of adjustment will occur?

Employees impacted will not see a payroll change occur; however, they may notice adjustment activity on their myCalPERS account.

Who is affected?

Part-time or fractional time base employees who worked additional hours over their time base up to 40 hours per week or up to full-time hours in a pay period. According to CalPERS law, Government Code section 20636 and 7522.34, all hours worked up to 40 hours or normal full-time hours are subject to CalPERS retirement contributions.

How many years will the adjustments cover?

Adjustments will be made as far back as necessary.

If adjustments are made retroactively, will the employee be responsible for paying those retirement contributions?

No, employees will not be required to pay any retroactive retirement contributions for these adjustments.

Will CalPERS service credit adjustments occur?

Reviewing affected employee accounts and determining whether adjustments are needed may result in a recalculation of service credit. An employee can log into their myCalPERS account to see if any additional retirement contributions and service credit has been posted.

If I worked over my scheduled time base, prior to 2005, will adjustments be made to those hours?

SCO and CalPERS will review on a case-by-case basis. Employees should contact their current department for assistance.