Peter Bucknall, MAC Chair, called the business meeting to order at 9:00 a.m.

Approval of Minutes

The minutes of the January 21, 2009 meeting were approved unanimously, as submitted.

Treasurer’s Report

David Lynn, Treasurer, reported that the balance in the treasury remains unchanged at $3,406.56. The Treasurer’s report was accepted unanimously.

Committee Reports

Credentials. Ellen Carter, MAC Credential Chair, was not present, and there was no credentials report.

Old Business

Speakers and Logistics. The State Comptroller and staff will speak about the State Employee Retirement System following today’s business meeting. Brian Garnett, Public Information Officer for the Department of Correction will speak about media relations at the March 18 meeting. We are in the process of confirming Colonel William Shea, Army National Guard, to speak at the May 20 meeting about leadership in stressful times. There was a suggestion from Wanda Seldon to invite Linda Yelmini, Director of the Office of Labor Relations, to speak at a future meeting. There was consensus to extend an invitation. This will be coordinated by Wanda. Based on other suggestions received to date, Elise will work on a proposed calendar of speakers for the Fall.

Managers Day 2009 Committee. There was discussion about Managers Day and whether it was realistic to plan an event for 2009, given the fiscal climate. The membership felt strongly that the event should be held but that options should be explored for scaling it back to a half-day program and minimizing the cost, including the possibility of utilizing a state facility. A kick-off meeting of the committee will be scheduled shortly, and these options will be reviewed.

Web Site. Anne MacLeod, MAC Web Mistress, was not in attendance, but Tom Crafa reported that the web content is being kept up to date.
Communications Committee. Tom Crafa reminded the membership of the availability of a Discussion center on the MAC web site. This is a great resource for an interactive forum on topical managerial issues.

Orientation Committee. Dave Lynn reported that there was no new activity this past month.

Legislative Committee. A list of bills of general interest to managers was circulated via the list serv.

Other Old Business. There was no other Old Business.

New Business

Report from the Task Force. Peter Bucknall reported that the task Force met on January 29. As had been discussed at last month’s MAC meeting, there were a variety of reactions to the letter sent to the Governor on behalf of the Executive Board. In preparation for the task Force meeting, input had been requested from managers via the list serv. Numerous responses were received and a summary was prepared and distributed at the Task Force meeting. Peter summarized the responses for the membership, and noted that the responses were mixed. However, a theme that came through clearly was a concern with job retention in the managerial ranks. A question was posed as to what AMECSS is doing in the current climate. The group was reminded that David Guay has been invited to the March meeting and will be on the agenda of the business meeting to discuss AMECSS’s current initiatives.

Meeting with Administration Officials. A representative of the Governor’s office and a representative of the Office of Policy and Management have agreed to meet with MAC’s Executive Board. A meeting is in process of being scheduled.

Approval of Amendments to the By-Laws. A proposal to amend MAC’s By-Laws was presented at the January meeting and was also circulated via the list serv. The amendments would afford MAC membership to the Department of Emergency Management and Homeland Security and to the Connecticut Agricultural Experiment Station. The amendments were approved unanimously, as drafted.

June MAC Meeting. We have been advised of a conflict with the June 17 MAC meeting. DAS will be holding a Management Briefing that morning and, due to the need to coordinate a number of schedules, this conflict regretfully could not be avoided. We appreciate the advance notice so that our meeting can be rescheduled. It was agreed that MAC would move its business meeting to June 10, subject to the availability of a conference room. Peter Bucknall will contact DOT about reserving a conference room on June 10. [Note: Conference Room B at DOT has subsequently been reserved for the rescheduled MAC meeting on June 10.]

Other New Business. There was a question about the status of SEBAC negotiations. It was reported that the next negotiation session is scheduled for February 21. The status of negotiations is being reported on a web site www.INTHISTOGETHERCT.org Copies were Governor’s proposal for a Retirement Incentive Program (RIP). The Governor is requesting that
each of the four caucuses appoint an individual to meet with her office and the Office of Policy and Management to develop language for a bill to implement the RIP, with a first such meeting to be held on February 18. The Governor urged passage of such a bill during the scheduled House and Senate sessions on February 25.

