




Village of Rye Brook October 2019 Benefits Refresher (Non-Union)

What you know... what you forgot... what you should remember....

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- I was injured while working in my position. What is the maximum number of workers compensation days that I am entitled to before using any vacation, personal or sick days?
 - A. 25 days**
 - B. 35 days**
 - C. 45 days**
 - D. 55 Days**

Response: 45 days



■ How much Life Insurance Coverage do I have as an active employee through the Village?



A. \$20,000

B. \$30,000

C. \$40,000


D. \$50,000

Response: \$40,000

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- How much will my beneficiaries receive from my Ordinary Death Benefit available as an active employee through the NYS Retirement System (Tiers 3, 4, 5 & 6)?
 - A. Up to 2 years salary**
 - B. Up to 3 years salary**
 - C. \$50,000 (one-time)**
 - D. \$100,000 (one-time)**

Response: B. Up to 3 years salary*

** If you are in service at age 61, the benefit is reduced 4 percent per year, but cannot be reduced below 60 percent of the original benefit payable. Certain other salary limitations may also apply.*


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- Does the Tiers 3, 4, 5 & 6 NYS Ordinary Death Benefit Continue after I retire?
 - A. Yes**
 - B. No**

Response: Yes, as long as you retire directly from public service OR you are vested & your date of retirement is within 1 year of leaving public service in NYS.

It is reduced to 50% in the 1st year after retirement, and

It is reduced to 25% in the 2nd year after retirement, and

It is reduced to 10% of the benefit that would have been payable at age 60 in years 3+ after retirement.




► I am a Tier 3 or 4 NYS Retirement Member. How many years do I need to work to receive a retirement benefit?

- A. 5 years**
- B. 10 years**
- C. 15 years**
- D. 20 years**

Response: You are vested with 5 years of FT service credit and can receive a benefit as early as 55.

For a full benefit, normal retirement is age 62. If you have 30 years of service, you can retire as early as age 55 without a benefit reduction. If you have less than 30 years service credit, you can retire as early as age 55 but your benefits will be reduced.

For Tiers 5 & 6, employees are vested after 10 years. For Tier 5, a full service retirement is age 62 and for Tier 6 it increases to 63. If an employee retires after age 55 but before full retirement age they receive a reduced benefit regardless of the years of service.

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- Tiers 3, 4 & 5: Normal full retirement is at age 62.
 - For Tiers 3 & 4, if you have 30 years of service, you can leave without a reduction in benefits as early as age 55. If you do not have 30 years service, there is a 27% permanent reduction at age 55*.
 - For Tier 5, there is a 38.33% permanent reduction at age 55*
(30 years does not apply).

 - For Tier 6: Normal full retirement is at age 63.
 - There is a 52% permanent reduction at age 55*
(30 years does not apply).

** Please refer to plan booklet for entire benefit reduction chart.*




Which program allows personal loans?

- A. NYS Retirement System**
- B. NYS Deferred Compensation Program (if enrolled)**
- C. Both A & B**

Response: Both are options.

NYS Retirement Loan: Min. \$1,000 and up to 75% of contribution balance. 1 year min. service; loan, interest (paid to NYS) & premium must be paid back within 5 years; may borrow once every 12 months. Loan may be federally taxable.

NYS Deferred Compensation Loan: Min. \$1,000 and up to 50% of vested account balance. Loan principal and interest (paid back to your Plan account) must be paid back within 5 years (15 years to purchase a primary residence) paid monthly. Can only have 1 loan at a time. Loans are paid with after-tax dollars. May affect ability to take out a NYS Retirement System loan.

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- ▶ How is my Tier 3, 4 & 5 NYS Retirement *Final Average Salary (FAS)* determined?
 - A.** Based upon wages in the final year of employment.
 - B.** Based upon wages in final 36 consecutive months of employment.
 - C.** Based upon wages in highest year of employment.
 - D.** Based upon wages in highest 36 consecutive months of employment.

Response: D.

Wages include regular salary, overtime, longevity, and up to 30 days of accumulated vacation (if FAS is based upon the 36 mo immediately preceding retirement).

