

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
February 18, 2009**

Visit the MAC website at ct.gov/MAC

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 Okajian 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 or 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) 702-3490
 - 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,

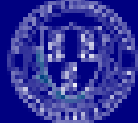
Elise Kremer
MAC Secretary
MAC Representative for the
Department of Public Health

MAC ATTENDANCE ROSTER
February 18, 2009

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Dave Lynn, Treasurer	R
Administrative Services	Kathy Bruni	G
Administrative Services	Patricia Doyle	G
Administrative Services	Michelle Fournier	G
Administrative Services	Shari Grzyb	G
Administrative Services	Joseph Hickerson	G
Administrative Services	Carolyn Kozak	G
Administrative Services	Eileen Morin	G
Administrative Services	Lina Simonu	G
Banking	Percy Cave	R
Banking	Claudia Helfgott	A
Banking	William Nahas	G
Children and Families	Barbara Kleefeld	A
Children and Families	Romelia Sharpe	G
Community College System	Josephine Agnello-Velcy	G
Community College System	Coreen Sumple	G
Comptroller	Brenda Halpin	R
Comptroller	Donalynn Black	G
Comptroller	Doris Vieira	G
Comptroller	Marvin Weaver	G
Consumer Protection	John Gadea	R
Consumer Protection	Elisa Nahas	A
Correction	Richard Anderson	G
Correction	Gary Barwikowski	G
Correction	Rick Hamel	G
Correction	Paul Jachimowski	G
Correction	Lynn Milling	G
Correction	Elaine Pacheco	G
Correction	Dianne Paskow	G
Correction	Kevin Roy	G
Correction	Angie Talbert	G
Developmental Services	Jadwiga Goclowski	R
Developmental Services	Tim Lavoy	A
Developmental Services	Bill Ale	G
Developmental Services	Gary Brown	G
Developmental Services	Tony Calo	G
Developmental Services	Larry Comer	G
Developmental Services	Larry Doran	G
Developmental Services	Teresa Gonzalez	G
Developmental Services	Lori Hall	G
Developmental Services	Nancy Harnick	G
Developmental Services	Daniel Micari	G
Developmental Services	Pamela St. John	G
Economic and Community Development	Sheila Hummel	R
Economic and Community Development	Mitch Drabik	G
Economic and Community Development	Joyce Heriot	G

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

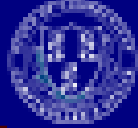
Revenue Services	Dave Lepri	G
Revenue Services	Marc Papandrea	G
Revenue Services	Paul Roulier	G
Revenue Services	Joe Thomas	R
Social Services	Peter Bucknall, Chair	R
Social Services	Mary Cattanach	G
Social Services	Lourdes Hunt	G
Social Services	Bill Revill	G
Social Services	John Souchuns	G
Special Revenue	Sandra Cady	G
Special Revenue	Karen Mehigen	G
State Library	Richard Kingston	G
State University System	Ellen Mantel	G
State University System	Lourdes Ardel	G
State University System	Chuck Spiridon	G
State University System	Fred Cratty	G
Teachers' Retirement Board	Leanne Appleton	G
Teachers' Retirement Board	Louis Laccavole	G
Transportation	Ben Alejandro	G
Transportation	Anice Bastien	G
Transportation	Wayne Blair	G
Transportation	Nancy Bryant	G
Transportation	Ravi Chandran	G
Transportation	Cordula	G
Transportation	Dave Crowther	G
Transportation	Laura Leavitt	G
Transportation	MaryAnn Levesque	G
Transportation	David Maher	G
Transportation	Marie Rodrigues	G
Transportation	James Sime	G
Transportation	Carmine Trotta	G
Transportation	John Wallace	G
Veterans' Affairs	Chris Beloff	A
Veterans' Affairs	Michael Clark	G
Veterans' Affairs	Felice Guberman	G
Veterans' Affairs	Marjorie Mancini	G
Veterans' Affairs	Noreen Sinclair	G



Office of the State Comptroller

Retirement Services Division





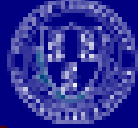
General Outline

- 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

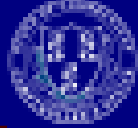
Tier I - Contributions Required

Plan B

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

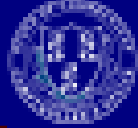
Plan C

- 5% contributions from all salary



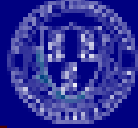
Retirement Benefit Information

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Tier I Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Normal	<p>Age 55 with 25 Years Service Credit</p> <p>Age 65 with 10 Years Service Credit</p> <p>Age 70 with 5 Years Service Credit</p>



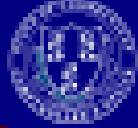
Tier I Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Early	Age 55 with 10 Years Actual State Service Age 60 with 10 Years Service Credit



