



# The Road to Your NYCERS Retirement 22 Year Plans

Pension Outreach Programs



Melanie Whinnery, Executive Director





# About NYCERS

## Function

NYCERS' primary function is to administer the statutory pension benefits of its members, retirees, and beneficiaries through Defined Benefit retirement Plans.

Defined Benefit retirement plans for public sector employees who join NYCERS offer benefits which are defined in law and protected by the New York State Constitution.

You must meet service and contribution requirements to receive a full pension benefit, based on your *years of service and Final Average Salary*.

Other benefits such as loans, disability and death benefits are also offered and specified in law.



# About NYCERS

## Funding

NYCERS is a cost-sharing multi-employer public retirement system.

The benefits of the system are financed by employer contributions, employee contributions and earnings on the funds' investments by the System.

- **Employer contributions** are determined annually by the Chief Actuary for the City of New York.
- **Employee contributions** are determined based on the plan a participant is enrolled in and are paid through payroll deductions.
- **Investment earnings** from the investment portfolio are a significant component in the funding of the System.

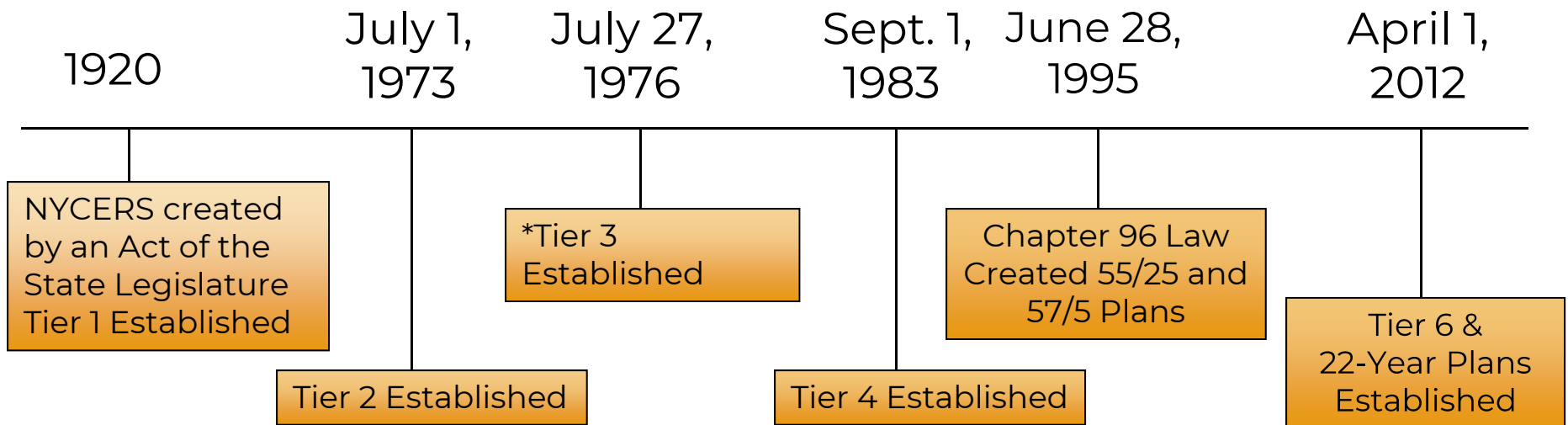
The Comptroller of the City of New York is the custodian of the funds.

NYCERS' Board of Trustees creates and adopts investment policies under which the funds are invested. The Administrative Code of the City of New York authorizes the investment of the system's assets and the NYS Retirement and Social Security Law establishes the criteria for permissible investments.



