



Rehabath

FINANCIAL PLANNING INC.

**ARE YOU READY
TO GIVE KAISER
YOUR 90-DAY
NOTICE?**

**THE KAISER EMPLOYEE'S STEP-BY-STEP
GUIDE TO RETIRING WITH CONFIDENCE**

retirefromkaiser.com

Hi. I'm Bereket Kelile.

I started Rehoboth Financial Planning to help Kaiser employees retire with clarity and confidence.

My connection to Kaiser runs deep. My mom, wife, sister-in-law, and other friends have worked there, and over the years I've helped people from every corner of the organization: physicians, nurses, union members, TPMG professionals, and support staff. I understand your benefit options and the retirement process.

But more than that, I understand the questions behind the numbers: Can I retire early? Will we be okay if the market dips? What's the right way to turn our savings into income?

My approach blends timeless financial wisdom (like the kind Dave Ramsey teaches) with personal development (like the kind Tony Robbins teaches). This isn't just about retirement—it's about building a life you're excited to step into.

Let's plan it together.

Schedule a Call



Don't Submit Your Notice Yet!

You've worked hard for this moment. Retirement is on the horizon, and the freedom to enjoy more time with family, travel, or pursue hobbies is finally within reach. But if you're a Kaiser employee, you know that retiring means submitting a 90-day notice, and once you do, there's no turning back.

This guide is here to help you pause, plan, and retire with confidence. Inside, you'll find the tools, checklists, and insights you need to:

- Know if you're truly ready to retire
- Make smart, informed choices about your pension and savings
- Avoid costly, irreversible mistakes
- Create a flexible income plan that stands up to market swings

Whether you're days away from giving notice or just beginning to explore retirement, this guide is for you.

1. Beyond the Numbers, Life After Kaiser

Retirement isn't just a financial shift; it's a life redesign.

Without the structure of a full-time job, you might struggle to define your purpose and routine. Retiring without a clear vision can lead to a life that feels aimless and unfulfilling. Without intentionality, some retirees drift into habits that negatively impact their physical, mental, and emotional well-being. Some of the consequences include:

- Sedentary lifestyle
- Loneliness and isolation
- Cognitive decline
- Boredom!

Schedule a Call

Life expectancy has been steadily increasing for several decades. The average 65-year-old today can expect to live into their mid '80s. That means many people are going to spend as much time in retirement as they did in their previous career. That is a long time to either be miserable or fulfilled.

The first step to a great retirement is to create a vision for what you want life to look like:

- What brings you joy?
- Who do you want to spend time with?
- What do you want your days to feel like?

This isn't your dad's retirement. Today's retirees have different expectations and goals. This is the time for your encore career, creating an impact in your community, memorable travel, and working your way down the bucket list. Retirees want, and have, options reflecting this new reality.

Before you hand in your 90-day notice, take a step back and ask yourself:

1. Do I want to stop working, or do I just want a change?
2. What's pulling me toward retirement? What's holding me back?
3. What will I do when work no longer fills my day?

A financial advisor I know likes to recommend his clients do a Retirement Rehearsal. It's basically a "stay-cation." You take a couple of weeks off but you don't leave town. Instead, you go about your day as normal and you observe. You see, many people underestimate how much time they'll have available when they're no longer working. The rehearsal gives you an accurate preview of daily life in retirement.

You are more likely to have a meaningful and satisfying retirement if you begin by focusing on what you want beyond the numbers.

Action Items:

- Journal your answers to the previous questions
- Complete your Retirement Rehearsal
- Talk with your spouse or a close friend about your hopes for this next phase

2. Are You Financially Ready?

Story about the Raff's

A few years ago, I met with an RN who worked at Morse. Between the toll of the bedside work, a hip replacement surgery, and the assumption she had to work another 7 or 8 years, she was feeling burned out.

When we went over their numbers, though, I showed them how she could retire the following year. This mattered to her so much she became emotional on the Zoom call. In this case, knowing the numbers meant retiring 7 years earlier than expected.

Once you've created a vision for your life after Kaiser, it's time to check if it's financially feasible.

This means testing whether your desired lifestyle fits within your actual resources. Instead of just asking, "Can I retire?", ask:

- Can I afford this version of retirement?
- What trade-offs am I willing to make?

Think of your expenses in layers:

- Needs – Basic living expenses
- Wants – Travel, dining out, hobbies
- Wishes – Big dreams like a vacation home or legacy gifts

Match these goals against your available capital – not just your 401(k), but also your pension, Social Security, part-time income, and home equity. If the math doesn't work at first, don't panic. This isn't a pass/fail test – it's a negotiation with yourself about what matters most.