Also, up to 165 unused sick days can be applied towards additional service credit if you retire directly from public service and apply within 1 year of separating. This is not added to wages for FAS, and cannot be used for vesting or as time to meet actual service time requirements for benefit calculations.

Note: For Tier 6 FAS is based upon the wages in the highest 60 consecutive months. Plus, FAS does not include lump sum payments for accumulated vacation, and wages in excess of the NYS Governor's salary (currently \$179,000).



► What is paid by Rye Brook in Retirement?

- A. Unused sick days, vacation days, personal days, health & dental insurance.**
- B. Unused vacation days, health & dental insurance, prorated longevity.**
- C. Unused sick days, vacation days, health & dental insurance, prorated longevity.**
- D. Unused vacation days, health insurance, prorated longevity.**
- E. Unused vacation days, personal days, health & dental insurance.**

Response: B*

*Health insurance is covered for retirees with a min. 10 years employment when you enter into retirement directly from Rye Brook. Premium contributions for retiree health insurance apply if you were hired on/after 01/01/2006.

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- ▶ Is there a dress code policy? **Yes / No**

Response: Yes

- ▶ Can I wear Jeans to work? **Yes / No**

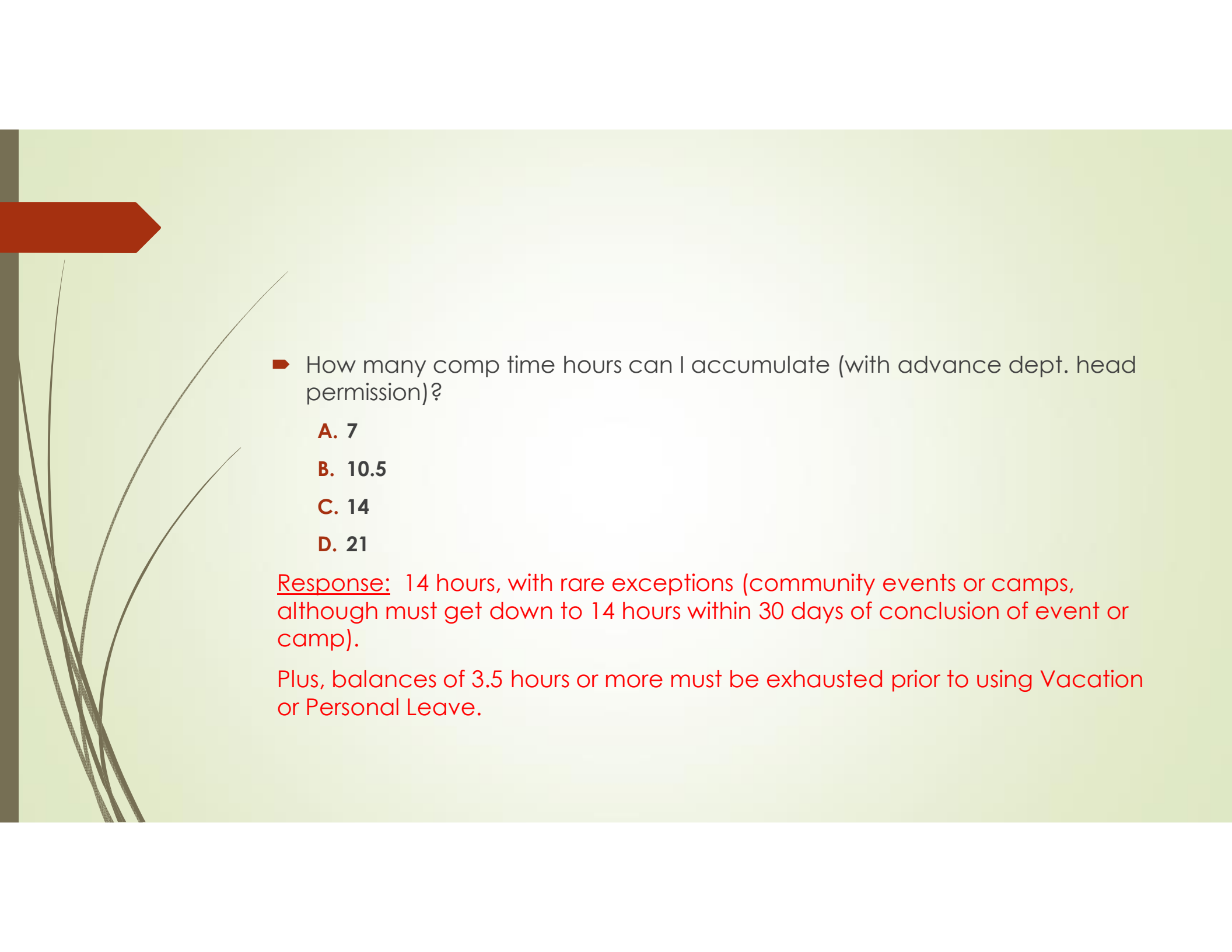
Response: Yes, but not every day. It should be the exception, not the norm.