# What is Your Tier?

**Your Tier is generally determined by the date you joined NYCERS:**



**Except for Correction Officers, Uniformed Sanitation Force and DA Investigators, you are a Tier 4 member if you joined NYCERS after July 27, 1976, but before April 1<sup>st</sup> 2012.**

**\*Members that joined between 7/27/76 and 9/1/83 are Tier 4 members who can elect their Tier 3 rights.**





# 22-Year Retirement Plans

IDA-22  
CF-22  
SA-22

- This plan allows participants to retire for service after rendering at least 22 years of Credited Service, regardless of age.
- Chapter 18 of the Laws of 2012 was enacted amending the retirement benefits of members of the Uniformed Force of the NYC Department of Correction (Uniformed Correction Force), members of the Uniformed Force of the NYC Department of Sanitation (Uniformed Sanitation Force), and investigator members employed in a District Attorney office (DA Investigators). Generally, anyone who becomes employed in one of these titles on or after April 1, 2012, and becomes a member in the New York City Employees' Retirement System, will be a member of a new Tier 3 22-Year Plan. In addition, anyone with a current NYCERS membership who becomes employed in one of these titles on or after April 1, 2012 will be a member of a new 22-Year Plan.
- Participants will be required to make 3% contributions upon joining the 22-Year Plan until they attain 25 years of service, separate from City service, or retire, whichever occurs first.



# 22-Year Retirement Plans

IDA-22  
CF-22  
SA-22

- 22-Year Plan participants who have at least five years of Credited Service may qualify for a Vested Retirement Benefit payable on the date they would have attained 20 years of Credited Service.
- As a 22-Year Plan participant, you may elect to receive your Vested Retirement Benefit before the date you would have attained 20 years of Credited Service, but not earlier than age 55. In such case, the benefit will be reduced by 6.6% for each year, if any, that the member's early retirement age is in excess of age 60, and by 3.3% for each additional year by which the Vested Retirement Benefit commences prior to early retirement age (the date you would have attained 20 years of Credited Service).
- 22-Year Plan members **cannot** borrow against their contributions.
- Failure to pay any of the required contributions will result in a deficit. 22-Year Plan members are not permitted to retire with a deficit. If a deficit is identified prior to retirement, steps will be taken to resolve it. Unpaid deficits will also impact disability and death benefits.

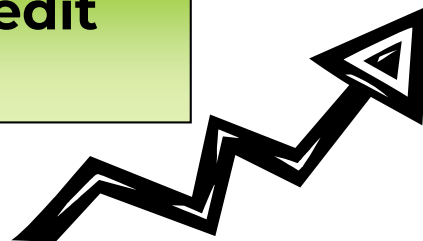


## Service Credit (all 22-Year Plans)

All of these types of credit count towards your retirement:

- Membership Service
- Purchased Service
- Military Service
- Membership Reinstatement
- Transferred Service
- Union Leave
- Part-Time (Lifeguard Law)

**The more Service Credit  
you have...**



**...the higher your  
pension**



# Membership Service

**Full-time service is considered 1,827 hours per year.**

- 70 hours in a bi-weekly pay period.
- 35 hours in a weekly pay period.

If a position requires that a work week be more than 35 hours, then the required hours will equal full service (e.g. TRANSIT).

**Anything less is considered part-time service (except for a few titles).**

- Service is pro-rated based on the hours actually worked.
- Time is counted per pay period.
- No rollover minutes!

**The maximum number of hours that will usually be credited is 35 hours in any weekly pay period - 70 hours in any bi-weekly pay period!**





# Buy-Back Basics

Most previous public service rendered in New York State is eligible for buy-back.

When in doubt: APPLY!!!

## Cost:

- 3% Basic Member Contributions, **plus**
- Interest: 5 percent, compounded annually



**To get credit for the Buy-back, it must be paid for before you retire!!!**



# Military Buy-Back

Federal and state laws allow members to purchase service credit for time spent in U.S. Military service – the Uniformed Services Employment and Reemployment Rights Act (USERRA) and Article 20 of the New York State Retirement and Social Security Law (RSSL), respectively. Interest is NOT factored into either cost.

- Under USERRA, the cost is the equivalent of the contributions required if you had never left for military service.
- Under Article 20, the cost is 6% times the number of years of military service being purchased times the salary you earned during the 12 months prior to the date of your application.

**For more information, visit [www.nycers.org](http://www.nycers.org) for the Military Buy-Back Brochure.**




# Applying for Buy-Back

When we receive your online or paper application, we will:


- Verify the service and salary information for the period claimed.
- Send you a cost letter.