Adjournment of Business Meeting

The business meeting was adjourned at 9:40 a.m. The meeting was reconvened at 10:05 a.m. for the guest presentation.

Guest Presentation

Peter welcomed and introduced our guest speakers: the Honorable Nancy Wyman, State Comptroller; Mark Ojakian, Deputy Comptroller; and Colin Newman, Assistant Director of the Retirement and Benefit Services Division. Comptroller Wyman thanked all in attendance for their work and their contributions to the betterment of Connecticut. She described current initiatives of her Office. The Comptroller’s Office must address the needs of state employees and retirees, as well as the needs of the state as a whole from the budget perspective. The Office is a service agency and must be aligned to be available to help state employees and to focus more clearly on providing state employees with the best service possible for their retirement. To better meet this objective and to be more responsive to employees’ needs, the Office has completed a cost-neutral reorganization. The Retirement and Benefit Services Division has been restructured to a Retirement Division, headed by Deputy Comptroller Ojakian and a Health and Benefits Division, headed by Dr. Tom Woodruff. The Retirement Division is offering group counseling sessions on an ongoing basis. The Division is receiving many calls related to the Governor’s proposed Retirement Incentive Program (RIP). As yet, the answers to many of the employees’ questions are unknown. Any RIP that may be offered, as well as the specifics of the RIP, will depend upon the outcome of the collective bargaining process and Legislative action. As far as the budget is concerned, the numbers are being tracked closely and projections are changing daily. A concerted effort to focus on health care policy is needed. The Comptroller acknowledged, based on the questions submitted by managers in advance, that there is considerable concern about the potential for future changes in benefits. She acknowledged that there are unknowns, in that any number of changes could be made, which could take effect at any time. Again, any answers must await the outcome of SEBAC negotiations any Legislative action. In closing, the Comptroller noted that her Office, like other entities of state government, has fewer people doing more work. She asked for our patience as her staff do their best to respond to everyone’s needs. She then turned the floor over to Colin Newman who provided an overview of the State Employee Retirement System and the retirement process (see attached PowerPoint presentation). Some discussion points from the presentation and questions/answers session that followed are below:

- Tier I was available only to those entering state employment before July 2, 1984.
- Plan B and Plan C of Tier I differ in that there is a pension reduction for Plan B participants when they reach the Social Security maximum age.
- Tier II participants can receive a “normal” retirement benefit if they are at least aged 62, have at least 5 years of actual state service, and transition directly into retirement.
• There are various survivor benefit options. Options are predicated on the age of the retiree and the age of the other annuitant (if applicable).
• Once a person retires, the selection of an option is irrevocable. Also, once a person retires, the choice of a contingent annuitant cannot be changed, except as noted below. Under Option C, there can be more than one annuitant. Also, if the annuitant predeceases the retiree and it is still within either the ten or twenty-year period certain, then that annuitant can be substituted with someone else.
• Under Option D, the straight life annuity, when the retiree passes away, pension and health benefits cease.
• Benefits can be specified for more than one person or for a person other than a spouse.
• There is a one-time 90-day protection clause. Once a person has chosen a retirement date, if the person should die within the 90 days preceding the retirement date, the state would honor the selection of Option B or C.
• The option factor tables are not available on-line as yet. The office hopes to make them available in the future, in a “calculator” type of utility.
• The health plan options are the same as for active state employees, with the state paying 100% of the cost up to the Point of Enrollment level. The Open Enrollment period is open to retirees, should they wish to change their health plan. Once a retiree becomes Medicare-eligible, Medicare becomes the primary coverage and the state plan is secondary.
• For life insurance, a retiree with 25 years of actual service receives one-half of the coverage that was being carried as an active employee, as a paid-up policy. The remaining one-half can be purchased at the retiree’s expense, without evidence of insurability.
• The lump sum payable for unused sick/vacation leave is normally processed by the agency and paid in the last payroll check of employment. The lump sum payment can be rolled over into the employee’s state 403(b) plan, up to the amount the employee is eligible to contribute for that year.
• Pension benefits are paid once a month, toward the end of the month. The retiree check is only subject to federal tax and, for those residing in Connecticut as defined by state law, Connecticut state tax.
• Retirees are placed on the pension payroll at an estimated level, pending completion of an audit process.
• COLA’s are given once a year, either in January of July, depending on the actual date of retirement. One must be retired at least 9 months to qualify for the first COLA. The COLA is calculated using a formula based on the CPI and has varied from 2-1/2 and 6%.
• When calculating the last year’s earnings, unused sick leave is not included. Unused vacation leave is included, but a vacation differential is calculated (average hourly rate over the last three years). Sick leave is payable at 25% of the unused balance, up to a maximum of 60 days.
• Various documents, such as birth and marriage certificates, are needed to process the retirement application. For anyone contemplating retirement in the near future, it is recommended that documents be assembled ahead of time. The retirement application forms are not yet available on line, but the Office hopes to be able to do this in the future.
• An employee in a contributory retirement plan (i.e., Tier I) who did not have contributions deducted during his/her first six months (which is typically their initial working test period) may apply to purchase this service period towards retirement credit. A purchase application can be initiated through their agency’s human resources department at any time.
up to and including at the time of retirement. However, it is advisable to do so sooner rather than later, because interest is applied to the total purchase cost and continues to accrue until the purchase application is on file with the Retirement Division. For anyone contemplating retirement, it would be advisable to file an application to purchase this time with his/her agency ASAP. If an employee is unsure if he/she had contributions deducted during this period, an inquiry should be directed to the agency's human resources department.

