

Employment Data Sheet – Temporary Short-Term/Substitute Classified

Employee ID #: _____

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·	ivision Use Only	-1 D-1	
Requisition #:			
Position Code:		Date:	· · · · · · · · · · · · · · · · · · ·
Position Title:	Hourly Rate:		
Department/Division:			
Location:			
Supervisor:			
Account Code:			Percent:
			Percent:
			Percent:
Name:			
Last Firs	t	Middle	
Mailing Address:Street		 	
	City	State	Zip
Home Address (if different):Street	City	State	Zip
Home Phone #: Cell Phone #:			
How would you prefer to receive your paycheck? □Pick up in Payr	roll □Direct Deposit □Mail	to Mailing Addre	ess Listed Above
Emergency Notification			
Name:Address	•		
Relationship:			
Are you currently an active member of: PERS (Public Employees Retirement System): □ Full-time STRS (State Teachers Retirement System): □ Full-time			
Do you have any relative(s) employed by the District? □Yes If yes, name(s) and relationship(s):	s □ No		
Have you had a conviction for an offense other than traffic vi	iolations? □ Yes □ No		
If yes, has it been cleared by the Director of Human Re (Clearance is required prior to beginning employment. Fail		be cause for dis	smissal.)
I declare that the information I have given is true and comple	ete.		
Employee Signature:	Date:		
Authorized signature for the Redwoods Community College	District		

Date:

Human Resources Signature:



Classified Employment Application

Human Resources Office 7351 Tompkins Hill Rd., Eureka, CA 95501-9300; (707) 476-4140; Fax (707) 476-4421

Date							
Name							
	Last	First		Mido			
Address	Street and PO Box	City	State Z	[Phone		
				'			
Email address Title of position applying							
Are you related to a	a District employee? ☐ Yes ☐ N	Ло					
Name		Relationship		Departn	nent		
Are you able to peri	Are you able to perform all functions of the job for which you are applying? \square Yes \square No						
School or Institution	Name and Lo	cation	# of Years Completed	Did you Graduate?	Course of Study	Degree/ Certificate	
High School				□ Yes □ No			
Junior College				□ Yes □ No			
Other College or University				□ Yes □ No			
Graduate School				□ Yes □ No			
Business, Trade, or Service Schools				□ Yes □ No			

Employment History

Employer	Job Title	Employed From	_ Reason for Leaving
Department	Job Duties	То	_
Address		□ Full Time □ Part Time	
Supervisor		Hours per Week	_
Supervisor Title			
Phone			
Employer		Employed From	_ Reason for Leaving
Department	Job Duties	То	_
Address		□ Full Time □ Part Time	
Supervisor		Hours per Week	_
Supervisor Title			
Phone			
Employer		Employed From	_ Reason for Leaving
Department	Job Duties	То	_
Address		□ Full Time □ Part Time	
Supervisor		Hours per Week	_
Supervisor Title			
Phone			
I agree to conform to district report and the lambda in th	rm Act of 1986 requires verification of the right t this application is true and complete to the best of and organizations reporting information required b	Yes No rprinting, and signing Drug-Free Workplace and Oath of the own work in the United States as a condition of hire. my knowledge and I authorize investigation of all states by this application. I understand that I will be subject to	ments herein recorded. I
Signature			



Demographic Information, Drug-Free Workplace, and Oath of Allegiance

mame				
Community Collearning are re-	ollege Chancellon quired to keep re	's Office, the Redwoods Co	ent Opportunity Col mmunity College Di	mmission and the California strict and all other institutions of higher plicants. This request for information
Ethnic Backg Chinese Asian Indi Japanese Korean Laotian Cambodia		Il that apply): Vietnamese Other Asian (not not Black Non-Hispanic Filipino Hispanic American Indian/Ala		☐ Guamanian☐ Hawaiian☐ Samoan☐ Other Pacific Islander☐ White Non-Hispanic
Gender:	□ Male □ F	emale □Nonbinary		
US Citizen:	☐ Yes ☐ No)		
Veteran:	□ Yes □ No)		
Disability*:	□ Yes □ No)		
*Disability definitio others as having s		substantially restricts one or more	life activities and has a r	ecord of such impairment, and is regarded by
other agencie	es must comply		passed regulations ederal grants. This	s that community colleges and s certification is required by the
	•	•		equirements of this act. All agree to abide by its terms.
				as a recipient of federal funds, must 3550, and agree to abide by its
Employee Sig	gnature:			Date:
Constitution of and domestic Constitution of	of the United St ; that I will bea of the State of 0	ates and the Constitution r true faith and allegiance California: that I take this	e State of Califor (or affirm) that I we of the State of Ca to the Constitution obligation freely, we	•
Employee Sig	gnature:			Date:
Taken, subsc	ribed, and swo	rn before me on this	day of	, 20
Signature of A	Authorized Offi	cial:		Date:

Drug-Free Environment and Drug Prevention Program

The District shall be free from all illegal drugs and from the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. Administrative Procedure 3560 permits the lawful possession, use or distribution of alcohol under specific, limited circumstances.

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in all facilities under the control and use of the District.

Any student or employee who violates this policy may be subject to disciplinary action (consistent with local, state, and federal law), which may include referral to an appropriate rehabilitation program, suspension, demotion, expulsion or dismissal.

The President/Superintendent shall ensure that the District distributes annually to each student and employee, in accordance with Administrative Procedure 3550, the information required by the Drug-Free Schools and Communities Act and Code of Federal Regulations, Title 34, Part 86.

Drug-Free Workplace

The District is committed to maintaining a drug-free workplace in accordance with the requirements of the U.S. Drug-Free Workplace Act of 1988.