Buy-back can be paid via:

- Lump sum;
- Partial lump-sum and payroll deductions;
- Payroll deductions;
- Rollover from 457 or 403(b); or
- MTA Deferred Compensation Plan: May rollover from 457 or 401(k)



**NYCERS**  
NYC Employees' Retirement System



NYCERS USE ONLY **F241**

**Application to Purchase Credit for Service**  
Rendered Prior to Membership Date in NYCERS

NYCERS now offers you two ways to purchase previous service: by submitting this application or using our new on-line buy back application. Members who register on our website (www.nycers.org) can use an online application and submit it instantly for processing. If you choose to continue with this hard copy form, it is important to note that this is a multi-part form consisting of Form 241 which is to be used to describe your buy-back claim, and Form 242 (for full-time service) or Form 243 (for part-time service) which is the verification of your payroll records for the specific claim. In most cases it is recommended that you allow NYCERS to either supply or obtain the payroll records needed on Form 242 or 243, but you may obtain that information yourself if you wish. NYCERS cannot process your buy-back until all of the information is received. If you have any questions or need help, contact our Call Center at (347) 643-3000.

Member Number	Last 4 Digits of SSN	Home Phone Number	Work Phone Number
<input type="text"/>	<input type="text"/>	( )	( )
First Name		M.I.	Last Name
<input type="text"/>		<input type="text"/>	<input type="text"/>
Address			Apt. Number
<input type="text"/>			<input type="text"/>
City	State	Zip Code	
<input type="text"/>	<input type="text"/>	<input type="text"/>	

**Two-Year Rule:** Any time purchased will **not** be credited to you until you have two years of membership service.



# Leave Without Pay (LWOP)

Any service rendered during employment that is *UNPAID* will NOT be Credited Service.

This includes any unpaid periods for:

- FMLA
- Medical Leave
- Parental Leave
- Suspension

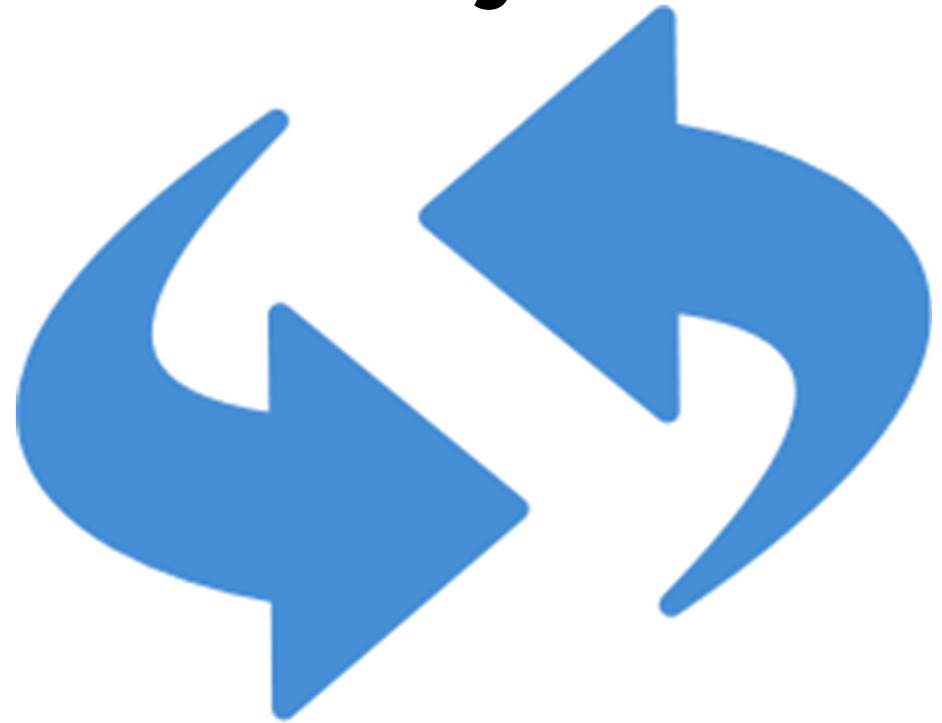
**Generally, members are not permitted to buy back previous service for time spent off payroll.**





# Transfers to a Different NYS Public Retirement System

May enable a member to change their Tier or Plan – the only way this can occur – either because you were a member before or currently have another membership.