- If there are job losses, the Comptroller would put together a type of “SWAT team” to address immediate needs of affected employees. Under CGS, Subsection c of Section 5-163, a person who is not yet 55 years old can retire if he/she is laid off and has at least 25 years of service.
- Under current state law, once a person retires, his/her pension and health benefit cannot change. Current state law does allow benefits to be changed for prospective retirees.
- If both sides were to agree to reopen the pension agreement, that could occur before 2017.

Telephone numbers for retirement information are as follows:
- Retirement counseling unit: (860) 702-3482
- Retirement health insurance: (860) 702-3533

Adjournment

Mr. Ojakian and Mr. Newman were thanked for their very informative presentation. The meeting was adjourned at 11:40 a.m. The list of those in attendance at the February 18, 2009 meeting is attached and is hereby made a part of these minutes. Also attached and made a part of these minutes is a copy of the PowerPoint presentation by Colin Newman on the State Employees Retirement System.

The next meeting is scheduled for Wednesday, March 18, 2009 in Conference Room B at the Department of Transportation. Brian Garnett, Public Information Officer at the Department of Correction, will be the guest speaker and will discuss media relations.

Respectfully submitted,

Elise Kremer
MAC Secretary
MAC Representative for the
Department of Public Health
<table>
<thead>
<tr>
<th>Agency</th>
<th>Name</th>
<th>Rep/Alt/Guest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Services</td>
<td>Dave Lynn, Treasurer</td>
<td>R</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Kathy Bruni</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Patricia Doyle</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Michelle Fournier</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Shari Grzyb</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Joseph Hickerson</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Carolyn Kozak</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Eileen Morin</td>
<td>G</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>Lina Simonu</td>
<td>G</td>
</tr>
<tr>
<td>Banking</td>
<td>Percy Cave</td>
<td>R</td>
</tr>
<tr>
<td>Banking</td>
<td>Claudia Helfgott</td>
<td>A</td>
</tr>
<tr>
<td>Banking</td>
<td>William Nahas</td>
<td>G</td>
</tr>
<tr>
<td>Children and Families</td>
<td>Barbara Kleefeld</td>
<td>A</td>
</tr>
<tr>
<td>Children and Families</td>
<td>Romelia Sharpe</td>
<td>G</td>
</tr>
<tr>
<td>Community College System</td>
<td>Josephine Agnello-Velcy</td>
<td>G</td>
</tr>
<tr>
<td>Community College System</td>
<td>Coreen Sumple</td>
<td>G</td>
</tr>
<tr>
<td>Comptroller</td>
<td>Brenda Halpin</td>
<td>R</td>
</tr>
<tr>
<td>Comptroller</td>
<td>Donalynn Black</td>
<td>G</td>
</tr>
<tr>
<td>Comptroller</td>
<td>Doris Vieira</td>
<td>G</td>
</tr>
<tr>
<td>Comptroller</td>
<td>Marvin Weaver</td>
<td>G</td>
</tr>
<tr>
<td>Consumer Protection</td>
<td>John Gadea</td>
<td>R</td>
</tr>
<tr>
<td>Consumer Protection</td>
<td>Elisa Nahas</td>
<td>A</td>
</tr>
<tr>
<td>Correction</td>