The District certifies that it will provide a drug-free workplace by:

- 1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- 2. Making it a requirement that each employee be given a copy of the statement required by paragraph 1;
- 3. Notifying the employee that the employee will:
 - Abide by the terms of the statement;
 - Notify the District of any convictions of drug violations within five days:
- 4. Establishing a drug-free awareness program to inform employees about:
 - The dangers of drug abuse in the workplace;
 - The District's policy of maintaining a drug-free workplace;
 - Drug counseling, rehabilitation, and employee assistance program; and
 - The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- 5. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs 1, 2, 3, 4 and 5.

Adopted by Board of Trustees: August 7, 1989

Amended: February 3, 2015



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No.1615-0047 Expires 07/31/2026

START HERE: Employers must ensure the form instructions are available to employees when completing this form. Employers are liable for failing to comply with the requirements for completing this form. See below and the Instructions.

ANTI-DISCRIMINATION NOTICE: All employees can choose which acceptable documentation to present for Form I-9. Employers cannot ask employees for documentation to verify information in **Section 1**, or specify which acceptable documentation employees must present for **Section 2** or Supplement B, Reverification and Rehire. Treating employees differently based on their citizenship, immigration status, or national origin may be illegal.

,		5 1	,	,		1, 3		,	3 ,	5
Section 1. Employee day of employment,				ees must comp	ete and s	ign Section	on 1 of Fo	orm I-9 no	later than the f	irst
Last Name (Family Name)		First Name	(Given Name)		Middle Initi	al (if any)	Other Last	Names Use	ed (if any)	
Address (Street Number ar	nd Name)	A	pt. Number (if a	any) City or Towr	1	1		State	ZIP Code	
Date of Birth (mm/dd/yyyy)	Emplo	yee's Email Addres	s			Employee's	s Telephone Number	r		
I am aware that federa provides for imprison fines for false stateme	ment and/or	_	ollowing boxes of the United S	•	zenship or in	nmigration s	status (See	page 2 and	3 of the instructions.):
use of false document		2. A noncitiz	en national of	the United States (S	See Instruction	ons.)				
connection with the co	,	3. A lawful p	ermanent resid	dent (Enter USCIS o	or A-Number	:)				
this form. I attest, und	der penalty			•		<u> </u>			·r. \	
of perjury, that this inf		4. A noncitiz	en (otner than	Item Numbers 2. a	and 3. above) autnorized	to work uni	ii (exp. date	e, ir any)	
including my selection		If you check Item N	lumber / ent	er one of these:						
attesting to my citizen						· -				
immigration status, is	true and	USCIS A-Num	OR	orm I-94 Admissi	on Number	OR	gn Passpo	rt Number	and Country of Issu	uance
correct.			[]							
Signature of Employee					Too	day's Date (mm/dd/yyyy	′)		
If a preparer and/or to	ranslator assist	ted you in completion	ng Section 1,	that person MUST	complete th	he Preparer	and/or Tra	nslator Ce	rtification on Page	3.
Section 2. Employer business days after the e authorized by the Secret documentation in the Ad	employee's firs ary of DHS, do	st day of employme ocumentation from ation box; see Inst	ent, and must List A OR a tructions.	t physically exam combination of d	ine, or exa ocumentati	mine cons ion from Li	istent with st B and L	nd sign Se an alterna ist C. Ente	ative procedure er any additional	ee
		List A	OR	Lis	st B	A	ND		List C	
Document Title 1										
Issuing Authority										
Document Number (if any)										
Expiration Date (if any) Document Title 2 (if any)			Addi	itional Informati	on					
Issuing Authority										
Document Number (if any)										
Expiration Date (if any)										
Document Title 3 (if any)										
Issuing Authority										
Document Number (if any)										
Expiration Date (if any)			С	heck here if you us	ed an alterna	ative proced	ure authoriz		to examine docume	nts.
Certification: I attest, undemployee, (2) the above-list best of my knowledge, the	sted documenta	ation appears to be	genuine and t	to relate to the em				First Day (mm/dd/y	of Employment yyyy):	
Last Name, First Name and	Title of Employe	er or Authorized Repr	esentative	Signature of Em	iployer or Au	thorized Re	presentative		Today's Date (mm/do	d/yyyy)
Employer's Business or Orga	anization Name		Employer's	Business or Organia	zation Addre	ss City or T	own State	ZIP Code		
College of the Redwoods	Ladon Hanne			kins Hill Road, E						

For reverification or rehire, complete Supplement B, Reverification and Rehire on Page 4.

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LISTS OF ACCEPTABLE DOCUMENTS

All documents containing an expiration date must be unexpired.

* Documents extended by the issuing authority are considered unexpired.

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

Examples of many of these documents appear in the Handbook for Employers (M-274).