- ▶ Do men have to wear collared shirts? **Yes / No**

Response: Yes.

- ▶ Are t-shirts, sweatshirts or sneakers allowed? **Yes / No**

Response: No, unless most of the day is spent outside the office (or if you are working during an emergency event).



► How many comp time hours can I accumulate (with advance dept. head permission)?

A. 7


B. 10.5

C. 14

D. 21

Response: 14 hours, with rare exceptions (community events or camps, although must get down to 14 hours within 30 days of conclusion of event or camp).

Plus, balances of 3.5 hours or more must be exhausted prior to using Vacation or Personal Leave.

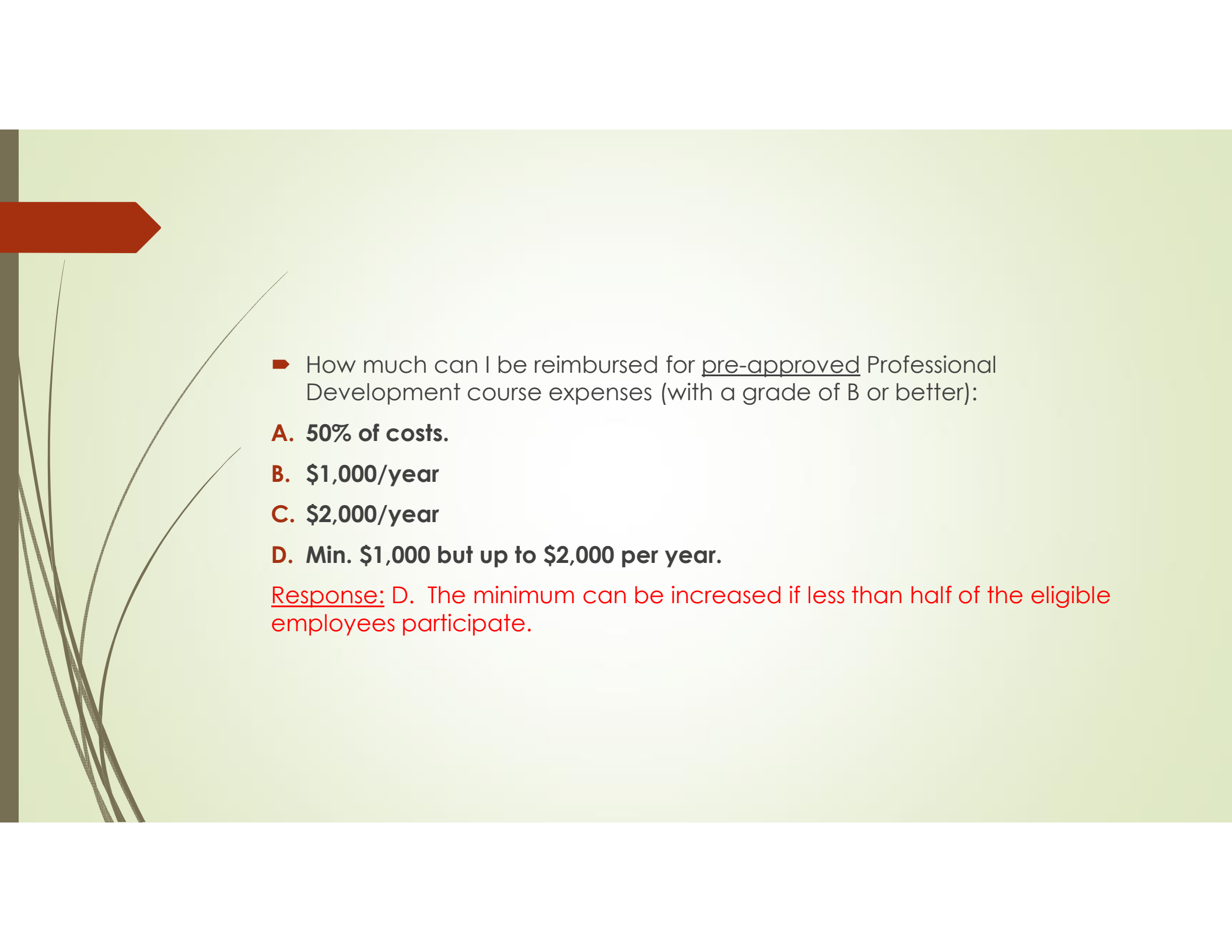
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- I don't wear contacts or glasses. How often can I get an eye exam and how much can I be reimbursed for the eye exam?
 - A. Exam is not covered if I do not wear glasses or contacts.**
 - B. Up to \$75 every two years.**
 - C. Up to \$75 every year.**
 - D. Up to \$300 every two years.**