<td>Richard Anderson</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Gary Barwikowski</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Rick Hamel</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Paul Jachimowski</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Lynn Milling</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Elaine Pacheco</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Dianne Paskow</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Kevin Roy</td>
<td>G</td>
</tr>
<tr>
<td>Correction</td>
<td>Angie Talbert</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Jadwiga Goclowski</td>
<td>R</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Tim Lavoy</td>
<td>A</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Bill Ale</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Gary Brown</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Tony Calo</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Larry Comer</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Larry Doran</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Teresa Gonzalez</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Lori Hall</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Nancy Harnick</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Daniel Micari</td>
<td>G</td>
</tr>
<tr>
<td>Developmental Services</td>
<td>Pamela St. John</td>
<td>G</td>
</tr>
<tr>
<td>Economic and Community Development</td>
<td>Sheila Hummel</td>
<td>R</td>
</tr>
<tr>
<td>Economic and Community Development</td>
<td>Mitch Drabik</td>
<td>G</td>
</tr>
<tr>
<td>Economic and Community Development</td>
<td>Joyce Heriot</td>
<td>G</td>
</tr>
</tbody>
</table>
Economic and Community Development  Larry Lusardi  G
Environmental Protection  Angella Levy  R
Environmental Protection  Anne Gobin  G
Environmental Protection  Ed Wilds  G
Firearms Permit Examiners  Susan Mazzoccoli  G
Information Technology  Lorraine Lombardi  A
Information Technology  Janak Dave  G
Information Technology  Karen Marcolini  G
Information Technology  Edward Sullivan  G
Insurance  Allen Elstein  R
Insurance  Barbara Spear  A
Labor  Mark Polzella, Vice Chair  R
Labor  Zenon Bojko  G
Labor  Michael Loomis  G
Mental Health and Addiction Services  Bobbi Buckner  R
Mental Health and Addiction Services  Carl Shields  A
Mental Health and Addiction Services  Colette Anderson  G
Mental Health and Addiction Services  Gabriel Blackburn  G
Mental Health and Addiction Services  Lee-Ann Boatwright  G
Mental Health and Addiction Services  Sharon Ciarlo  G
Mental Health and Addiction Services  Stephen Fisher  G
Mental Health and Addiction Services  Rose Fogelman  G
Mental Health and Addiction Services  Dorothy Forsyth  G
Mental Health and Addiction Services  Evette Hecht  G
Mental Health and Addiction Services  Stephen Janik  G
Mental Health and Addiction Services  Janice Jones  G
Mental Health and Addiction Services  Elizabeth Lazariel  G
Mental Health and Addiction Services  Angela Levix  G
Mental Health and Addiction Services  Robert Neuman  G
Mental Health and Addiction Services  Marc Saegaert  G
Mental Health and Addiction Services  Richard Sperber  G
Mental Health and Addiction Services  Elliot Stone  G
Mental Health and Addiction Services  Tom Zaprzalka  G
Military  Anthony Lewis  R
Military  Tom Thomas  A
Motor Vehicles  Joe Lembo  R