LIST A		LIST B	LIST C				
Documents that Establish Both Identity and Employment Authorization	OR	Documents that Establish Identity ANI	D Documents that Establish Employment Authorization				
1. U.S. Passport or U.S. Passport Card		Driver's license or ID card issued by a State or outlying possession of the United States	A Social Security Account Number card, unless the card includes one of the following restrictions:				
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		provided it contains a photograph or information such as name, date of birth,	(1) NOT VALID FOR EMPLOYMENT				
Foreign passport that contains a temporary I-551 stamp or temporary		gender, height, eye color, and address 2. ID card issued by federal, state or local	(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION				
I-551 printed notation on a machine- readable immigrant visa		government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color,	(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION				
 Employment Authorization Document that contains a photograph (Form I-766) 		and address	2. Certification of report of birth issued by the				
5. For an individual temporarily authorized		3. School ID card with a photograph	Department of State (Forms DS-1350, FS-545, FS-240)				
to work for a specific employer because of his or her status or parole:		4. Voter's registration card	3. Original or certified copy of birth certificate				
a. Foreign passport; and		5. U.S. Military card or draft record	issued by a State, county, municipal authority, or territory of the United States				
b. Form I-94 or Form I-94A that has		6. Military dependent's ID card	bearing an official seal				
the following: (1) The same name as the		7. U.S. Coast Guard Merchant Mariner Card	Native American tribal document				
passport; and		8. Native American tribal document	5. U.S. Citizen ID Card (Form I-197)				
(2) An endorsement of the individual's status or parole as long as that period of		Driver's license issued by a Canadian government authority	6. Identification Card for Use of Resident Citizen in the United States (Form I-179)				
endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or				For persons under age 18 who are unable to present a document listed above:	7. Employment authorization document issued by the Department of Homeland Security		
limitations identified on the form.		10. School record or report card	For examples, see Section 7 and Section 13 of the M-274 on				
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the		11. Clinic, doctor, or hospital record	uscis.gov/i-9-central. The Form I-766, Employment				
Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		12. Day-care or nursery school record	Authorization Document, is a List A, Item Number 4. document, not a List C document.				
	l	Acceptable Receipts					
May be prese	ented	in lieu of a document listed above for a to	emporary period.				
For receipt validity dates, see the M-274.							
Receipt for a replacement of a lost, stolen, or damaged List A document.	OR	Receipt for a replacement of a lost, stolen, or damaged List B document.	Receipt for a replacement of a lost, stolen, or damaged List C document.				
 Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual. 							
Form I-94 with "RE" notation or refugee stamp issued to a refugee.							

^{*}Refer to the Employment Authorization Extensions page on <u>I-9 Central</u> for more information.

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California Public Employees' Retirement System P.O. Box 942709 Sacramento, CA 94229-2709 888 CalPERS (or 888-225-7377)

TTY: (877) 249-7442 | Fax: (916) 795-4166 www.calpers.ca.gov

Employer Account Management Division

Dear Member,

The California Public Employees' Retirement System (CalPERS) requires all members hired after January 1, 2013 complete the *Reciprocal Self-Certification Form (PERS-EAMD-801)* to provide essential information that will be used by your employer to enroll you in CalPERS membership.

This form obtains information regarding your membership in other qualifying public retirement systems and *must be returned to your employer within 10 business days of receipt*. Use the instructions provided on the back of the form and reference the List of Qualifying Public Retirement Systems for assistance. Information regarding your membership in a defined benefit plan for any of the listed qualifying public retirement system must be provided. **However, information related to CalPERS membership should not be included when completing this form, as this data is already stored in the CalPERS system.**

It is your responsibility to ensure the accuracy and completeness of the information you provide. Inaccurate information may result in adjustments to your account which could lead to adverse impacts such as incurring financial obligations that you and your employer will be responsible to fulfill.

For more information regarding the *Reciprocal Self-Certification Form*, please visit our website at www.calpers.ca.gov.

Please note: The completion of the *Reciprocal Self-Certification Form* does not establish <u>reciprocity</u>, nor is it a request to establish reciprocity. To request that reciprocity be established, download the **When You Change Retirement Systems (PUB 16)** publication to obtain the **Confirmation of Intent to Establish Reciprocity When Changing Retirement Systems (PERS-CASD-255)** form. This publication is available at **www.calpers.ca.gov**.

Sincerely,

Membership Services

Enclosures: List of Qualifying Public Retirement Systems in California, *Reciprocal Self-Certification Form*, and Directions for Completing Reciprocal Self-Certification Form

List of Qualifying Public Retirement Systems in California

Name of Public Retirement System	Qualifications:
Alameda County Employees' Retirement Association^	Qualifications.
City and County of San Francisco Employees' Retirement System*	
City of Costs Mass Public Patiesment System*	Cafabu anh
City of Costa Mesa Public Retirement System*	Safety only
City of Fresno Retirement System	Fine and maline cale.
City of Pasadena Fire and Police Retirement System	Fire and police only
City of San Clemente*	Non-safety (miscellaneous) only
Contra Costa County Employees' Retirement Association^	
Contra Costa Water District	
East Bay Municipal Utility District	
East Bay Regional Park District	Safety only
Fresno County Employees' Retirement Association^	
Imperial County Employees' Retirement Association^	
Judges Retirement System II	
Kern County Employees' Retirement System^	
Legislators' Retirement System	
Los Angeles City Employees' Retirement System	Non-safety (miscellaneous) only; L.A. Fire and Police Pension System and L.A. Water and Power Employees' Retirement System not eligible
Los Angeles County Employees' Retirement Association^	
Los Angeles County Metropolitan Transportation Authority	Non-contract Employees' Retirement Income Plan, formerly Southern California Rapid Transit District
Marin County Employees' Retirement Association^	
Mendocino County Employees' Retirement Association^	
Merced County Employees' Retirement Association^	
Oakland Municipal Employees' Retirement System (City of Oakland)	Non-safety (miscellaneous) only
Orange County Employees' Retirement System^	
Sacramento City Employees' Retirement System*	
Sacramento County Employees' Retirement System^	Defined benefit plan only; cash balance plans not eligible
San Bernardino County Retirement Association^	
San Diego City Employees' Retirement System	Defined benefit plan only; cash balance plans not eligible
San Diego County Employees' Retirement Association^	
San Joaquin County Employees' Retirement Association^	
San Jose Federated City Employees' Retirement System	
San Luis Obispo County Pension Trust	
San Mateo County Employees' Retirement Association^	
Santa Barbara County Employees' Retirement System^	
Sonoma County Employees' Retirement Association^	
Stanislaus County Employees' Retirement Association^	
State Teachers' Retirement System	Defined benefit plan only; cash balance plans not eligible
Tulare County Employees' Retirement Association^	,,,
University of California Retirement Program	Defined benefit plan only; cash balance plans not eligible
Ventura County Employees' Retirement Association^	, , , , , , , , , , , , , , , , , , , ,
*=Also CalPERS-covered agency ^=1937 Act Counties	



