
Fresno USD DIVISION OF HUMAN RESOURCES
HR 2203
DEFINED BENEFIT PLAN – PART-TIME EMPLOYEES

DEFINED BENEFIT PLAN

The Defined Benefit Retirement Plan, effective January 1, 1992, provides part-time (P/T) employees with an extra source of income at retirement. The benefit starts to grow when an employee joins the plan. Each year of participation, before-tax contributions to the Plan will be made.

ELIGIBILITY AND PARTICIPATION

P/T employees will participate in the Plan effective on their employment date, since the District is required to provide coverage by law pursuant to the Omnibus Budget Reconciliation Act of 1990. The cost of the plan is split evenly between the employee and the District and is based on the number of employees eligible to participate.

NORMAL FORM OF RETIREMENT BENEFITS

The most common form of benefit payment is a single, lump-sum distribution in the calendar year following employee termination. Other forms of payment include having the employee distribution made payable to a trustee/retirement account, or if the benefit payment is equal to or greater than \$5,000 and the employee is 65 years of age or older, he/she can elect to receive a monthly annuity rather than a lump sum payment.

TERMINATION OF EMPLOYMENT

If employment with the District is terminated for any reason other than death or retirement, employees are entitled to receive their accrued benefit. The employee will be contacted by the Benefits & Risk Management Department the February following the year of separation.

VESTING

Employees are always 100% vested in their accrued benefit. This means they cannot lose their benefit for any reason.

HOW TO APPLY FOR BENEFITS

The Plan Administration obtains a benefit payment actuarial valuation in February of each year. The actuarial valuation is used to determine benefit payments for those employees who have retired or separated from the district in the previous calendar year. A payment distribution letter, along with any necessary forms, will be mailed to the employee by the end of February. Upon receipt of the employee payment distribution letter, if the employee believes he/she is entitled to receive a different amount, he/she can request a review from the Plan Administrator.

PLAN ADMINISTRATOR/Defined Benefits

Fresno Unified School District Fresno, CA 93721

2309 Tulare Street

For questions, contact the Benefits Dept. at 559-457-3521

Policy Fresno Unified School District
DIVISION OF HUMAN RESOURCES

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Fresno, California