Response: C.

Plus, an additional \$300 is provided for frames or lenses every 2 years.

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- ▶ 3 Calendar Days for Bereavement Leave covers leave for which family members?
 - A. Spouse, child, parent.**
 - B. Spouse, child, parent, sibling, grandparent.**
 - C. Spouse, child, parent, sibling, grandparent, aunts, uncles.**
 - D. Spouse, child, parent, sibling, grandparent, parent/sister/brother in-laws.**
 - E. Spouse, child, parent, sibling, grandparent, aunts, uncles, parent/sister/brother in-laws.**

Response: D.



■ How much can I be reimbursed for pre-approved Professional Development course expenses (with a grade of B or better):

A. 50% of costs.

B. \$1,000/year

C. \$2,000/year

D. Min. \$1,000 but up to \$2,000 per year.

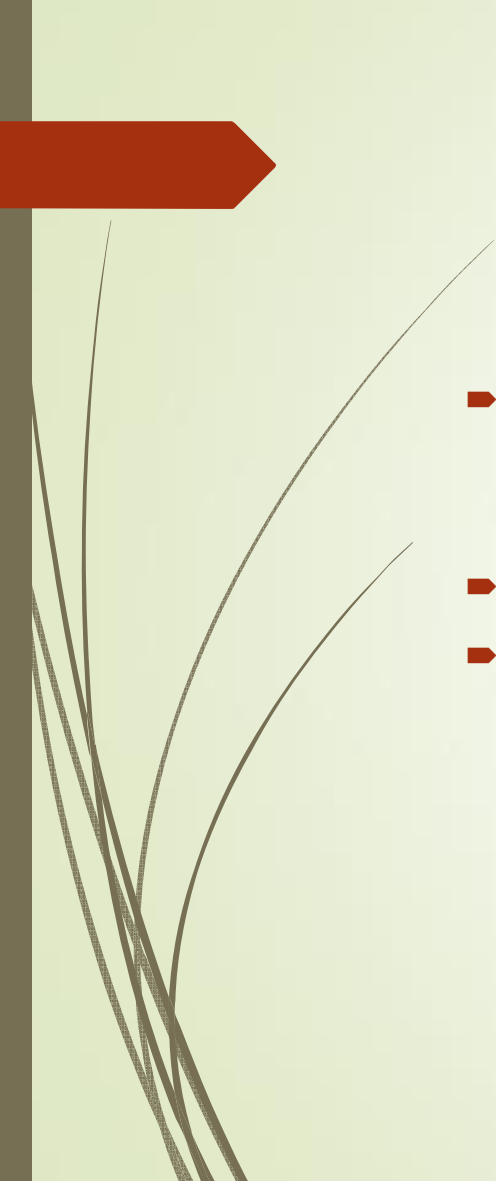
Response: D. The minimum can be increased if less than half of the eligible employees participate.