Section 1. Member Information

California Public Employees' Retirement System

P.O. Box 942709 Sacramento, CA 94229-2709

888 CalPERS (or **888**-225-7377)

TTY: (877) 249-7442 | Fax: (916) 795-4166

www.calpers.ca.gov

Reciprocal Self-Certification Form

Complete the following information and return this form to your personnel office **within 10 business days.** To ensure this form is completed correctly, please reference the enclosed List of Qualifying Public Retirement Systems and instructions.

Member Name: (Last)	(First)	(Middle)				
Date of Birth:		CalPERS ID:				
Membership Status in Qualifying Public Retirement Systems: I have not been a member of a qualifying public retirement system in California. (skip to section 3) I have membership in a defined benefit plan under a qualifying public retirement system in California other than CalPERS. (complete section 2 with membership information for each qualifying public retirement system) Section 2. Qualifying Reciprocal Membership Information						
Name of Most Recent Public Retirement System:	Membership Date:	Separation Date*:				
nume of most necessary assessment of systems	/ /	/ /	☐Retired* or ☐Refunded* Date: / /			
Name of Prior Public Retirement System:	Membership Date:	Separation Date*: / /	☐ Retired* or ☐ Refunded* Date: / /			
Name of Prior Public Retirement System:	Membership Date:	Separation Date*: / /	☐ Retired* or ☐ Refunded* Date: / /			
*Please pro	ovide dates, if applicabl	e. Not all sections may be applicable f	for each Public Retirement System.			
Section 3. Sign and Certify						
I understand that by accepting employment in a qualified public retirement system, I am subject to the applicable laws and regulations of that system. I also understand that completing this form is not a request to establish reciprocity. I hereby certify that the foregoing information has been verified with the qualifying public retirement system as true and correct and any information found to be incorrect may require corrections to my CalPERS account including, but not limited to, my retirement enrollment level and adjustments to my member contributions. CalPERS may make any necessary corrections to my						
account to ensure I am properly enrolled and e	ligible to receive the	correct retirement benefits.				
Member Signature:		Date:				
Section 4. To Be Completed by Employer O	nly					
Name of CalPERS Agency:						
CalPERS Business Partner ID:		Member's Enrollment Eligibi	ility Date:			
Designee of Employer: (print name)		Designees' Title:				
Designee Signature:		Date:				
The employer must r	etain this form in the	e member's file for auditing purp	oses.			
For more direction regarding how to process the Reciprocal Self-Certification Form, please refer to our employer reference guides.						

Instructions for Completing the Reciprocal Self-Certification Form

Section 1. Complete the required fields with your name, date of birth, and CalPERS ID. Member Check **one** of the appropriate boxes to indicate if you have had membership in a defined Information benefit plan in one of the qualifying public retirement systems named on the enclosed list. If you have not been a member of any of the qualifying public retirement systems, mark the first box and skip to section 3. If you have membership in a defined benefit plan of any of the qualifying public retirement systems on the enclosed list, mark the second box and continue to section This form is to obtain information regarding your membership in other qualifying public retirement systems; do not include CalPERS membership on this form. Section 2. In the first column, titled "Name of Public Retirement System," list the name of any qualifying Qualifying public retirement systems you are a member of a defined benefit plan. Reciprocal If you are a member of multiple qualifying public retirement systems, please provide Membership the name of each system beginning with the most recent in descending order. Information Please reference the enclosed List of Qualifying Public Retirement Systems in California. Only systems named on this list should be provided on the Reciprocal Self-Certification Form. In the second column, titled "Membership Date," list your membership date in the qualifying public retirement system. You must provide a full date, including month, date, and year, which corresponds to each qualifying public retirement system listed. If you are unsure of your membership date, please contact the qualifying public retirement system to confirm information prior to completing the form. In the third column, titled "Separation Date," list your separation date from the qualifying public retirement system. This section may not be applicable for all qualifying public retirement systems. If you have not separated from the qualifying public retirement system, leave this field blank. If you have separated from the qualifying public retirement system, you must provide a full date including month, date, and year. If you are unsure of your separation date, please contact the qualifying public retirement system to confirm information prior to completing the form. In the fourth column, titled "Retired or Refunded," indicate if you have retired or refunded from the qualifying public retirement system. This section may not be applicable for all qualifying public retirement systems. If you have not retired or refunded from the qualifying public retirement system, leave this field blank. If you have retired or refunded from the qualifying public retirement system, mark the appropriate box and provide a full date including month, date, and year. Retired: You have separated from the qualifying public retirement system and receive a monthly retirement allowance. Refunded: You have terminated your membership in the qualifying public retirement system by withdrawing your contributions. Section 3. Please read the statement. Then, sign your name and date the document before returning it to Sign and your personnel office. Certify

Privacy Notice

The privacy of personal information is of the utmost importance to CalPERS. The following information is provided to you in compliance with the Information Practices Act of 1977 and the Federal Privacy Act of 1974.

