

sulting from accidents or injuries caused by external violence or physical force in the performance of duty.

6. SERS Plan for Classified School Employees

Classified employees of all school districts except those in the City and County of San Francisco constitute the second largest group of members in the SERS system, next to State employees. Age provisions in this plan are the same as in the basic SERS plan. There are some differences in allowances, and some exceptions or differences in coverage for certain school employees with Social Security credits.

7. University of California Members of SERS

This special plan applies to individuals who entered the University of California's employment prior to October 1, 1963. Retirement is optional at age 55, "normal" retirement age is 60, and compulsory retirement is at age 67. The University of California also has a separate retirement system.

B. County Retirement Plans

A county employee cannot become a "safety member" after age 35 of plans established under the 1937 County Retirement Act, according to the Government Code, Section 31558. Safety members must be in active law enforcement or fire suppression jobs, such as fire warden, forest firemen, firemen in Fire Districts, other firefighting jobs, sheriffs, district attorneys, and marshals. Retirement ages for other than elective officials are: Optional at age 55 with 10 years of service; mandatory at age 60; and optional with 30 years of service at any age. For non-safety members of the County Employees system, the general retirement age is 70.

Various provisions on compulsory retirement ages appear in the Government Code, Sections 31558; 31662.4-31663; 31671-31671.6; and 32350. Counties have some leeway otherwise in establishing the details of their respective plans.

C. Federal Government Retirement Provisions

The Federal Government provides a liberal retirement system. Thirty years' employment provides more than 50 percent of "final compensation." For instance, an employee whose average salary during a five-year period was \$8,000 could retire at age 60 with an allowance of \$4,500 per year. Employees who become disabled after at least five years of government service may retire on an annuity at any age.

D. "Portable Pensions"

As the foregoing summary illustrates, pension plans available to employees in public service, either under a State, county, or private system, are considerably different as to retirement ages and types or amounts of benefits. The employee who moves from one branch of public service to another may find his retirement rights affected for either better or worse.

Within the SERS, there is reciprocity between the contracting agencies and the State. An employee who separates from state service