Motor Vehicles  Nancy McCorkle  A
Motor Vehicles  Cindy George  G
Motor Vehicles  Robert Smigel  G
Motor Vehicles  Lee Telke  G
Policy and Management  Frank Intino  A
Public Health  Elise Kremer, Secretary  R
Public Health  Donna Brewer  G
Public Health  Dawn Cassada  G
Public Health  Mary Fuller  G
Public Health  Robert Howard  G
Public Health  Warren Wollschlager  G
Public Records Administrator  Eunice DiBello  G
Public Utility Control  Dana Kubachka  A
Public Works  Bob Cody  R
Public Works  Donna Baisley  G
Revenue Services  Tom Crafa  R
<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Services</td>
<td>Dave Lepri</td>
<td>G</td>
</tr>
<tr>
<td>Revenue Services</td>
<td>Marc Papandrea</td>
<td>G</td>
</tr>
<tr>
<td>Revenue Services</td>
<td>Paul Roulier</td>
<td>G</td>
</tr>
<tr>
<td>Revenue Services</td>
<td>Joe Thomas</td>
<td>R</td>
</tr>
<tr>
<td>Social Services</td>
<td>Peter Bucknall, Chair</td>
<td>R</td>
</tr>
<tr>
<td>Social Services</td>
<td>Mary Cattanach</td>
<td>G</td>
</tr>
<tr>
<td>Social Services</td>
<td>Lourdes Hunt</td>
<td>G</td>
</tr>
<tr>
<td>Social Services</td>
<td>Bill Revill</td>
<td>G</td>
</tr>
<tr>
<td>Social Services</td>
<td>John Souchuns</td>
<td>G</td>
</tr>
<tr>
<td>Special Revenue</td>
<td>Sandra Cady</td>
<td>G</td>
</tr>
<tr>
<td>Special Revenue</td>
<td>Karen Mehigen</td>
<td>G</td>
</tr>
<tr>
<td>State Library</td>
<td>Richard Kingston</td>
<td>G</td>
</tr>
<tr>
<td>State University System</td>
<td>Ellen Mantel</td>
<td>G</td>
</tr>
<tr>
<td>State University System</td>
<td>Lourdes Ardel</td>
<td>G</td>
</tr>
<tr>
<td>State University System</td>
<td>Chuck Spiridon</td>
<td>G</td>
</tr>
<tr>
<td>State University System</td>
<td>Fred Cratty</td>
<td>G</td>
</tr>
<tr>
<td>Teachers' Retirement Board</td>
<td>Leanne Appleton</td>
<td>G</td>
</tr>
<tr>
<td>Teachers' Retirement Board</td>
<td>Louis Laccavole</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Ben Alejandro</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Anice Bastien</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Wayne Blair</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Nancy Bryant</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Ravi Chandran</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Cordula</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Dave Crowther</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Laura Leavitt</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>MaryAnn Levesque</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>David Maher</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Marie Rodrigues</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>James Sime</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>Carmine Trotta</td>
<td>G</td>
</tr>
<tr>
<td>Transportation</td>
<td>John Wallace</td>
<td>G</td>
</tr>
<tr>
<td>Veterans' Affairs</td>
<td>Chris Beloff</td>
<td>A</td>
</tr>
<tr>
<td>Veterans' Affairs</td>
<td>Michael Clark</td>
<td>G</td>
</tr>
<tr>
<td>Veterans' Affairs</td>
<td>Felice Guberman</td>
<td>G</td>
</tr>
<tr>
<td>Veterans' Affairs</td>
<td>Marjorie Mancini</td>
<td>G</td>
</tr>
<tr>
<td>Veterans' Affairs</td>
<td>Noreen Sinclair</td>
<td>G</td>
</tr>
</tbody>
</table>
General Outline

