

## 2010 Retirement Incentive Program Information for Members

### Part A Explained

Part A of the program provides one additional month of service credit for each year of service you have at retirement, up to a maximum of 36 additional months. Employers must choose to provide this part of the program and must target your title as eligible for the incentive. If there are more employees interested in the incentive than positions targeted in that title, the law requires that eligibility be determined by seniority for classified positions.

The additional credit can be used to reach service credit requirements for an improved benefit, such as the 20-year requirement for an improved pension calculation or the 30-year requirement for the elimination of an early retirement benefit reduction. Members in 25-year plans can use the additional incentive service to reach the 25 years necessary to retire.

### Eligibility

If you are in a regular retirement plan:

- You must be at least 50 years old and have ten or more years of service as of your date of retirement; or
- You must be at least 55 years old and have five or more years of service as of your date of retirement.

If you are in a 25-year retirement plan:

- You must have at least 23.08 years of service creditable in your special plan — enough service so the additional incentive service combined with your actual service brings your total service to 25 years.

In addition, you must:

- Have been continuously in active service from February 1, 2010 to the date immediately prior to the beginning of the open period; and
- Be in a title identified by your employer as eligible for the incentive (targeted).

Elected officials, judges, court justices, village justices, officers and agency or department heads appointed by the Governor, Comptroller or Attorney General are not eligible for Part A of the incentive.

### Active Service

- While you are being paid on the payroll;
- While you are on a leave of absence with pay;
- While you are on other approved leave without pay for not more than 12 weeks from 2/1/2010 to the beginning of the open period;
- The period of time between the end of the June 2010 school term through August 31, 2010 if:

- You are employed on a school-year basis and
- You were otherwise in active service on 2/1/2010

#### **Benefit Reductions for Early Retirement**

- Members in regular plans who retire between age 55 and 62 with less than 30 years of service credit will receive a reduced benefit. The reductions are the same as those for a regular service retirement.
- The benefits of members in regular plans who retire between age 50 and 55 with less than 30 years of service credit will be reduced by an additional 3 percent for each year they retire before 55, prorated for partial years.
- The benefits of members in regular plans who retire between age 50 and 55 with 30 or more years of service credit will be reduced by 5 percent for each year they retire before 55, prorated for partial years.
- The benefits of members in special 25-year plans will be reduced 5 percent per year for each year of incentive service needed to reach 25 years.

Please refer to our Incentive Benefit Reduction Chart for approximate reductions.

© New York State Office of the State Comptroller

## 2010 Retirement Incentive Program Information for Members

### Part B Explained

Part B of the program allows Tier 2, 3 or 4 members who are at least age 55 and have 25 or more years of service credit to retire without a benefit reduction. Part B does not provide any additional service credit.

If you are a Tier 2 member and are eligible for the additional service credit provided by the Retirement Enhancement of Article 19, you only need 23.08 years of actual service credit to retire under Part B. Your actual service combined with your Article 19 service will bring your total service to the 25 years needed to qualify for Part B.

State Executive Branch agencies will provide this part of the program; other State and participating employers can choose to provide it. Positions are not targeted. If you meet the eligibility requirements, you can retire under Part B, unless your position has been deemed critical to the maintenance of public health and safety.

### Eligibility

- You must have been continuously in active service from February 1, 2010 to the date immediately prior to the beginning of the open period;
- You must be at least 55 years old and have 25 or more years of service credit;
- Your employer must not deem your position critical to the maintenance of public health and safety.

Elected officials, judges, court justices, village justices, officers and appointed members of board or commissions any of whose members are appointed by the Governor or another State officer or body are not eligible for Part B of the incentive.

### Active Service

- While you are being paid on the payroll;
- While you are on a leave of absence with pay;
- While you are on other approved leave without pay for not more than 12 weeks from 2/1/2010 to the beginning of the open period;
- The period of time between the end of the June 2010 school term through August 31, 2010 if:
  - You are employed on a school-year basis and
  - You were otherwise in active service on 2/1/2010

© New York State Office of the State Comptroller