

Office of Human Resources

University Benefits Office

Pre-Retirement Seminar 2020 Classified Employees

Pre-Retirement Seminar 2020



Presented by:

University Benefits Office

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Director of Benefits

AGENDA



- Verification of Service
- Retiree Health Benefits
- Medicare Part B
- Terminal and Annual Leave
- Transit Benefit
- Health Care Flexible Spending Account
- Retirement Counseling
- Work After Retirement
- New York State Deferred Compensation Plan
- Change of Address or Banking Record
- Questions & Answers

VERIFICATION OF SERVICE



- ◆ Your College Human Resources Office will certify eligibility based on documentation supporting service and salary.
- ◆ When you inform your pension system of your intent to retire, they will contact the campus for service history.

ELIGIBILITY FOR RETIREE HEALTH BENEFITS



NYCERS

- ◆ ERS members who retire with immediate payability are eligible for benefits.
- ◆ Tier 1 ERS members who retire with deferred payability can retain benefits for 5 years while in such status. If the deferment lasts longer than 5 years, benefits will be suspended until the retiree begins receiving retirement income from ERS.
- ◆ Health Care Premiums, if any, will come out of your monthly pension check.

Medicare Eligibility Grid

Medicare Eligibility Grid for Active and Retirees and their Spouses/Domestic Partners (DP)

Status (use this column to locate who you are)	Employee/Retiree is under age 65 (use this column to determine your coverage based on status)	Employee/Retiree is Age 65 + (use this column to determine your coverage based on status)
Active employee	Primary Coverage: NYC Health Medicare- not applicable	Primary Coverage: NYC Health Medicare Part A- should enroll Medicare Part B&D- not applicable
Under Age 65 Spouse/DP of Active Employee	Primary Coverage for Spouse/DP- NYC Health Medicare Spouse/DP- Not applicable	Primary Coverage for Spouse/DP: NYC Health Medicare- not applicable
	Primary Coverage for Spouse/DP: NYC Health	Primary Coverage for Spouse/DP: NYC Health

Health Benefits for Retirees Under Age 65



- ❖ If you retire before age 65 your health coverage will remain the same as if you were active.

Health Benefits for Retirees at Age 65



- ❖ If you are retired and you are a few months prior to turning age 65 you must:
 - ❖ Enroll in Medicare Part A – Hospitalization
 - ❖ Enroll in Medicare Part B – Physician Coverage
 - ❖ Enroll in a Senior Care Plan that is similar to your current health plan but one that is coordinated with Medicare.
 - ❖ When you turn 65, Medicare becomes your primary coverage

Retiree Healthcare



- ❖ Medicare Part D: DO NOT ENROLL IN PART D.
- ❖ Drug coverage should be discussed with DC37 Welfare Fund or your union if other than DC37.
- ❖ Transfer Period – once in a lifetime option to change plans if retired for more than one year. Thereafter can change in even numbered years.

Medicare Part B

Enrollment and Reimbursement (con't)



- ❖ Retirees are eligible to be reimbursed the basic cost of Medicare Part B premium but you must be enrolled in a City health plan.
- ❖ ERS retirees receive direct reimbursement from the City Health Benefits Program.
- ❖ *IRMAA (Income related monthly adjustment amount) must be requested from the City Office of Labor Relations website.

Medicare Part B Reimbursement (con't)



Administered by the NYC Health Benefits Program:

NYC Office of Labor Relations

22 Cortlandt St. 12th Floor, New York, NY 10007

NYCRetireesHBP NYCRetireesHBP@emblemhealth.com

TERMINAL LEAVE ELIGIBLE CLASSIFIED STAFF



Based on Blue/White Collar Contract

- ◆ a) Employees with 10 or more years of service: one day terminal leave for every two sick days up to 120 days of terminal leave.
- ◆ b) Employees who were hired on or before 1/1/75 and have 15 or more years of service: may elect to receive one month (22 days) for every decade worked. This figure may be prorated. The final figure must be reduced by the excess of an average annual sick leave usage of six (6) days per year after 7/1/74.
- ◆ c) If an employee has exhausted all or most of their sick leave due to a severe illness, colleges may, at their discretion, apply $2 \frac{1}{5}$ work days for each year of paid service for computing terminal leave, in lieu of any other leave.

