



THE STATE UNIVERSITY OF NEW YORK

Potsdam

ANNOUNCEMENT!

VOLUNTARY SEPARATION PROGRAM 2017

The Governor's 2018 Executive Budget included the following proposal for State Retiree Health Insurance Reform:

Implement Differential Health Care Premium Contributions for Certain New Retirees Based on Years of Service.

Currently, the taxpayer cost for a retiree with 10 years or more service is the same as that for a retiree with 30 years of service. Under this proposal, similar to the calculation for pension benefits, taxpayer support for new civilian retirees would vary based on years of service. Those retiring with less than 30 years of service would receive a taxpayer subsidy which is less than that for retirees with 30 or more years of service. Subsidies begin at ten years of service, and gradually increase until they are no different than current levels once an individual reaches 30 years of service. This change would take effect with new civilian retirees as of October 1, 2017.

In light of this proposition, we are again offering a Voluntary Separation Program.

Eligibility

This program is available to all SUNY Potsdam state employees.

Financial Implications

Employees are encouraged to seek counsel from their financial advisor to fully understand the financial implications of participating in this program.

Instructional Faculty Program (employees who do not accrue vacation)

Options for Instructional Faculty who submit intent to separate may include a planned reduction in teaching load, a non-instructional assignment or guaranteed adjunct teaching post retirement. Other proposed options will be considered.

Professional, CSEA, PEF, PBA or Management Confidential Program (employees who accrue vacation)

Options for these employees may include a planned reduction in work obligation or an alternative assignment. Other proposed options will be considered.

Program Timeline and Procedure

January 31, 2017:	Communication to campus
February 1 – February 28, 2017:	Consideration period (employee may meet with Deans, Vice Presidents and Human Resources)
March 1, 2017:	Submission deadline for any proposal that involves a teaching load change for Fall 2017
May 31, 2017:	Submission deadline for all other proposals

Consultation Available

Consultations with Mary Dolan (Assistant VP for HR) and Sheila Scott (Payroll & Benefits Manager) may be scheduled by contacting the Human Resources office at x4816.

Planned Workshops

Human Resources is in the planning phases of a retirement information session that would include representatives from the various retirement systems, Social Security, benefits experts, small business information, and SOAR (Lifelong Learning in the North Country). More information will be shared shortly.

Final Approval

Final approval for participation in the VSP program is at the sole discretion of the President.



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SUNY POTSDAM-VOLUNTARY SEPARATION PROGRAM-BENEFITS INFORMATION

General Benefit information:

1. Health insurance in retirement: You are eligible for retiree health coverage if you meet the following three requirements:

*Minimum service period:

-hired prior to 4/1/75, five years in State service (or combined State and one or more Participating Agencies) OR hired after 4/1/75, ten years in State service (or combined State and one or more Participating agencies).

*Be at least age 55 and eligible for retirement under your retirement plan

*You must be ENROLLED in NYSHIP (Empire) as an enrollee or dependent AT THE TIME of your retirement.

2. Health insurance if you resign: coverage ends 28 days after you resign. You can apply for COBRA if you choose.

3. Cost of retiree coverage:

The 2017 monthly rates are:

	Salary grade 9 / \$41,756 or less	Salary grade 10 / \$41,757 and above
Individual	\$86.71	\$115.62
Family	\$381.36	\$453.92

Sick leave accruals (up to 200 days) can be used to help pay the cost of health insurance in retirement. Your calculation is based on your number of hours of sick leave, your hourly salary and your age at retirement. Any balance of premium will be taken from your pension check or you will be billed quarterly.

4. Medicare information: Empire Plan continues to be primary in retirement until you turn 65, and then Medicare becomes primary. You and your spouse must enroll in Medicare Parts A and B, but should decline Part D.

5. Dental and Vision coverage ends after you retire/resign. End dates vary based on union. You can apply for COBRA if you choose. Additionally, your union offers retiree coverage.

6. Survivor benefit for retirees: NYS offers a free \$3,000 survivor benefit. Upon retirement, you will complete the form.

7. Emeritus Status: A member of the faculty who retires in good standing is entitled to append the term EMERITUS to the title of his/her academic or administrative post after the time of his/her retirement. Such emeritus rank shall carry with it such privileges as use of library and study facilities, use of office or laboratory space, where available, eligibility for research grants, and representation of the College in professional groups, if in the judgment of the President such privileges are feasible. In order to provide suitable office space for research, study, writing, and related activities by Emeritus Faculty, it is the policy of the College to permit individual academic schools or departments to provide office space to Emeritus Faculty from their existing space allocation, together with such support services as may be appropriate.

More benefits information may be found at <http://www.suny.edu/benefits>