Information Purpose

The information requested is collected pursuant to the Government Code (sections 20000 et seq.) and will be used for administration of Board duties under the Retirement Law, the Social Security Act, and the Public Employees' Medical and Hospital Care Act, as the case may be. Submission of the requested information is mandatory. Failure to comply may result in CalPERS being unable to perform its functions regarding your status.

Please do not include information that is not requested.

Social Security Numbers

Social Security numbers are collected on a mandatory and voluntary basis. If this is CalPERS' first request for disclosure of your Social Security number, then disclosure is mandatory. If your Social Security number has already been provided, disclosure is voluntary. Due to the use of Social Security numbers by other agencies for identification purposes, we may be unable to verify eligibility for benefits without the number.

Social Security numbers are used for the following purposes:

- 1. Enrollee identification
- 2. Payroll deduction/state contributions
- Billing of contracting agencies for employee/ employer contributions
- 4. Reports to CalPERS and other state agencies
- 5. Coordination of benefits among carriers
- 6. Resolving member appeals, complaints, or grievances with health plan carriers

Information Disclosure

Portions of this information may be transferred to other state agencies (such as your employer), physicians, and insurance carriers, but only in strict accordance with current statutes regarding confidentiality.

Your Rights

You have the right to review your membership files maintained by the System. For questions about this notice, our Privacy Policy, or your rights, please write to the CalPERS Privacy Officer at 400 Q Street, Sacramento, CA 95811 or call us at 888 CalPERS (or 888-225-7377).



403(b) and 457(b) PLAN HIGHLIGHTS Redwoods Community College District, CA

We are pleased to offer the 403(b) Tax Sheltered Annuity Plan and the 457(b) Deferred Compensation Plan to eligible employees in order to help save for retirement. This notice provides a brief explanation of the provisions, policies, and rules that govern the 403(b) and 457(b) Plans offered. Plan administration services for the 403(b) and 457(b) Plans are provided by Envoy Plan Services, Inc. (Envoy). Visit the Envoy website (www.envoyplanservices.com) for information about enrollment in the Plan, investment product providers available, distributions, exchanges or transfers, loans, and rollovers.

Employees may make voluntary elective deferrals to the 403(b) and/or 457(b) Plans. Participants are fully vested in their voluntary contributions and earnings at all times. The IRS imposes a limit on the amount a participant may contribute each year. See the chart below for the maximum contribution limits.

Year	403(b) TSA	457(b) DCP	Total
2021 Basic Limit	\$19,500.00	\$19,500.00	\$39,000.00
*Age 50+ Catch-up	\$6,500.00	\$6,500.00	\$13,000.00
Total	\$26,000.00	\$26,000.00	\$52,000.00

^{*}Participants who are age 50 or older any time during the year qualify to make an additional contribution to their 403(b) and/or 457(b) accounts.

There are both pre-tax and post-tax retirement savings programs available to you.

PRE-TAX 403(b) and 457(b): Traditionally employees have supplemented their retirement savings by choosing to make their salary deferral contributions in the Plans on a pre-tax basis. A primary benefit of saving pre-tax is that it allows you to receive a tax deduction in the year of the salary deferral and all earnings on your account balances are also tax deferred. You are then able to defer all income taxes until you withdraw money from your account.

POST-TAX 403(b): Known as Roth 403(b), the IRS permits your salary deferral contributions to be deducted from your paycheck on a post-tax basis, so you are paying the income taxes today on your contributions. The earnings on your account balance are tax deferred and when you retire you never pay income tax on any of the income distributions you receive (subject to IRS requirements).

Please note that if you also make contributions, or have contributions made for you, to a 401(a) or 401(k) plan, you are limited by the overall 415(c)(1)(A) limit for all plans including 403(b), 401(a), and 401(k). If you are a participant in another retirement plan (excluding your State Retirement Program), please advise Envoy Plan Services, Inc.

Eligibility and Entry Date: Most employees are eligible to participate in the 403(b) and 457(b) Plans immediately upon employment; however, private contractors, appointed/elected trustees, and/or school board members and student workers may not be eligible to participate. Eligible employees can participate and enroll in either or both Plans upon employment or at any time after. Note: If you have a 403(b) or 457(b) account with a previous employer, you must establish a new account to enroll in these Plans. Your salary deferral contribution into this Plan cannot be invested in the 403(b) or 457(b) Plan of a previous employer.

Getting Started:

- · Logon to www.envoyplanservices.com
- Click onto Client Center; then Click onto your State, County, and Employer.
- You are now on your Employer's home page on the Envoy website.
 - 403(b) and 457(b) Plan Providers and Forms A complete list of <u>Approved</u> Providers and forms currently available in the Plan are listed on the Employer's home page.

Step 1: Enrolling with a 403(b) and 457(b) Provider

- Locate the provider of your choice from the list on your Employer's home page. (Contact information is listed for each approved provider.)
- Contact the provider directly to request enrollment forms and instructions and work directly with the provider to complete their enrollment process. (Envoy Plan Services will not accept Provider enrollment forms).



Step 2: Establish Salary Reduction Agreement (SRA)

After you have established your 403(b) and/or 457(b) account, you will need to submit a completed SRA to Envoy in order to begin your payroll deduction contributions.

Online: To submit an online SRA, go to Envoy's website at www.envoyplanservices.com, and click on the Online SRA button at the top right of the page. This user-friendly system will guide you through the process of submitting a new Salary Reduction Agreement or amending an existing Salary Reduction Agreement.

Paper: See the Getting Started section above for instructions to obtain a paper SRA form.