Planning your retirement is like planning a trip. You have multiple options for transportation, accommodations, and where to eat. As you struggle to fit everything into a limited budget and timeline, you make trade-off's to find an itinerary to satisfy everyone. You'll consider trade-off's around where you live, how much you'll work, and when you'll take Social Security to find a scenario that's right for you.

What are the key numbers you need to know?

If you're a long way from retirement (at least 5 years or more), then you have time to set yourself up for a dream retirement. And you can get there by focusing on the right metrics. When it comes to planning your retirement, what gets measured gets improved.

Knowing your numbers brings clarity, which in turn creates courage, leading to action and ultimately results in confidence.

Do you know your numbers?

- Your monthly living expenses (essential + lifestyle)
- Your income: pension, 401(k), Social Security, rental income
- Your total nest egg: 401(k) or other retirement account balances

Hope and prayer are not a strategy. You need a proven plan to achieve financial freedom, and the good news is that I have one for you. It's called the Baby Steps:

- Create a starter emergency fund (\$1,000)
- Pay off your consumer debt (other than a mortgage)
- Beef up the starter emergency fund to 3-6 months of living expenses
- Contribute 15% of your gross household income to retirement
- Save for college (if applicable)
- Pay off the mortgage early
- Enjoy your financial freedom by saving, giving, and enjoying your money

This step-by-step guide will put you on a path to becoming an everyday millionaire by the time you retire. Not only that, but you will enjoy financial peace along the way when you no longer are trying to keep up with the Joneses and living paycheck to paycheck to do it. You will control your money instead of feeling like your lack of money is controlling you.

Action Items:

- List all income sources in retirement
- Estimate monthly (or annual) expenses
- Calculate your total nest egg balance

[Schedule a Call](#)

3. Your Retirement Income Plan (Buckets + Guardrails)

A story about a woman in Redding with adequate income but a low 457 balance, feeling worried.

I had a conversation with a gal in Redding who was in her late 60s and concerned retirement was at least 10 years away. She had just under \$50,000 in her 457 plan (she was a local government employee), and she thought retirement was out of reach. At 18, she was a single mom and didn't even start saving for retirement until her 40s. Did she start too late for it to matter?

A couple of weeks later, we reconnected after I reviewed her numbers, and it was a completely different story from what she described. Between Social Security and her pension, her retirement income would be almost double her living expenses. She didn't have to wait 10 years. When she saw the plan I laid out for her, she realized the small nest egg (and her internal story about starting late) was a distraction. The plan was solid and much better than she realized.

If you average a 10% annual return in retirement but you run out of money, would you call that a win?

When you're young, a market crash is a great opportunity to boost your long-term returns. After retirement, you don't have the time to recover from a market downturn. That kind of volatility can jeopardize your retirement.

You need a strategy for withdrawing a consistent income no matter what happens in the market. The strategy has two parts: establishing a safe range of withdrawal income while protecting your money from downside risk.

Schedule a Call

Think of your retirement savings like three buckets:

- Bucket 1: Now (0–2 years) – cash and stable money for immediate income
- Bucket 2: Soon (3–7 years) – bonds or conservative funds for near-term growth
- Bucket 3: Later (7+ years) – growth-oriented investments for the long haul

This structure helps you create a reliable paycheck in retirement, no matter what happens in the markets, and while still letting your investments grow over time. But how do you know how much to withdraw, and when?

That's where your Retirement Income Guardrails Report comes in.

This report uses advanced simulations to:

- Show your ideal income range and how much you can safely withdraw
- Flag early warning signs if adjustments are needed
- Help you react calmly when markets crash, rather than panic
-

Bonus: Scan the QR code or visit the link in this guide to watch a Loom video walkthrough of the Guardrails Report in action.

Action Items:

- Calculate your annual living expenses
- Determine an adequate War Chest to cover 5 years of expenses
- Watch the Guardrails Report walkthrough video
- Schedule your report review session

4. Smart Tax Planning in Retirement

Story about Roth conversions with Standley's; IRMAA with Kim Cubic

I worked with a couple fortunate enough to have both income and savings to cover their expenses. Since they were in good health when they retired, they both found other side gigs to keep them busy. They could afford to delay taking Social Security until age 70 and max out their benefit.

This gave them the opportunity to start converting a portion of their large IRAs into Roth IRA accounts and reduce their taxes when the IRS required them to start taking withdrawals.

Taxes don't go away when you stop working. In fact, retirement introduces a whole new set of tax challenges – and opportunities.

The key is tax diversification:

- Pre-tax accounts (like traditional 401(k)s or IRAs)
- Roth accounts (tax-free in retirement if rules are followed)
- Taxable investment accounts

Why does this matter?