- Retirement Benefit Information
- Survivor Benefits
- Health Insurance
- Miscellaneous Information
- The Retirement Process
- Question and Answer Period
Retirement Benefit Information

- Plan Membership
- Eligibility Requirements
- Components of Retirement Benefit
  - Service Credit
  - Average Salary
- The Retirement Benefit Computation
Plan Membership - Contributions

Tier I - Contributions Required

Plan B
- 2% of salary on which Social Security taxes are withheld
- 5% of salary on which Social Security taxes are not withheld

Plan C
- 5% contributions from all salary
Retirement Benefit Information

- Plan Membership
- **Eligibility Requirements**
- Components of Retirement Benefit
  - Service Credit
  - Average Salary
- The Retirement Benefit Computation
Tier I Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal</td>
<td>Age 55 with 25 Years Service Credit</td>
</tr>
<tr>
<td></td>
<td>Age 65 with 10 Years Service Credit</td>
</tr>
<tr>
<td></td>
<td>Age 70 with 5 Years Service Credit</td>
</tr>
</tbody>
</table>
# Tier I Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early</td>
<td>Age 55 with 10 Years Actual State Service</td>
</tr>
<tr>
<td></td>
<td>Age 60 with 10 Years Service Credit</td>
</tr>
</tbody>
</table>
## Tier I Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous Duty</td>
<td>Any Age with 20 Years Hazardous Duty Service</td>
</tr>
</tbody>
</table>
## Tier I Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vested Rights</td>
<td>Age 55 with 10 Years Actual State Service (with the last five years continuous)</td>
</tr>
<tr>
<td></td>
<td>Age 60 with 10 Years Credited Service (with the last five years continuous)</td>
</tr>
</tbody>
</table>
Service Credit - Tier I

• Includes
  – All Periods Of State Service For Which Contributions Are Paid
  – Periods Of Qualifying Workers’ Compensation
  – Vacation Balance
  – Properly Documented Voluntary Leave Taken 6/9/94 Forward – (Free Credit)

• Plus
  – Purchased Service
Service Credit - Tier I (continued)

• Excludes
  – Unpurchased Leaves Of Absence Without Pay
  – Any Periods For Which An Employee Exclusively Received A Specific Indemnity Award
# Tier II Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal</td>
<td>Age 60 with 25 Years Vesting Service</td>
</tr>
<tr>
<td></td>
<td>Age 62 with 10 Years Vesting Service</td>
</tr>
<tr>
<td></td>
<td>Age 62 with 5 Years Actual State Service – Effective 7/1/97</td>
</tr>
<tr>
<td></td>
<td>Age 70 with 5 Years Vesting Service</td>
</tr>
</tbody>
</table>
# Tier II Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous Duty</td>
<td>Any Age with 20 Years Hazardous Duty Service</td>
</tr>
</tbody>
</table>
## Tier II Eligibility Requirements

<table>
<thead>
<tr>
<th>Retirement Type</th>
<th>Age And Service Requirements For Commencement Of Pension Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vested Rights</td>
<td>Age 55 with 10 Years Vesting Service</td>
</tr>
<tr>
<td></td>
<td>Age 65 with 5 Years Actual State Service – Effective 7/1/97</td>
</tr>
</tbody>
</table>
Retirement Benefit Information

- Plan Membership
- Eligibility Requirements
- Components of Retirement Benefit
  - Service Credit
  - Average Salary
- The Retirement Benefit Computation
Service Credit - Tier I

• Includes
  – All Periods Of State Service For Which Contributions Are Paid
  – Periods Of Qualifying Workers’ Compensation
  – Vacation Balance
  – Properly Documented Voluntary Leave Taken 6/9/94 Forward – (Free Credit)

• Plus
  – Purchased Service
Service Credit - Tier I (continued)

• Excludes
  – Unpurchased Leaves Of Absence Without Pay
  – Any Periods For Which An Employee Exclusively Received A Specific Indemnity Award
Service Credit

● Retirement Service Credit Totals are used for:
  • Eligibility Determinations
  • Benefit Calculations

● 3 Types of Service Credit
  • Actual State Service
  • Vesting Service
  • Credited Service

● Actual State and Vesting Service Used for Eligibility

● Credited Service Used for Benefit Calculations
Service Credit

- Includes Paid State Employment Provided the Period is not Succeeded by a Permanent Break
- Includes Periods Of Qualifying Workers’ Compensation, or Disability Compensation Under Section 5-142 (a) of the Connecticut General Statutes
- Includes Vacation Balance
- Includes Voluntary Schedule Reduction Program Granted Pursuant to Section 5-248c Effective 6/9/94