TERMINAL LEAVE ELIGIBLE 220 STAFF



- ◆ a) Years of Service
 - Employees with 10 or more years who work at least 250 days per year,
 - May earn terminal leave at the rate of one month (22 days) for every ten years of work, prorated for every year above ten years.

- ◆ b) Sick Leave
 - If the employee opts for the sick leave calculation,
 - terminal leave will be one day for every two days of sick leave up to 100 terminal leave days.

ANNUAL LEAVE



Annual Cap

Annual leave accruals above the cap will not be paid without prior approval. If you have annual leave accruals above your cap, it is recommended that you use down as much as possible prior to your retirement date. The Office of the State Comptroller has strict guidelines on payment of accruals above the cap.

Transit Benefit



- ❖ If you are currently enrolled in the Edenred Transit Benefits Program and you elect to retire, you will have 90 days to spend the remaining balance in your account.
- ❖ The IRS does not allow refunds of unused money in your TSA account.
- ❖ If you are 65 and still working, you may be eligible for a reduced fair benefit by the City of New York. Call 718-330-1234 for information. Rethink your wage works participation.

Health Care Flexible Spending Accounts



- ❖ If your employment is terminated you can select Continuation Coverage to remain in the HCFSA Program for the remainder of the Plan Year.
 - ❖ Have your remaining goal balance taken from your last paycheck; or
 - ❖ Have your remaining goal balance pro-rated from your remaining paychecks; or
 - ❖ Submitting the remaining goal balance on a post-tax basis either by lump sum or monthly payments

RETIREMENT COUNSELING



Retirees are encouraged to rely on information provided by their retirement system and their union. While every effort is made by University officials to provide accurate information, the retirement system will have the final say with regard to their regulations and requirements.

NEW YORK STATE DEFERRED COMPENSATION PLAN



- ❖ Schedule an account checkup to review your asset allocation strategy in retirement.
- ❖ Choose a payout option that fits your needs. The earliest you can begin making withdrawals is 45 days following your separation of service.
 - ❖ Decide when you want to take distributions. The Plan does not require you to begin payments until you are age 70 1/2, and separated from service. After April 1 of the calendar year in which you reach 70 1/2, the IRS requires you to take a minimum distribution or pay a penalty of 50% of the amount that was not withdrawn as required.

WORK AFTER RETIREMENT



- ❖ Retirees are not prohibited from working after retirement. However, there are certain income restrictions if a retiree returns to work in the public sector (NYC or NYS).
- ❖ This earnings limitation is \$35,000 in 2020. You may earn up to this amount without any effect to your pension benefits. (This limitation may change in 2021)

Exceptions:

1. Employees over 65 years of age
2. Employees working for private sector employers

CHANGE OF ADDRESS OR BANKING RECORD



- ❖ If you have a change of address after the retirement date, you must notify in writing your;
 - ❖ College Human Resources Office
 - ❖ Payroll Office
 - ❖ Union
 - ❖ Pension Plan

- ❖ Additionally, if your direct deposit banking record changes, you must notify your pension plan.

- ❖ Always include a daytime telephone number and email address with your correspondence.

THINGS TO REMEMBER

RETIREMENT.....

often means making *changes*



Remember to update
your beneficiary when
necessary

Remember to notify your
College Human Resources
Office of any marital status
changes that may affect your
benefits

THE END



Q&A

FOR ADDITIONAL INFORMATION



- ❖ <http://www.mymoney.gov/category/topic1/retirees.html>
- ❖ <http://www.tax.ny.gov/pdf/publications/income/pub36.pdf>
- ❖ <http://www.socialsecurity.gov/>
- ❖ <http://www.aarp.org/>
- ❖ <http://www.rpea.org/>
- ❖ <http://www.roadscholar.org/>
- ❖ <http://www.myccaonline.com>
- ❖ <https://www.nysdcp.com>
- ❖ <http://dc37.net/>
- ❖ <http://www.ers.state.tx.us/>