Taxes are likely to be your highest expense in retirement.

The order you withdraw from each account (called withdrawal sequencing) can dramatically affect how long your money lasts and how much you can spend. With required minimum distributions coming in your early 70s, you'll want to coordinate your Social Security strategy so you can maximize your tax-free withdrawals from your pre-tax accounts like your 401 (k) and IRA.

My planning process includes personalized withdrawal strategies, often combining different account types and Roth conversions to reduce your lifetime tax burden and increase net income. Most people feel like they're getting killed on taxes because their proactive approach only looks at taxes when filing their returns. A proactive approach puts you in the driver's seat as you make decisions about the trade-offs you face.

Action Items:

- Make a list of your account types (pre-tax, Roth, taxable)
- Review how much you've saved in each
- Ask your advisor about a withdrawal strategy and Roth conversion plan

Schedule a Call

5. Social Security - When Should You File?

One of the most common retirement questions is: When should I start my Social Security benefits?

You can start receiving benefits as early as age 62, but the longer you wait (up to age 70), the more your monthly benefit increases.

Here's a simple way to think about it:

- Filing early (62) means lower monthly income but more years of payments.
- Filing at full retirement age (typically 66–67) gives you the standard benefit.
- Waiting until age 70 increases your benefit by about 8% per year beyond full retirement age.

Keep in mind that Social Security works like an annuity, providing protection against longevity risk or the risk of outliving one's money. It's the one public pension program available to most Americans. What's best for you depends on your health, your need for income, and whether you have other sources (like a pension or 401(k)).

Personally, I think there are two good reasons to claim early. Some people are in a financial position where they have no other choice but to begin benefits at age 62. And then you have folks who are not worried about longevity risk because, unfortunately, they have a condition or family history of dying younger.

The main reason for delaying benefits is straightforward. Imagine I tell you to get on a treadmill and keep running until I say stop. When you inevitably ask me when I plan to say "stop," imagine I respond, "we'll see." You probably won't get on the treadmill because you have no idea if I'll say stop in 45 seconds or 45 minutes.

Schedule a Call

Social Security is designed to solve longevity risk, which is the bigger problem in your retirement plan. When I talk to clients, though, the fear they mention most often is dying sooner than expected. Few people realize the bigger financial challenge is living a long life.

In my planning process, I include a Social Security timing analysis to help you decide when to file based on your full income picture and long-term goals.
Resource: my Social Security account (include link)

Action Items:

- Create or log in to your My Social Security account at SSA.gov
- Download your current benefit statement
- Review your options with a trusted advisor

6. Pension Choices – One Check or Two Lives?

For many married couples, their pension strategy is a joint decision. I worked with a couple where the husband wanted to make sure his wife was financially stable, especially because of her health issues. In our discussions, we planned around the assumption that he would pass away first, but as it turned out, his wife actually went first. Your goal is to plan around the needs of the spouse who will be affected more by the loss of the other spouse.

Kaiser employees often face a big decision: take the single life pension payout for a higher monthly income, or choose the joint life option to protect your spouse after you pass, or take the lump sum payout.

This is a permanent choice. There's no changing it once you retire. Your pension, like social Security, is a type of annuity. This means you want to think about how it addresses the problem of longevity risk, or the risk of outliving your money. If you're married, then it's a joint decision about the combined income for you and your spouse.

Schedule a Call

As you review your annuity options, you'll notice you're making a trade-off between higher income today and certain income tomorrow. The single life option usually pays out the highest amount but only for the rest of your life. When you're gone, so is the annuity.

On the other end of the spectrum, the 100% joint and Survivor annuity will pay the lowest monthly benefit, but covers you and your spouse for the rest of your lives.

Your pension decision should reflect your life expectancy, your spouse's financial needs, and your other income sources.

Not sure which to choose? A pension election analysis is part of our planning process.

Action Items:

- Request your pension estimate from HR or your case manager
- Review the lump sum amount and monthly benefit under single vs. joint life
- Discuss options with your spouse and/or advisor

7. What Happens to Your Benefits After You Retire?

Your health and retirement benefits don't automatically end when you stop working, but what continues (and what doesn't) depends on who you worked for, your union status, and when you retire.

Here's what you need to know:

1) Your Employer and Union Status Matter

Kaiser Permanente is made up of **three distinct employers**, and each one handles retiree benefits differently:

Schedule a Call

Employer	Common Roles	Union?	Retiree Medical Coverage?
Kaiser Foundation Hospitals (KFH) and Kaiser Foundation Health Plan (KFHP)	Nurses, support staff, admin, call center, techs	Often union (e.g., SEIU-UHW, OPEIU)	If eligible, may receive group retiree medical
The Permanente Medical Group (TPMG)	Physicians, psychologists, some non-union admin	Mostly non-union	No group retiree medical physicians may receive a reimbursement account

If you're a union-represented KFH/KFHP employee, you may qualify for retiree health coverage, especially if you were regularly scheduled to work 20+ hours/week and meet age/service requirements.