# Transfers and Reinstatements

- NYCERS
- Board of Education Retirement System (BERS)
- NYC Police Pension Fund
- NYC Firefighters Pension Fund
- NYC Teachers' Retirement System (TRS)



- New York State and Local Employees' Retirement System (NYSLERS)
- NYS Teachers Retirement System (NYSTRS)
- NYS Police and Fire Retirement System (NYSPFRS)





# Union Leave

Members may be given Credited Service for an authorized leave of absence to conduct labor relations activities on behalf of a public employee union.

- Employer needs to adopt a resolution and notify NYCERS with an annual certification.
- Members are still required to pay required contributions-sometimes submitted monthly by the union.

**Contributions made while on Union Leave are not Federal tax-deferred**





## What If I Leave City Service Before Eligibility for Retirement?

### Vest



22-Year Plan members who have at least five years of Credited Service may qualify for a Vested Retirement Benefit payable on the date they would have attained 20 years of Credited Service (or as early as age 55 with a reduction).

### Refund



If you have less than 10 years of Credited Service, you can request a refund. If you withdraw, you forfeit your right to any future benefits from NYCERS.

SA-22 and CF-22 Year Plan members that participate in the Enhanced Disability Benefit (EDB) Program are not entitled to the contributions to this fund.

### Transfer



If you become a member of one of the other 7 public pension systems in New York State, you can move your time and money to your new system.





# What If I Am Sick or Hurt? Disability Retirement

Disability is defined as an injury or illness that prevents an employee from performing the routine duties of his or her job title.

## Ordinary Disability

You are eligible for a benefit if you have at least 5 years of Credited Service and are considered disabled by the Social Security Administration.

**CF-22 and SA-22 Year plan members should refer to Brochures #728 and #731 for more information on Enhanced Disability Benefit (EDB) Program.**

## Accidental Disability

You are eligible for an Accidental Disability Benefit if you are found to be disabled by the NYCERS Medical Board as the natural and proximate result of an accident not caused by your own willful negligence.



# Death Benefit

- In the event of your death prior to retirement, your NYCERS' membership entitles your beneficiary(ies) to a death benefit.
- An Ordinary Death Benefit (ODB) is payable to your designated beneficiary(ies) if you were in City service for at least 90 days and were in active service at the time of your death.

## Ordinary Death Benefit:

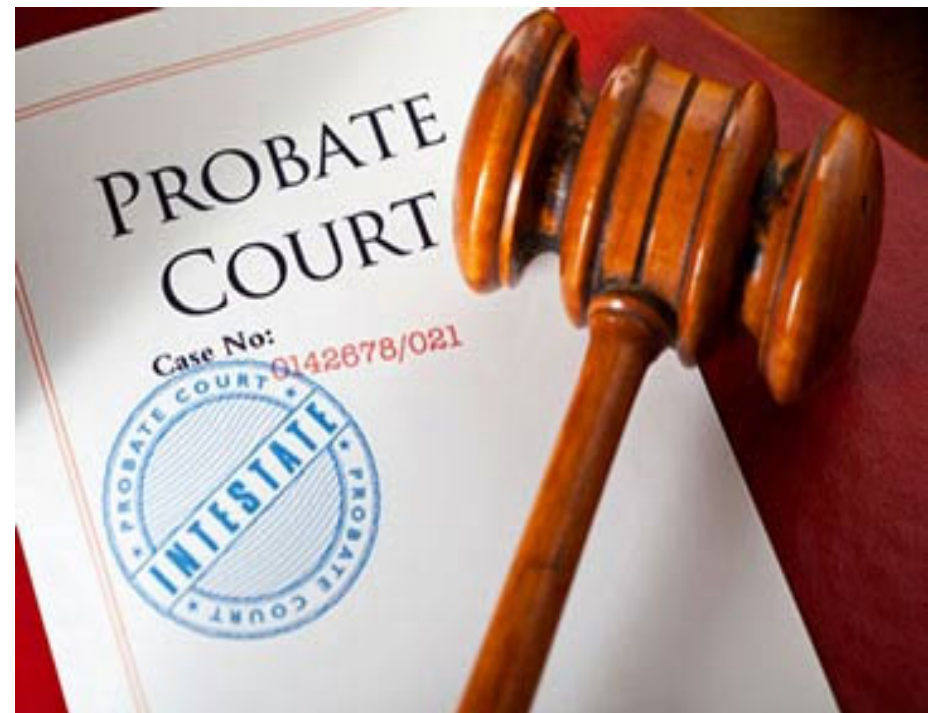
- Three times your salary, plus
- A refund of your contributions, plus 5% interest



# What if a member dies and there is no beneficiary on file?

Any death benefit due is payable to the estate. Loved ones will need to go to probate court.