<u>Plan Distributions:</u> Withdrawals from the Plan(s) are considered Distributions from the Plan(s). Distribution transactions may include any of the following dependent on the Employer's Plan Document: loans, transfers, rollovers, exchanges, hardships, unforeseen financial emergency withdrawals, or distributions. Participants may request these distributions by completing the necessary forms obtained from the provider and Envoy as required.

All completed forms should be submitted to Envoy for processing.

LOANS: Participants may be eligible to borrow from their 403(b) and/or 457(b) Plan accumulations dependent on the provisions of the account contract with the investment provider and the Employer's Plan Documents. If loans are available, they are generally granted for a term of five years or less. Loans taken to purchase a principal residence can extend the term of the loan beyond five years dependent on the provisions of the account contract and the Plan Documents. Participants must repay their loans through monthly payments. Prior to taking a loan, participants should consult a tax advisor.

TRANSFERS: A Plan to Plan transfer is defined as the movement of a 403(b) and/or 457(b) account from a previous Employer's Plan with an authorized investment provider under the new Employer's Plan.

ROLLOVERS: Participants may move funds from one qualified Plan account, i.e. 403(b) account, 457(b) account, 401(k) account, or an IRA, to another qualified Plan account at age 59 ½ or when separated from service. Rollovers do not create a taxable event.

EXCHANGES: Within each Plan, participants may exchange account accumulations from one investment provider to another investment provider that is authorized under the Plan; however, there may be limitations affecting exchanges, and participants should be aware of any charges or penalties that may exist in individual investment contracts prior to the exchange. Exchanges can only be made from one 403(b) Provider to another 403(b) Provider or from one 457(b) Provider to another 457(b) Provider of the same Employer's Plan.

HARDSHIP WITHDRAWALS: Participants may be eligible to take a Hardship Withdrawal from their 403(b) account in the event of an immediate and heavy financial need. The eligibility requirements to receive a Hardship Withdrawal are provided on the Hardship Withdrawal Disclosure form at www.envoyplanservices.com.

UNFORESEEN EMERGENCY: Participants may be able to take a withdrawal from their 457(b) account in the event of an Unforeseen Financial Emergency. The eligibility requirements to receive an Unforeseen Financial Emergency Withdrawal Disclosure form at www.envoyplanservices.com.

Instructions for Submission of Distributions/Transactions: To submit a distribution request to Envoy for approval, follow the steps below:

Online: Go to Envoy's website at www.envoyplanservices.com, and click on the Online Distribution button. This user-friendly system will guide you through a series of questions designed to help you obtain immediate approval certification. If your request is not eligible for immediate

approval, the system will guide you through the process of submitting your distribution documents for further review.

Paper: Contact your provider, and request their specific paperwork. Go to Envoy's website, and obtain the Transaction Information Form available on the Employer's home page. Complete and mail all of the paperwork to Envoy at the address below, or you can fax the paperwork toll-free to 877-513-2272.

EMPLOYEE INFORMATION STATEMENT: Participants in a 403(b) and/or 457(b) Plans are responsible for determining which, if any, investment vehicles best serve their retirement objectives. The Plan assets are invested solely in accordance with the participant's instructions. The participant should periodically review whether his/her objectives are being met, and if the objectives have changed, the participant should make the appropriate changes. Careful planning with a tax advisor or financial planner may help to ensure that the supplemental retirement savings plan meets the participant's objectives.

Envoy's services are provided in conjunction with TSA Consulting Group (TSACG).



Transactions
P.O. Box 4037
Fort Walton Beach, FL 32549
Toll-free: 1-800-248-8858
Toll-free fax: 1-877-513-2272
Email: info@envoyplanservices.com,

Website: www.envoyplanservices.com

Overnight Deliveries
73 Eglin Parkway NE, Suite 202
Fort Walton Beach, FL 32548
Toll-free: 1-800-248-8858
Toll-free fax: 1-877-513-2272
Email: info@envoyplanservices.com

Website: www.envoyplanservices.com

Form W-4

Employee's Withholding Certificate

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.

Give Form W-4 to your employer.

Give Form W-4 to your employer.

Your withholding is subject to review by the IRS.

2024

OMB No. 1545-0074

Department of the Treasury Internal Revenue Service

Step 1:	(a) First name and middle initial	Last name		(D) 30	ciai security number				
Enter Personal Information	Address City or town, state, and ZIP code			name c	our name match the on your social security f not, to ensure you get or your earnings,				
	Oity of town, state, and zir code			contact	SSA at 800-772-1213 www.ssa.gov.				
	(c) Single or Married filing separately			o. go to	, , , , , , , , , , , , , , , , , , ,				
	☐ Married filing jointly or Qualifying surviving spouse								
	Head of household (Check only if you're unma	rried and pay more than half the costs	of keeping up a home for yo	urself and	d a qualifying individual.)				
	eps 2–4 ONLY if they apply to you; otherwi on from withholding, and when to use the es			n on ea	ch step, who can				
Step 2: Multiple Job	Complete this step if you (1) hold mo also works. The correct amount of wi								
or Spouse	Do only one of the following.								
Works	(a) Use the estimator at www.irs.gov/W4App for most accurate withholding for this step (and Steps 3–4). If you or your spouse have self-employment income, use this option; or								
	(b) Use the Multiple Jobs Worksheet	on page 3 and enter the resu	It in Step 4(c) below; o	or					
	(c) If there are only two jobs total, yo option is generally more accurate higher paying job. Otherwise, (b)	than (b) if pay at the lower pa	aying job is more than						
-	ps 3–4(b) on Form W-4 for only ONE of the ate if you complete Steps 3–4(b) on the Form	-	-	s. (You	r withholding will				
Step 3:	If your total income will be \$200,000	or less (\$400,000 or less if ma	arried filing jointly):						
Claim	Multiply the number of qualifying	children under age 17 by \$2,0	00 \$						
Dependent and Other	Multiply the number of other depe	endents by \$500	. \$						
Credits	Add the amounts above for qualifyin this the amount of any other credits.		ents. You may add to	3	\$				
Step 4 (optional): Other	(a) Other income (not from jobs). expect this year that won't have we This may include interest, dividen	vithholding, enter the amount	of other income here.		\$				
Adjustments	want to reduce your withholding,		t on page 3 and enter		\$				
	(c) Extra withholding. Enter any add	itional tax you want withheld o	each pay period	4(c)	\$				
Step 5: Sign Here	Under penalties of perjury, I declare that this cer	tificate, to the best of my knowled	dge and belief, is true, co	rrect, aı	nd complete.				
	Employee's signature (This form is not ve	alid unless you sign it.)	Da	te					
Employers Only	Employer's name and address		First date of employment Employer identification number (EIN)						



