

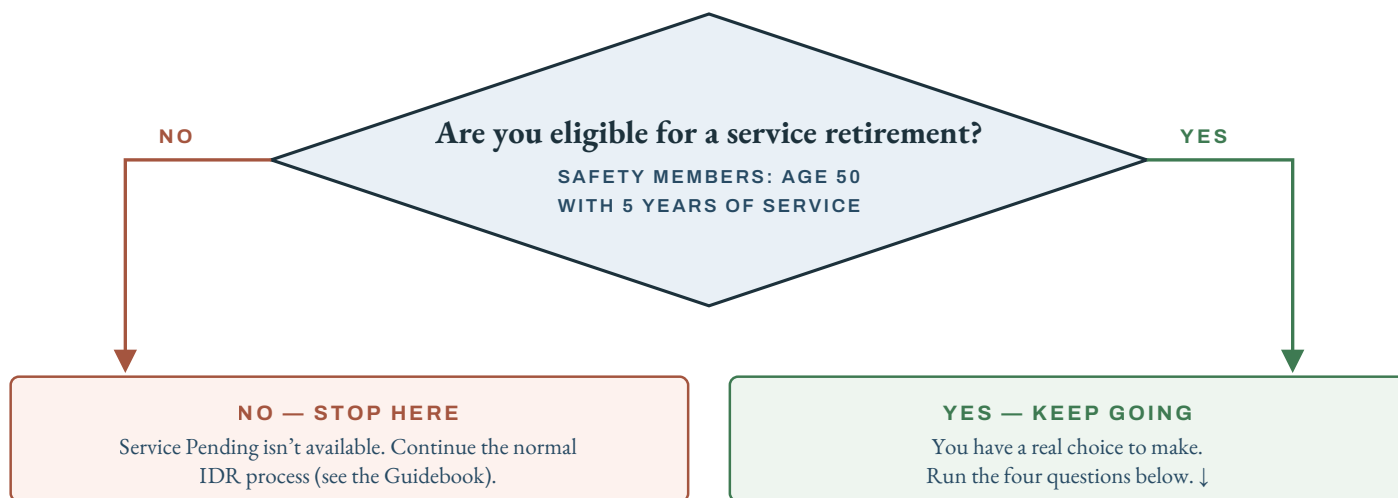


SERVICE PENDING INDUSTRIAL DISABILITY RETIREMENT

A 5-minute framework to think it through — with your attorney

Both paths usually end in **Industrial Disability Retirement**. The real decision is whether to **retire now** — or **stay on the books** while CalPERS decides your case.

1 DO YOU EVEN HAVE THIS DECISION?



2 THE FOUR QUESTIONS THAT DECIDE EVERYTHING

1 Are you absolutely certain you'll never return to this job?

If there's a real chance you recover and return, retiring now is very hard to undo.

Not sure?
LEANS WAIT

2 Can your household live on ADPP — about half of base pay — while you wait?

Service Pending pays your full service pension now; ADPP is leaner (base only, no special pay).

No?
LEANS SERVICE PENDING

3 Is your claim disputed, delayed, partially accepted, or in litigation?

Staying on the books can preserve leverage while a contested claim gets resolved.

Yes?
LEANS WAIT

4 Has your attorney recommended staying employed?

If counsel wants you to remain an employee, that usually outweighs a faster check.

Yes?
LEANS WAIT



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SIDE BY SIDE

	SERVICE PENDING	WAIT FOR IDR
Monthly income	Full service pension — often higher	ADPP — about half of base pay
Employment status	Retired — off the books	Still on the books — not retired
Tax treatment	Taxed now, trued up later	Tax-free from day one
Leverage	Given up	Preserved while you're on the books
Return to work	Not automatic	Still possible
If IDR is denied	Stuck on the service pension	Repay ADPP, but keep your job options
Retro adjustment	Tax savings paid back	Dollar difference paid back
Pros	Higher, faster monthly check	Keeps options & leverage; tax-free
Cons	Off the books; hard to reverse	Leaner check; repaid if denied

THE BOTTOM LINE

1

You're **certain** you're retiring, need **higher monthly income**, and have **no major claim disputes**



Service Pending may be worth considering.

2

Your claim is **disputed**, you **might return to work**, or your **attorney says stay on the books**



Waiting may preserve valuable leverage.

3

You're **unsure** — which is completely normal



Slow down. Run the numbers with BCN. Talk legal strategy with your attorney.

IMPORTANT DISCLOSURES

General education — not legal, medical, or tax advice. This assumes Service Pending has already come up in your case. Eligibility, ADPP amounts, and tax treatment vary by plan, MOU, and situation and can change — verify with CalPERS, your attorney, and a tax professional. See the full **BCN Guidebook** (Phase 7) for how IDR, ADPP, and the CalPERS process actually work.