- Takes more time!
- Possible legal costs!





# Death Benefit Process

## 1) Notify NYCERS:

- A death can be reported at [www.nycers.org](http://www.nycers.org);  
or
- Call NYCERS so that a representative can file report.

## 2) Submit an Original Death Certificate:

- Help us pay any benefits as soon as possible.

Keep your beneficiary data up-to-date. Submit a beneficiary form to update names and or addresses of your beneficiary(ies).





## The Retirement Process

- Establish your effective date of retirement.
  - Contact your HR Benefits Coordinator, who will assist you in determining your actual retirement date. It may not be your last day on the job.
- Create your **MyNYCERS** account.
- File your retirement application via **MyNYCERS**.
- NYCERS confirms your retirement date, which will be reflected in your **MyNYCERS** account.
  - Advance Payments Begin.
- Select a Retirement Option.
- Your Retirement Option is Finalized.
  - Full Monthly payments begin.

**NYCERS will notify NYC Office of Labor (OLR) Relations of your retirement filing!**

**You still have to submit your retiree health insurance form with your agency**



# Advance Payments

- If you retire the **1st** or **2nd** of the month, you will receive an advance payment at the end of the month in which you retire.
- If you retire on the **3rd** of the month or later, you will not receive an advance payment until the end of the following month.

	<b>1</b>	<b>2</b>	<b>3</b>	4	5	6	7
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30	31					



## **How to Calculate Your Final Average Salary 22 Year Plans**

**Final Average Salary is the greater of:**

**The average of wages earned in any five consecutive calendar years.**

*or*

**The average of wages earned in the 60 months immediately preceding your retirement date.**



# The Kingston Limitation

Wages earned in any year used in the FAS computation cannot exceed more than 10% of the average of the previous four years

Year	2012	2011	2010	2009	2008
	<b>55k</b>	<b>48k</b>	<b>45k</b>	<b>42k</b>	<b>40k</b>
<b>Four Previous Years</b>	2011	2010	2009	2008	2007
	2010	2009	2008	2007	2006
	2009	2008	2007	2006	2005
	2008	2007	2006	2005	2004
<b>AVERAGE</b>	\$43,750	\$41,750	\$39,500	\$38,000	\$36,250
<b>Plus 10%</b>	\$4,375	\$4,175	\$3,950	\$3,800	\$3,625
<b>MAX Salary for FAS</b>	<b>\$48,125</b>	<b>\$45,925</b>	<b>\$43,450</b>	<b>\$41,800</b>	<b>\$39,875</b>

**Salary Data**  
**2007=40k**  
**2006=36k**  
**2005=36k**  
**2004=33k**





# Calculating Your Retirement Benefit

## 22 Years of Credited Service:

The Service Retirement Benefit is 50% of Final Average Salary (FAS).

### **minus**

50% of the member's Primary Social Security Benefit **commencing at age 62**. This is based upon wages earned from a public employer that took Social Security deductions.

Note: The Service Retirement Benefit formula does not provide any additional benefit increments for service rendered beyond 22 years.





# Calculating Your Early Retirement Benefit

**22-Year Plan members may retire with an Early Service Retirement Benefit after attaining at least 20 years of Credited Service.**

**The Early Service Retirement Benefit is calculated as follows:**

- 2.1% times FAS times years of Credited Service at the completion of 20 years of Credited Service; **plus**
- .33% times FAS multiplied by each month of service in excess of 20 years. This cannot be greater than 50% of FAS; **minus**
- 50% of the member's Primary Social Security Benefit commencing at age 62, which is determined by a formula based upon wages earned from a public employer from which Social Security deductions were taken.