Tier I Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Hazardous Duty	Any Age with 20 Years Hazardous Duty Service



Tier I Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Vested Rights	<p>Age 55 with 10 Years Actual State Service (with the last five years continuous)</p> <p>Age 60 with 10 Years Credited Service (with the last five years continuous)</p>



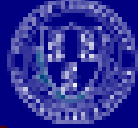
Service Credit - Tier I

- 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



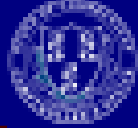
Service Credit - Tier I (continued)

- Excludes
 - Unpurchased Leaves Of Absence Without Pay
 - Any Periods For Which An Employee Exclusively Received A Specific Indemnity Award



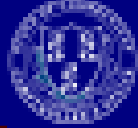
Tier II Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Normal	Age 60 with 25 Years Vesting Service Age 62 with 10 Years Vesting Service Age 62 with 5 Years Actual State Service – Effective 7/1/97 Age 70 with 5 Years Vesting Service



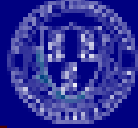
Tier II Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Hazardous Duty	Any Age with 20 Years Hazardous Duty Service



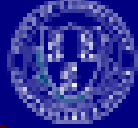
Tier II Eligibility Requirements

Retirement Type	Age And Service Requirements For Commencement Of Pension Benefits
Vested Rights	Age 55 with 10 Years Vesting Service Age 65 with 5 Years Actual State Service – Effective 7/1/97



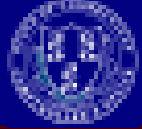
Retirement Benefit Information

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



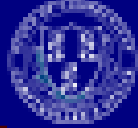
Service Credit - Tier I

- 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



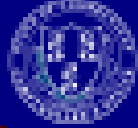
Service Credit - Tier I (continued)

- 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

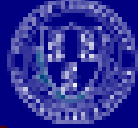


Service Credit

- 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

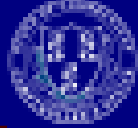
- Additional Service



Service Credit

Additional Service:

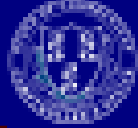
- Qualifying Military Leave of Absence Without Pay
- Qualifying Personal Medical or Family Leave Without Pay
- Full-time Service to Other States where Reciprocity Exists
- Prior Eligible Military Service
- Prior Eligible CT Municipal Service in CMERS
- Voluntary Leave and Schedule Reduction pre-6/9/94



Part-Time Service

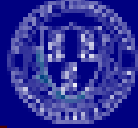
If you have had part-time service, you should know that:

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



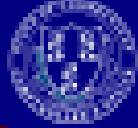
Average Salary

- 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



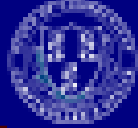
Survivor Benefits

- 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



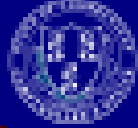
Survivor Benefits

- **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



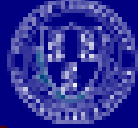
Survivor Benefits

- 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
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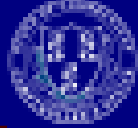
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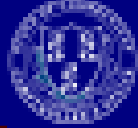
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Pre-Retirement Death Benefit

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:

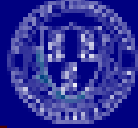
1. You were eligible for early, normal, or hazardous duty retirement

- 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.



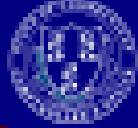
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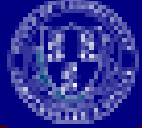
90-Day Protection

- 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

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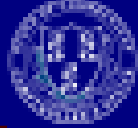
Health Insurance

- Plan Options
- Medicare Eligibility



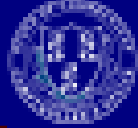
Plan Options

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



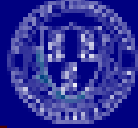
Medicare Eligible Retirees

- 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)



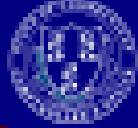
Group Life Insurance

- 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



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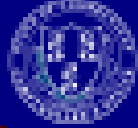
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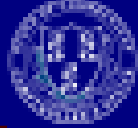
When you Decide to Retire

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- Required Forms
- Vacation/sick/longevity payments
- How retirement benefits are paid
- Audit process
- Re-employment following retirement



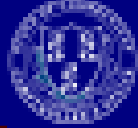
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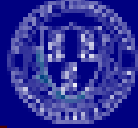
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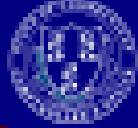
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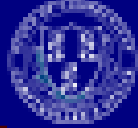
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Sources of Information

DEFERRED COMPENSATION/ TAX SHELTERED ANNUITIES:

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



Sources of Information

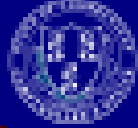
TIER BOOKLETS:

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