

## **SBCC Survey about Possible Early Retirement Incentive Program**

You recently received an email from the District regarding a possible early retirement incentive program called SERP (Supplemental Early Retirement Program). The Academic Senate, Instructors' Association, Classified Staff Employees' Association, and Advancing Leadership Committee are very interested to know your thoughts about this option. Please take five minutes to complete the survey below so that your comments and questions can inform future communication about the program.

Note: This survey is intended only for permanent employees (staff, faculty, and managers).

1. What is your employment category?
  - a. Staff
  - b. Faculty
  - c. Certificated manager
  - d. Classified manager
2. What is your age group?
  - a. 54 or under
  - b. 55-62
  - c. 63-69
  - d. 70 or more
3. How many years have you worked at SBCC as a permanent employee?
  - a. 9 or fewer
  - b. 10-15
  - c. 16-19
  - d. 20 or more
4. Were you already considering retirement in the 2016-17 fiscal year prior to hearing about the SERP?
  - a. Yes
  - b. No
5. Does offering a supplemental retirement plan influence your decision to retire in the 2016-17 fiscal year?
  - a. I do not plan to retire in the next two years even though I am eligible.
  - b. I am likely to retire whether a SERP is offered or not.
  - c. I am more likely to retire if a SERP is offered.
  - d. I am not eligible to retire yet.

Comments:

6. Considering both fiscal concerns and potential programmatic impacts on the College, do you support offering the SERP during the 2016-17 fiscal year? (Please note that the SERP is a one-time program that is unlikely to be offered again in subsequent years.)

- a. Yes
- b. No
- c. Not sure yet. I need more time to review the SERP materials.

Comments:

7. What other questions or concerns do you have about the possibility of the college offering a SERP as an early retirement incentive in 2016-2017?

Thank you very much for completing this survey!