# Calculating Your Vested Retirement Benefit

**22-Year Plan members who have at least five years of Credited Service may qualify for a Vested Retirement Benefit payable on the date they would have attained 20 years of Credited Service, calculated as follows:**

2.1% times FAS multiplied by the years of Credited Service;  
**minus**

50% of the member's Primary Social Security Benefit commencing at age 62, which is determined by a formula based upon wages earned from a public employer from which Social Security deductions were taken.

**Note:** A 22-Year Plan member may elect to receive their Vested Retirement Benefit before the date they would have attained 20 years of Credited Service, but not earlier than age 55. In such case, the benefit will be reduced by 6.6% for each year, if any, that the member's early retirement age is in excess of age 60, and by 3.3% for each additional year by which the Vested Retirement Benefit commences prior to early retirement age (the date they would have attained 20 years of Credited Service).





# Retirement Options Tier 3

MAXIMUM RETIREMENT ALLOWANCE

**OR,**

- Option 1: 100% Joint-and-Survivor
- Option 2: 10% - 90% Joint-and-Survivor
- Option 3: Five-Year Certain
- Option 4: Ten-Year Certain
- Option 5: 50% or 100% “Pop-Up”





## Pension Finalization

- After you have selected an option, you are placed on the pension payroll for the full amount of your benefit.
- This will include retroactive amounts for the difference between your advance payments and finalized pension amount.

Note: If you don't select your option timely, your advance payments could be suspended OR your pension could be finalized under the temporary option selected at retirement! If you did not select a temporary option, you could be finalized under the maximum option.



# Taxation

- NYCERS benefit payments are subject to Federal Income Taxes, but are EXEMPT from New York State and local income tax.

**Beware!** Other states may tax your benefits.

- Taxes are generally withheld from all benefit checks based on a member's requested tax withholdings.
- A 1099R tax form is sent each January to retirees reflecting pension income received and federal income tax withheld from that income during the previous tax year.



# What If I Want to Work After Retirement?

Where can I work without being subject to any limits?

For **service retirees**, there are no earning limitations under the NYS RSSL § 212 starting the year in which you turn 65, OR if you are under age 65 and work for:

- The private sector;
- Federal government;
- City or State public service employment other than within New York State; OR
- Public benefit corporations.

What if I am under age 65 and want to work for NYC or NYS?

## **Section 212 Limit:**

- You may receive income from public service employment in NYC or NYS while receiving your pension benefit.
- However, your post-retirement earnings are subject to an annual limit, currently \$35,000. After the annual limit is reached, you can either suspend your pension and collect the salary for the remainder of the year or stop working for the rest of the year.



# What If I Want to Return to City Service?...Restored Pensioner

**NYCERS**  
New York City Employees Retirement System

NYCERS USE ONLY **F351**

**Election by a Retiree Reentering City Service to Rejoin NYCERS**

This form is for retirees who are reentering City service and who wish to rejoin NYCERS. This form must be completed and returned to NYCERS within 90 days after your return to City service. If you do not wish to rejoin NYCERS, do not file this form. Alternatively, you can file an election under Retirement and Social Security Law (RSSL) §212 by completing Form #351. Filing Form #351 will allow you to earn up to \$30,000\* in any calendar year before your pension is suspended. Should you have any questions, please contact our Call Center at (347) 643-3500.

Pension Number: \_\_\_\_\_ Last 4 Digits of SSN: \_\_\_\_\_ Home Phone Number: \_\_\_\_\_ Work Phone Number: \_\_\_\_\_  
 First Name: \_\_\_\_\_ M.I.: \_\_\_\_\_ Last Name: \_\_\_\_\_  
 Address: \_\_\_\_\_ Apt. Number: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 I have reentered City service as a \_\_\_\_\_ in the Department of \_\_\_\_\_  
 effective \_\_\_\_\_ at a salary of \$ \_\_\_\_\_ per annum.

I, the undersigned, understand that this form must be completed and returned to NYCERS within 90 days after my return to City service. I understand that I will forfeit my right to rejoin NYCERS if I do not file this form within the aforementioned timeframe.

I further understand that filing this form will trigger the suspension of my pension payments and once my membership has been established, it cannot be revoked during my post-employment public employment.