If you're a TPMG employee, especially a physician, you're generally not covered under group retiree medical. Instead, you may receive a Retiree Health Reimbursement Account (RHRA) – or no coverage at all.

Schedule a Call

2) Your Age at Retirement Affects Your Options

Age at Retirement	What It Means for Health Coverage
Before 65	You're not yet eligible for Medicare. If you don't qualify for retiree coverage, you'll need to bridge the gap with: – COBRA (up to 18 months) – ACA Marketplace (Covered California) plans – Spouse's employer plan
65 or Later	You'll transition to Medicare. If you're eligible for a Kaiser retiree plan, you may be enrolled in a Kaiser Senior Advantage (Medicare Advantage) plan. TPMG physicians may use RHRA funds to pay for Medicare premiums or supplemental plans.

3) Other Benefits to Consider

- Pension: Monthly lifetime income (if you qualify under the Kaiser Pension Plan or your TPMG retirement plan)
- 401(k) and Plan B: You keep your savings and control how/when to withdraw
- Dental, Vision, Life Insurance: These typically end at retirement unless you continue them through COBRA or personal policies
- Employee Assistance Program (EAP): Ends at retirement

Who to Contact for Official Benefit Details

To get the most accurate, personalized information about your post-retirement coverage, contact the right office based on your employer:

Schedule a Call

KFH / KFHP (union or non-union)	Kaiser Permanente Retirement Center (KPRC)	myplansconnect.com/kp or 866-627-2826
TPMG (non-union physicians & staff)	TPMG Human Resources or Physician HR Service Center	Internal portal or HRconnect; physicians should contact TPMG Physician Services
Union-represented employees	Your union (e.g., SEIU-UHW, OPEIU Local 29)	Contact your steward or benefits office

Action Items:

- Contact Kaiser HR or your regional benefits office to request a retiree benefits packet
- Review eligibility rules for retiree health, dental, and vision coverage
- Ask if your spouse and dependents remain covered under your retiree plan
- Compare your retiree plan to Medicare options (especially if you're close to 65)
- Confirm whether you can continue or convert your life insurance coverage
- Mark key deadlines on your calendar so you don't miss your election window

Schedule a Call

8. Paperwork + Process: Your 90-Day Countdown

Retiring at Kaiser involves a few key steps. Use this simplified checklist to stay on track:

1. Readiness Review

- Evaluate your emotional and financial readiness to retire
- Run a Retirement Income Guardrails Report
- Prep Your Accounts

2. Open a Rollover IRA

- Organize your statements and account info
- Decide whether to initiate the rollover this year or next year

3. Start the Paperwork

- Contact your case manager, or
- Visit the Fidelity benefits website

4. Decide on Pension Payout Option

- Lump sum or Single life, or Joint and Survivor Options?

5. Complete the Rollover

- After your final paycheck clears, contact the 401(k) provider
- Funds usually become available within 2–4 weeks after retirement

Schedule a Call

Your Next Step

If you're thinking of submitting your 90-day notice, don't do it without a plan. Assess your readiness, review your options, and then decide the ideal time to put in your notice.

If you've already set your date, then you definitely need to run through the checklist to make sure you don't miss anything.

Most of my clients haven't worked with a financial advisor. As such, meeting with an advisor can feel a bit intimidating. It's natural to get nervous when you don't know what to expect. You don't have to feel anxious, ashamed, or embarrassed. Most people are hard on themselves already, you don't need me piling on.

Good news: there's a better way. We can have a conversation about your money that puts you at ease, brings clarity to your situation, and inspires you to take action.

If you think you're too busy, then ask yourself when is the perfect time to do anything? You've already seen how retirement sneaks up on you before you know it. "Some day" isn't on the calendar. And consider this: if you can start planning now, when things are hectic, then you're less likely to quit. If you wait until everything is calm, then you'll quit as soon as you get busy.

You only retire once. Let's get it right.

Schedule a Call

Rehoboth Financial Planning, Inc. is a registered investment adviser. Information presented is for educational purposes only and does not intend to make an offer or solicitation for the sale or purchase of any specific securities, investments, or investment strategies. Investments involve risk and, unless otherwise stated, are not guaranteed. Be sure to first consult with a qualified financial adviser and/or tax professional before implementing any strategy discussed herein. Past performance is not indicative of future performance.