

**RETIREMENT INCENTIVE PROGRAM (RIP)
TENTATIVE AGREEMENT
FREQUENTLY ASKED QUESTIONS**

Q1: What employees will be offered the RIP?

A: There are three categories of employees who will be offered the RIP:

1. All full-time and part-time State employees (not including Hazardous Duty) in the State Employees Retirement System (SERS) who:
 - a) will be at least 55 years of age on or before June 30, 2009; and
 - b) are on active status on the payroll on the date prior to retirement; and
 - c) have at least 10 years of actual state service in SERS, which shall consist of time worked and may not include purchased service credits or credits transferred from another employer; and
 - d) retire directly from employment and begin immediately receiving normal or early retirement benefits under Tier I, Tier II or Tier IIA; and
 - e) has a retirement effective date of June 1, 2009 or July 1, 2009

2. All full-time employees who are members of SERS, who are eligible for hazardous duty retirement, regardless of age, and who:
 - a) are on active status on the payroll on the day prior to retirement; and
 - b) have a minimum of 20 years of actual hazardous duty state service in the SERS; and
 - c) retire directly from employment and begin immediately receiving normal retirement benefits; and
 - d) has a retirement effective date of June 1, 2009 or July 1, 2009

3. Members of the Alternate Retirement Program (ARP) who:
 - a) are on active status on the payroll on the day prior to retirement; and
 - b) will be at least 55 years of age on or before June 30, 2009; and
 - c) have at least 10 years of actual State service; and
 - d) retire directly from employment; and
 - e) has a retirement effective date of June 1, 2009, or July 1, 2009

Q2: What incentive does the RIP provide?

A: SERS Members (including Hazardous Duty):

Eligible employees who retire in accordance with the terms of the RIP shall have up to 3 years of service added to their service for purposes of benefit calculation under SERS.

ARP Members:

Eligible members of the ARP who are eligible for and retire in accordance with the terms of the RIP shall be paid the sum of \$6,000 (pro-rated for part-time employees) in three equal annual installments of \$2,000 each – one in July 2012; one in July 2013; and one in July 2014.

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Q3: What part-time employees will be eligible to participate in the RIP?

A: An eligible part-time employee is one who works more than one-half time determined by their collective bargaining agreement or, where undefined, a minimum of seventeen and one-half hours per week for more than 5 months per year.

Q4: How will eligible employees who participate in the RIP receive payment for unused sick and vacation days?

A: An eligible employee participating in the RIP shall be eligible for payment of accrued and unused vacation and/or sick leave in accordance with existing rules modified as follows: One third of the amount owed an employee shall be paid in July 2012, one-third in July 2013, and one-third in July 2014.

Q5: Are there any exceptions that would allow an employee to receive payment for unused accruals before July 2012?

A: The State may, at its option, make the payment in one installment on or before July 1, 2012 if the amount is less than \$2,000.
A higher education unit may, at its option and from its own funds, on a case-by-case basis, make the payment in one installment at any time.

Q6: If I believe I am eligible for the RIP and am seriously considering participating, what do I need to do?

A: Employees that are considering participating in the RIP should e-mail Jill Scully at Scully@adp.uchc.edu and indicate a June 1, 2009 or a July 1, 2009 retirement date.

Q7: Are there any documents I will need to provide to Human Resources in order to retire?

A: Yes. Copies of the following items are required if applicable:

- Employee's Birth Certificate (always required)
- Spouse's or Civil Union Partner's Birth Certificate
- Marriage License or Civil Union License
- Birth Certificates of any eligible dependent still covered on the employee's health insurance

All documents submitted must be translated into English if currently in another language.

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Q8: If I am eligible for Medicare, or if my spouse is eligible for Medicare, is there anything I need to do?

A: Yes. Please see below:

- If you and/or your spouse are enrolled in Medicare Part A, you must provide copies of your Medicare cards and you must apply for Medicare Part B.
- If you and/or your spouse are not currently enrolled in Medicare Part A, but are eligible, you must apply for Medicare Part A and Part B.

Q9: If I retire under the RIP, will there be any changes to my health insurance as a result of the SEBAC agreement?

A: Employees who retire under the RIP will be covered by the existing benefit plan.

Q10: If I retire under the RIP, will I be allowed to switch my health insurance plan?

A: Yes. Retirement is considered a qualifying event to allow a change of health insurance plan.

- Although the Anthem State Preferred plan will be closed to new membership effective July 1, 2009, any retiree under the RIP may select the Preferred plan upon retirement.
- A retiree who does not select the Preferred plan at that time may not select it at any time in the future.