\*This is the limitation for the calendar year 2015. This earnings limitation may be increased by an act of the New York State Legislature. Please consult the Legislation section of our website to see if legislation has been enacted to increase the limitation.

Signature of Member: \_\_\_\_\_ Date: \_\_\_\_\_

This form must be acknowledged before a Notary Public or Commissioner of Deeds

State of \_\_\_\_\_ County of \_\_\_\_\_ On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, personally appeared \_\_\_\_\_ before me the above named, \_\_\_\_\_, to me known, and known to me to be the individual described in and who executed the foregoing instrument, and he or she acknowledged to me that he or she executed the same, and that the statements contained therein are true. If you have an official seal, affix it

Signature of Notary Public or Commissioner of Deeds: \_\_\_\_\_  
 Official Title: \_\_\_\_\_  
 Expiration Date of Commission: \_\_\_\_\_

12/25/14 **Client** 300 Jay Street, Brooklyn, NY 11201 **Phone** (718) 643-3500 **Website** www.nycers.org **Address** 330 Adams Street, Suite 2000, Brooklyn, NY 11201-5724 **Page 1 of 1**

If you return to City service in a NYCERS-eligible position, you have 90 days from the date of appointment to rejoin NYCERS if you wish to become a member again.





# Retiree Health Benefits

Health care benefits for retirees  
are **NOT** administered by NYCERS.

## CONTACT:

- NYC Office of Labor Relations: (212) 513-0470 or [www.nyc.gov/html/olr](http://www.nyc.gov/html/olr)





# Sign up for a MyNYCERS Account!

Go to [www.nycers.org](http://www.nycers.org)

- Follow the steps to activate your account.
- A PIN number will be sent immediately by text or email.
- Register the PIN for full access to my NYCERS.





**NYCERS mobile app is now available for download from Google Play or the App Store.**

## NYCERS Mobile App



Download from Google Play or the App Store



## MyNYCERS Member Website

[www.mynycers.org](http://www.mynycers.org)

Online services are available 24/7 from both the mobile app and the MyNYCERS website.

Register for the MyNYCERS member portal on the mobile app or at [www.mynycers.org](http://www.mynycers.org) to file forms online and manage your NYCERS account from the safety and comfort of your home.

Username and password are the same on website and mobile app.



## Online Features for Members



**APPLY FOR A  
LOAN**



**BENEFIT  
ESTIMATOR**



**SERVICE  
BUYBACK**



**CHATBOT**



**UPDATE CONTACT  
INFORMATION**



**DISABILITY  
RETIREMENT**



**DOCUMENT  
VIEWING**



**VIEW ACCOUNT  
DATA**



**GUARDIANSHIP FORM  
(Minors Only)**



**MANAGE BENEFICIARIES  
(as eligible)**



**SECURE MESSAGING**



**ONLINE PAYMENTS  
(e.g. loan after retirement)**



**SAVE FOR LATER  
(where available)**



**OPTION  
ELECTION**



**PLAN  
ENROLLMENT**



**REFUNDS AND  
TRANSFERS**



**SET-UP AN  
APPOINTMENT**



**SERVICE  
RETIREMENT**



**KNOWLEDGE  
ARTICLES**





## Online Features for Retirees and Beneficiaries



**CHATBOT**



**SET-UP AN APPOINTMENT**



**PUSH NOTIFICATIONS**  
(NYCERS to Retiree only)



**UPDATE CONTACT INFORMATION**



**ELECTRONIC FUNDS TRANSFER (EFT)**



**W-4P TAX FORM**



**DOCUMENT VIEWING**



**MANAGE BENEFICIARIES**  
(as eligible)



**SAVE FOR LATER**  
(where available)



**ONLINE PAYMENTS**  
(e.g. loan after retirement)



**VIEW RETIREMENT ACCOUNT DATA**



**KNOWLEDGE ARTICLES**



# Contact NYCERS!

**Website:** [www.nycers.org](http://www.nycers.org)

**Call Center:** (347) 643-3000

**Monday – Friday: 8:00AM - 5:00PM**

**Mailing Address:**

**30-30 47<sup>th</sup> Avenue, 10<sup>th</sup> Floor**

**Long Island City, NY 11101**



# Q & A