Plus

- Additional Service
Service Credit

Additional Service:

• Qualifying Military Leave of Absence Without Pay
• Qualifying Personal Medical or Family Leave Without Pay
• Full-time Service to Other States where Reciprocity Exists
• Prior Eligible Military Service
• Prior Eligible CT Municipal Service in CMERS
• Voluntary Leave and Schedule Reduction pre-6/9/94
Part-Time Service

If you have had part-time service, you should know that:

1. your part-time service will be treated as full-time service when determining your eligibility to retire and your benefit percentage for each year of service;

2. your retirement income will be calculated to produce a benefit which reflects the portion of a full-time schedule you worked throughout your state employment.
Retirement Benefit Information

• Plan Membership
• Eligibility Requirements
• Components of Retirement Benefit
  • Service Credit
  • Average Salary
• The Retirement Benefit Computation
Average Salary

- Any 3 periods of 12 consecutive months of highest earnings
- Not necessarily last 3 years; not necessarily consecutive or calendar years.
- May be subject to 130% cap:
  - Possible reasons -
    - Large promotion
    - Dual employment
- Overtime is not capped
Survivor Benefits

• Option D - Straight Life Annuity
• Option A - 50% Spouse
• Option B - 50% or 100% Contingent Annuitant
• Option C - 10 Year or 20 Year Period Certain
• Pre-Retirement Death Benefit
• 90-Day Protection Clause
• Health Insurance Tie-in
Survivor Benefits

- Option D - Straight Life Annuity
- Option A - 50% Spouse
- Option B - 50% or 100% Contingent Annuitant
- Option C - 10 Year or 20 Year Period Certain
- Pre-Retirement Death Benefit
- 90-Day Protection Clause
- Health Insurance Tie-in
Survivor Benefits

- Option D - Straight Life Annuity
- **Option A - 50% Spouse**
- Option B - 50% or 100% Contingent Annuitant
- Option C - 10 Year or 20 Year Period Certain
- Pre-Retirement Death Benefit
- 90-Day Protection Clause
- Health Insurance Tie-in
Survivor Benefits

- Option D - Straight Life Annuity
- Option A - 50% Spouse
- **Option B - 50% or 100% Contingent Annuitant**
- Option C - 10 Year or 20 Year Period Certain
- Pre-Retirement Death Benefit
- 90-Day Protection Clause
- Health Insurance Tie-in
Survivor Benefits

- Option D - Straight Life Annuity
- Option A - 50% Spouse
- Option B - 50% or 100% Contingent Annuitant
- **Option C - 10 Year or 20 Year Period Certain**
- Pre-Retirement Death Benefit
- 90-Day Protection Clause
- Health Insurance Tie-in
Survivor Benefits

- Option D - Straight Life Annuity
- Option A - 50% Spouse
- Option B - 50% or 100% Contingent Annuitant
- Option C - 10 Year or 20 Year Period Certain
- Pre-Retirement Death Benefit
- 90-Day Protection Clause
- Health Insurance Tie-in
Pre-Retirement Death Benefit

If you die while you are actively employed or on an approved leave of absence, your spouse would receive a monthly pre-retirement death benefit if:

1. You were eligible for early, normal, or hazardous duty retirement

   - OR -

   You had 25 years of service at any age

   - AND -

2. You had been married to that spouse or had a same-sex domestic partner affidavit on file for at least the one-year period immediately before your death.
Survivor Benefits

- Option D - Straight Life Annuity
- Option A - 50% Spouse
- Option B - 50% or 100% Contingent Annuitant
- Option C - 10 Year or 20 Year Period Certain
- Pre-Retirement Death Benefit
- **90-Day Protection Clause**
- Health Insurance Tie-in
90-Day Protection

- If you elect a survivor benefit under Option (B) or Option (C), the law protects that choice for the 90 calendar days after your election or up to the date of retirement, whichever occurs earlier.
90-Day Protection (continued)