► What is covered under Professional Development reimbursement?

- A. Tuition & books.**
- B. College-level classes.**
- C. Other courses relating to my employment.**
- D. Health club membership or exercise classes.**
- E. A & B**
- F. A, B & C**
- G. All of the above.**

Response: G. Health club expenses are reimbursed up to \$500/year provided documentation is provided showing attendance at least 3 times per month in a 12 month period.

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- Are there any other opportunities for reducing costs for advanced degrees?
 - Response: Yes!
 - Pace University and Westchester County offer a Michaelian Graduate Opportunity Program for a 25% tuition reduction for graduate degrees in public administration, business administration, computer science/info services, or public safety and homeland security.



► Up to how many hours can I take off annually for breast or prostate cancer screening?

A. 2 hours.

B. 3 hours.

C. 3.5 hours

D. 4 hours

Response: D.

► Up to how many hours can I take off to vote?


A. 2 hours.

B. 3 hours.

C. 3.5 hours

D. None

Response: B. The employer can indicate whether it should be the beginning or end of the work day.

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- I took 4 sick leave days last year. Did I receive a sick leave incentive payment?
Y /N


Response: Yes, 8 hours pay.

<u># of Sick Days:</u>	<u>Bonus Hours Paid:</u>
0	24
1 or less	20
2 or less	16
3 or less	12
4 or less	8
Over 4	0

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- I took 2 sick days to care for a sick member of my immediate family. Is this considered Family and Medical Leave (FMLA)? Y / N

Response: No, it is a Village non-union benefit which also does not count against the sick leave incentive program.



Family and medical leave (FMLA) is to care for a sick family member, your own illness, or for the birth or adoption of a child. You have to fill out the forms in the Treasury Office, and may utilize any accumulated sick, personal or vacation days. It is for your benefit, as most positions are then protected for up to a 12 week period.

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- ▶ What types of expenses are typically covered from a 'Flexible Spending Plan'?
 - A. Dependent care expenses.**
 - B. Medical visit expenses.**
 - C. Prescription expenses.**
 - D. All of the above.**

Response: D. Employees can sign up annually, or after a qualifying life event, for a Dependent Care program and/or a Medical Expense program. The program offers significant employee savings, but be conservative because if you do not use the total expense amount selected you lose any balance at the end of the year.

For the Medical Care program, payments are made through payroll deductions and employees can use a special 'debit card' to make payments. There is also a grace period that allows expenses that occur up to 2.5 months after the end of the calendar year.

For the Dependent Care program, payments are made through payroll deductions, but employees cannot expend more than has been accumulated in the account at any point throughout the year.

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- What are the benefits of joining the Port Chester Teachers Federal Credit Union?
 - Share accounts
 - Holiday & vacation clubs
 - Loans – personal, new/used cars, education, mortgages
 - Checking
 - IRA's – Traditional & Roth
 - American Express Travelers Checks/Cards
 - Internet/mobile/home banking, bill pay & remote deposit
 - More- call for info!

▶ How much does the following insurances cost annually?:

▶ Health Insurance - Family Plan: **\$22,953 \$25,983 \$28,953**

Response: \$28,953

▶ Health Insurance – Individual Plan: **\$10,514 \$12,514 \$14,514**

Response: \$12,514

▶ Dental Insurance - Family Plan: **\$ 1,347 \$ 2,347 \$ 3,347**


Response: \$2,347

▶ Dental Insurance – Individual Plan **\$ 818 \$ 918 \$ 1,118**


Response: \$1,118

▶ How much is the health insurance buyout if I have other insurance?

Response: \$2,000 (Family); \$900 (Individual)

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- The current longevity payment is \$300, \$550 and \$800. How many years of service time in Rye Brook is needed to get these payments:
 - A) 5, 10, & 15
 - B) 8, 12, & 16
 - C) 10, 15, 20

Response: B.

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- ▶ Where do I go for more information?
 - ▶ Treasurer's Office
 - ▶ Summary of Non-Union Benefits (eNet)
 - ▶ NYS Retirement Plan, Insurance or other Plan booklets/web sites (eNet).

Questions?

Thank you for coming!