Employee's Withholding Allowance Certificate

Complete this form so that your employer can withhold the correct California state income tax from your paycheck.

. , , ,			, , ,
Enter Personal Information			
First, Middle, Last Name			Social Security Number
Address			Filing Status
City	State	ZIP Code	Single or Married (with two or more incomes) Married (one income) Head of Household

- 1. Use Worksheet A for Regular Withholding allowances. Use other worksheets on the following pages as applicable.
 - 1a. Number of Regular Withholding Allowances (Worksheet A)
 - 1b. Number of allowances from the Estimated Deductions (Worksheet B, if applicable.)
 - 1c. Total Number of Allowances you are claiming
- 2. Additional amount, if any, you want withheld each pay period (if employer agrees), (Worksheet C)

Exemption from Withholding

- 3. I claim exemption from withholding for 2023, and I certify I meet both of the conditions for exemption.
 - (Check box here)
- 4. I certify under penalty of perjury that I am **not subject** to California withholding. I meet the conditions set forth under the Service Member Civil Relief Act, as amended by the Military Spouses Residency Relief Act and the Veterans Benefits and Transition Act of 2018.

(Check box here)

Under the penalties of perjury, I certify that the number of withholding allowances claimed on this certificate does not exceed the number to which I am entitled or, if claiming exemption from withholding, that I am entitled to claim the exempt status.

Emple	oyee's Signature	 Date	
	, 0	_	

Employer's Section: Employer's Name and Address	California Employer Payroll Tax Account Number

Purpose: This certificate, DE 4, is for California Personal Income Tax (PIT) withholding purposes only. The DE 4 is used to compute the amount of taxes to be withheld from your wages, by your employer, to accurately reflect your state tax withholding obligation.

Beginning January 1, 2020, Employee's Withholding Allowance Certificate (Form W-4) from the Internal Revenue Service (IRS) will be used for federal income tax withholding **only**. You must file the state form Employee's Withholding Allowance Certificate (DE 4) to determine the appropriate California PIT withholding.

If you do not provide your employer with a withholding certificate, the employer must use Single with Zero withholding allowance.

Check Your Withholding: After your DE 4 takes effect, compare the state income tax withheld with your estimated total annual tax. For state withholding, use the worksheets on this form.

Exemption From Withholding: If you wish to claim exempt, complete the federal Form W-4 and the state DE 4. You may claim exempt from withholding California income tax if you meet both of the following conditions for exemption:

- You did not owe any federal/state income tax last year, and
- You do not expect to owe any federal/state income tax this year. The exemption is good for one year.

If you continue to qualify for the exempt filing status, a new DE 4 designating **exempt** must be submitted by February 15 each year to continue your exemption. If you are not having federal/state income tax withheld this year but expect to have a tax liability next year, you are required to give your employer a new DE 4 by December 1.

Member Service Civil Relief Act: Under this act, as provided by the Military Spouses Residency Relief Act and the Veterans Benefits and Transition Act of 2018, you may be exempt from California income tax withholding on your wages if

- Your spouse is a member of the armed forces present in California in compliance with military orders;
- (ii) You are present in California solely to be with your spouse;
- (iii) You maintain your domicile in another state.

If you claim exemption under this act, check the box on Line 4. You may be required to provide proof of exemption upon request.



Direct Deposit Authorization Request

Name: Employee ID #:	-
Direct deposit is available (at no cost) to all permanent staff and Associate Faculty.	
Funds will be deposited into your account(s) automatically every payday. A record of earnings (Pay Advice) will be posted to your WebAdvisor account under the Employees Net pay may be deposited into one or two accounts. If you have any questions, contact the Payroll Office at 707-476-4129.	tab.
Account 1: ☐ Net Check or ☐ Specify amount \$: (remaining amount will be deposited in Account 2.)	
Attach a "VOID", pre-printed check	
OR	
documentation from your banking institution with your name, routing number, and account nu (Deposit slips are not accepted.)	ımber.
Account 2: If depositing into two accounts, the remainder will be deposited into this account.	
Attach a "VOID", pre-printed check	
OR	
documentation from the banking institution with your name, routing number, and account number (Deposit slips are not accepted.)	mber.
 I am an employee of the Redwoods Community College District (herein after referred to as the College). I authorize the C financial institution shown on the attached check(s)/letter(s) to deposit my monthly net pay into my account(s) as shown. harmless and indemnify the College, its officers and employees from any claim or demand of whatever nature including the upon negligence of the officers and employees, brought by any person, including any banking institution, against the Coll capacity concerning the payroll check disposition provided by the College. I understand it is my responsibility to ensure that my net check has been properly credited to my account(s) before issuin against these accounts. If funds to which I am not entitled are deposited, I hereby authorize the College either to direct the institution to return such funds or to request a stop payment of the direct deposit and to issue a check for the correct amo deposit fund transfers takes effect one month following receipt of this completed authorization agreement after a success has occurred through the banking system. This completed request is for the monthly disposition of my paycheck from the specified until I have signed the cancellation section below. (Note: Associate Faculty deposits will be cancelled after two signed contract activity.) 	I shall hold hose based lege in its g checks he financial bunt. Direct sful prenote test he effective date
Employee Signature: Date:	_
Concellation: I hereby request that direct deposits to the account number(s) above he discontinued	offootive on
Cancellation: I hereby request that direct deposits to the account number(s) above be discontinued the next payroll after receipt of this request by the College Payroll Office.	enective on
Employee Signature: Date:	_