- This is a one-time-only protection. Therefore, you should not sign your option election form until you are within 90 calendar days of your retirement date.
Survivor Benefits

• Option D - Straight Life Annuity
• Option A - 50% Spouse
• Option B - 50% or 100% Contingent Annuitant
• Option C - 10 Year or 20 Year Period Certain
• Pre-Retirement Death Benefit
• 90-Day Protection Clause
• **Health Insurance Tie-in**
Health Insurance

• Plan Options
• Medicare Eligibility
Plan Options

- Point of Service (POS)
- Point of Enrollment (POE)
- Point of Enrollment – Gatekeeper (POE-G)
Medicare Eligible Retirees

- Medicare is considered the primary coverage at age 65 or sooner if eligible for Medicare benefits prior to this date.

- For those covered by Medicare, your state-sponsored medical insurance will supplement your Medicare Part A and Part B coverage.
Miscellaneous Information

• **Group Life Insurance**
• Tax Sheltered Annuity 403(b) Program
• Deferred Compensation (§457) Plan
• Withholding tax information
• Cost of living adjustments (COLA)
Group Life Insurance

- **25 years or more actual state service**
  - Receive paid-up policy reduced to one-half of your basic coverage

- **Less than 25 years actual state service**
  - Receive a prorated paid-up policy

- May convert remaining portion at your own expense without evidence of insurability
Miscellaneous Information

- Group Life Insurance
- Tax Sheltered Annuity 403(b) Program
- Deferred Compensation (§457) Plan
- Withholding tax information
- Cost of living adjustments (COLA)
Miscellaneous Information

- Group Life Insurance
- Tax Sheltered Annuity 403(b) Program
- Deferred Compensation (§457) Plan
- **Withholding tax information**
- Cost of living adjustments (COLA)
Miscellaneous Information

- Group Life Insurance
- Tax Sheltered Annuity 403(b) Program
- Deferred Compensation (§457) Plan
- Withholding tax information
- **Cost of living adjustments (COLA)**
When you Decide to Retire

- Notification to agency
- Required Forms
- Vacation/sick/longevity payments
- How retirement benefits are paid
- Audit process
- Re-employment following retirement
When you Decide to Retire

- Notification to agency
- **Required Forms**
- Vacation/sick/longevity payments
- How retirement benefits are paid
- Audit process
- Re-employment following retirement
When you Decide to Retire

- Notification to agency
- Required Forms
- Vacation/sick/longevity payments
- How retirement benefits are paid
- Audit process
- Re-employment following retirement
When you Decide to Retire

• Notification to agency
• Required Forms
• Vacation/sick/longevity payments
• **How retirement benefits are paid**
• Audit process
• Re-employment following retirement
When you Decide to Retire

- Notification to agency
- Required Forms
- Vacation/sick/longevity payments
- How retirement benefits will be paid
- **Audit process**
- Re-employment following retirement
When you Decide to Retire

• Notification to agency
• Required Forms
• Vacation/sick/longevity payments
• How retirement benefits will be paid
• Audit process
• Re-employment following retirement
Sources of Information

DEFERRED COMPENSATION/
TAX SHELTERED ANNUITIES:

Please contact your plan representative directly for personal information regarding your tax deferred investments.
Sources of Information

**TIER BOOKLETS:**
Summary Plan Descriptions/Tier Booklets were recently mailed to all SERS members. If you did not receive a booklet or have misplaced your booklet, please contact your agency personnel/payroll office for replacements. Also, this information can be accessed via the Internet at the following web addresses:

- **TIER I:** www.osc.state.ct.us/empret/tier1summ
- **TIER II:** www.osc.state.ct.us/empret/tier2summ
- **TIER IIA:** www.osc.state.ct.us/empret/tier2asumm
Sources of Information

SOCIAL SECURITY:

The Social Security Administration provides Personal Earnings and Benefit Estimate Statements annually and also upon request. You may request a statement by telephone or via the Internet.

TOLL FREE NUMBER: 1-800-772-1213
(Monday to Friday, 7AM to 7PM)

INTERNET ADDRESS: www.ssa.gov