



October 14, 2020

Superior Court Voluntary Separation Incentive Program (VSIP)

*The information below is specific to your LACERA retirement benefits under the VSIP program. For **questions regarding the VSIP itself**, email AskHR@lacourt.org. For **questions regarding your Horizons or 401(k) accounts related to the VSIP**, call Empower Retirement at 800-947-0845.*

The Los Angeles Superior Court recently notified LACERA that it is offering a Voluntary Separation Incentive Program (VSIP) to approximately 2,700 of its employees. Please note that the *VSIP is not offered by the County of Los Angeles or LACERA*. The terms were determined by the Court, and the program neither requires nor prohibits eligible members from retiring.

Contact Us Before You Decide to Retire

If you are considering enrolling in the VSIP, it is important to understand how terminating service may impact your LACERA retirement benefits, including retiree healthcare benefits. *Before making your final decision, we strongly recommend speaking to a LACERA Retirement Benefits Specialist to discuss your unique situation.* You can contact us via one of the methods below:

- Call us at 800-786-6464 between 7:00 a.m. and 5:30 p.m. (Pacific Time), Monday through Friday, except holidays.
- Make a virtual face-to-face appointment by visiting lacera.com and clicking on the [Appointment Plus](#) link.

Your Status After Terminating Service

Any LACERA member who terminates service with their employer has four basic options:

- **Establish reciprocity** with a reciprocal agency within six months of terminating service
- **Defer** and leave contributions on deposit (if in a contributory plan)
- **Withdraw** (if in a contributory plan) and forfeit LACERA all retirement benefits—including retiree healthcare, the right to apply for a disability retirement, or ability to establish reciprocity
- **Retire** (if eligible) to receive lifetime benefits including retiree healthcare

Returning to Service: Plan Restrictions

Members who return to work for the Court or a different LACERA-covered employer (County of Los Angeles, LACERA, Little Lake Cemetery District, or the Local Agency Formation Commission), may be restricted from participating in your current plan(s) or LACERA Retiree Healthcare tier, depending on several factors, including but not limited to:

- Current plan
- Vested status
- Retired status
- Withdrawn status
- Length of time between different LACERA-covered employers

If you retire under an Early Separation Plan, such as the VSIP, you may return to a permanent, 3/4-time or greater item for a LACERA-covered employer by going through the Return to a Work Reinstatement process and placing your retirement on hold. All reinstated members will be enrolled in the retirement plan available to new employees. There is no post-retirement option for limited temporary or part-time service while you continue to receive your retirement benefits (also known as the 120-day rule). There are no restrictions or limitations on employment outside of LACERA-covered employers.

Submitting or Rescinding Your Retirement

You must submit your signed retirement election in writing on or before your retirement date via the My LACERA online portal, or by fax or mail.

If you change your mind and no longer want to retire, LACERA must receive your signed [Request to Rescind or Change Retirement Date Form](#) before 5:00 p.m. at least one business day before your retirement date.