Request to drive District/ District Leased Vehicles Process Covering Students/ temp employees/ volunteers For driving self or other students

- > Student/ temp employee/ volunteer submits the following to their division office Administrative Assistant:
 - o Copy of Driver's License
 - Certified Copy of DMV Driver's Record: Obtained at DMV for \$5, or online \$2 (1.95% payment processing fee.)
 https://www.dmv.ca.gov/portal/dmv/detail/online/dr/welcome
 - o Copy of Proof of Insurance
 - Auto Permission Form
 - Volunteer Form (not relevant to temp hires)
 - o Protocols for driving District vehicles
- Division Review
 - o All documents listed above must be received and reviewed for completeness.
 - Documents are sent to the Business Office for final review.
- > Business Office Review
 - o Criteria for Approval
 - Student must be over 21 years of age
 - * If a student is under 21 years of age, approval can be given to drive a District vehicle only with no passengers if they have no "points" on their record.*
 - Must have no "points"
 - "Points" older than 5 years can be disregarded depending on the violation.
 - o If there is something questionable on a student's driving record the Business Office may request additional information.
- Letter sent to Student and Faculty signed by VP, Admin Services
 - This letter is sent to individual students and relevant faculty to inform everyone who is approved and who is not approved. Students that are approved need to carry this letter when driving the vehicles.
- > If student is approved, they must complete the Keenan 20 minute online Defensive Driver training
 - Once student completes training the certificate will be printed by HR and given to the division office to add to the complete packet.
 - Letter and packet is sent by Admin Assistant of BO back to requesting office with a copy to HR (Tina Wahlund) and Purchasing Specialist.
- Documentation & Letter is kept on file in the Business Office & a copy given to requesting division

^{*} At this time students under the age of 21 cannot drive rental vehicles or District vehicles with passengers.



Automobile Use Permission Form

Status, check box:	Employee	Temp Employee	Student	Volunteer
Name		Birthdate		
Driver's License		Expiration Dat	te	
Year and Make of Auto		Vehicle Licen No.	ise	
Insurance Carrier/Agent				
Phone		Liability Limits	·	
Policy No.		Expiration Dat	te	
Driving Restrictions			6 Month Renewal	Yearly Renewal
vehicle is mechanically safe Owner of Vehicle Signature		to the above information. I furt	Date	
Driver Signature) Date	
		o rent a vehicle for District-rel t using the District's Corporat		
If you choose to drive you	r personal automo	bile while on District busines cy is used. The District does n	s and you are invo	lved in an
To be completed by Cost Co	enter			
I hereby approve use of per	sonal auto for colle	ge-related business for the fisca	al year	
APPROVED: Cost Center Manager			Date	
Senior Staff			Date	



Acknowledgement of Voluntary Work (A separate authorization is required each semester)

F	or	_Semester 2	20
Print Full Name:			
Social Security Numb	per or Employee Num	ber:	
Home Address:			
Telephone Number:	Days	Evenin	gs
l,		_, willingly volunte	eer my services to the
Redwoods Commun	ity College District in t	he way of time ar	nd labor in assisting the
		department in w	hatever way is deemed
reasonable and advi	sable.		
cover authorized vo Workers' compensat	olunteers for the pul ion benefits will be pro	rpose of worker ovided in accorda	lopted a Board Resolution to s' compensation insurance. nce with the California Labor in volunteer services to the
I fully accept and und	derstand that while pe	rforming such se	rvice, I shall operate under
the supervision of			,
during the	semester	20	
Signature:			Date:
Supervisor's Signatu	re		
Approved by Departr	nent/Division Adminis	trator:	
Approved by Vice Pr	esident:		Date:
Action by Board of T	rustees: Approved:	Denied:	Date:



Protocols for Driving CR District / District Leased Vehicles

Because we are committed to the safety of our students and to the general public, and in the interest of ensuring that College of the Redwoods is represented appropriately in our community, we have set forth the following protocols to be followed by any individual approved to drive College of the Redwoods vehicles while on official business.

- 1. You will use the vehicles only for reasons approved by the division Manager OR by one of the College's faculty/associate faculty members.
- 2. You will obey all posted speed limits and will follow all applicable laws and rules of the road.
- 3. You will ensure than any passengers in the vehicle are wearing their seatbelts.
- 4. You will not drive with the radio/stereo at an excessive volume so as to interfere with your ability to hear potential emergency vehicles or other road hazards.
- 5. You will endeavor to represent the College and your academic program in a professional manner.

Violation of these guidelines will result in the revocation of your approval to drive District vehicles.

By signing below, you agree to abide by the conditions set forth in this document.

Signed:	Date:	
Name (printed):		
Approved by:		
Dean/ Manager:	Date:	