Employee Benefits Overview

State Funded Benefit Plans
- Medical
- Dental
- Life Insurance
- Retirement Plans

Employee Paid Supplemental Benefits
- Life Insurance
- Disability Insurance
- Long Term Care Insurance
- Flexible Spending Accounts
- Auto and Home Insurance
- Retirement Savings
Who is Eligible
- Legally married spouse or civil union partner
- Children to age 26 for medical (end of year) and age 19 for dental (end of month), unless disabled.
  › Biological | Adopted Step | Support Ordered
  › Guardianship (must live with you)

Important:
- You may only enroll dependents who are eligible under the rules of the plan.
- As your family situation changes, be sure that the people you have covered are still eligible.
- It can be a costly oversight if you continue to cover an ineligible person.
Medical & Dental Benefits Information

Effective Date
- First of month following hire date

Changing Your Elections
- Annual open enrollment: Effective July 1 each year, including Dental for Postdoctoral Research Associates
- Effective September 1 for Postdoctoral Research Associates for Medical CTPP coverage

Qualifying Status Change/Life Event:
- Notify HR within 31 days
- Changes effective first of the month following life event date
- Proof documentation required

Life Event Examples
- Marriage
- Divorce/Legal Separation
- Birth/Adoption
- Loss of Coverage through another source
Medical Plan Options from State BlueCare

Employees except Postdoctoral Research Associates
- Prime Plus POS
- Point of Enrollment (POE) Plus
- Point of Enrollment (POE)
- Point of Service (POS)
- Out of Area (available to non-CT residents only)

Postdoctoral Research Associates
- Connecticut Partnership Plan (CPP)
# Employee Options: Medical Plan Portfolio

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>Prime Plus POS</th>
<th>POE Plus</th>
<th>POE</th>
<th>POS</th>
<th>Out of Area (non-CT residents only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Out-of-Network Coverage</td>
<td>x</td>
<td></td>
<td>x</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Primary Care Physician Required</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialist Referral</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telehealth</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Away from Home Care</td>
<td>x</td>
<td></td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>National Access</td>
<td>x</td>
<td></td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
</tbody>
</table>
## Key Benefit Features

<table>
<thead>
<tr>
<th>Benefit Features</th>
<th>Prime Plus POS</th>
<th>POE Plus and POE</th>
<th>POS and Out of Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In-Network with PCP Referral</td>
<td>In-Network w/o PCP Referral</td>
<td>In-Network Only</td>
</tr>
<tr>
<td>Annual Deductible</td>
<td>$0 for HEP compliant members</td>
<td>$0 for HEP compliant members</td>
<td>$0 for HEP compliant members</td>
</tr>
<tr>
<td></td>
<td>$350 for HEP non-compliant members</td>
<td>$350 for HEP non-compliant members</td>
<td>$350 for HEP non-compliant members</td>
</tr>
<tr>
<td></td>
<td>$1,000</td>
<td>$350 per member for HEP non-compliant members to a maximum of $1,400</td>
<td>$350 per member for HEP non-compliant members to a maximum of $1,400</td>
</tr>
<tr>
<td></td>
<td>$4,000</td>
<td>$0 for HEP compliant members</td>
<td>$900</td>
</tr>
</tbody>
</table>

- HEP: Health Emergencies Program
## Key Benefit Features

<table>
<thead>
<tr>
<th>Benefit Features</th>
<th>Prime Plus POS</th>
<th>POE Plus and POE</th>
<th>POS and Out of Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In-Network with PCP Referral</td>
<td>In-Network w/o PCP Referral</td>
<td>In-Network Only</td>
</tr>
<tr>
<td>Outpatient Physician Visits, Walk-in Centers</td>
<td>Plan pays 100%</td>
<td>You pay 30%</td>
<td>You pay 30%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preventive Care</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>You pay 30%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency Care</td>
<td>$250 copay</td>
<td>$250 copay</td>
<td>$250 copay</td>
</tr>
<tr>
<td>Diagnostic X-Ray and Lab</td>
<td>Preferred Provider: Plan pays 100%</td>
<td>Preferred Provider: Plan pays 100%</td>
<td>You pay 40%</td>
</tr>
<tr>
<td></td>
<td>Other location: You pay 20%</td>
<td>Other location: You pay 20%</td>
<td></td>
</tr>
<tr>
<td>Inpatient Hospital and Physician</td>
<td>Plan pays 100%</td>
<td>You pay 30%</td>
<td>You pay 30%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# 2020-21 Bi-Weekly Medical Paycheck Deductions

## Union New Hires (Hired After July 1, 2017)

<table>
<thead>
<tr>
<th>Medical Plans</th>
<th>Employee</th>
<th>Employee 1</th>
<th>Family</th>
<th>Family Less Employed Spouse*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prime Plus POS</td>
<td>$38.12</td>
<td>$96.45</td>
<td>$128.66</td>
<td>$64.81</td>
</tr>
<tr>
<td>POE Plus</td>
<td>$43.58</td>
<td>$117.59</td>
<td>$149.53</td>
<td>$81.77</td>
</tr>
<tr>
<td>POE</td>
<td>$47.55</td>
<td>$133.12</td>
<td>$174.34</td>
<td>$91.81</td>
</tr>
<tr>
<td>POS</td>
<td>$55.74</td>
<td>$149.87</td>
<td>$177.88</td>
<td>$98.65</td>
</tr>
</tbody>
</table>

## Non-Union

<table>
<thead>
<tr>
<th>Medical Plans</th>
<th>Employee</th>
<th>Employee 1</th>
<th>Family</th>
<th>Family Less Employed Spouse*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prime Plus POS</td>
<td>$68.12</td>
<td>$150.96</td>
<td>$185.28</td>
<td>$116.65</td>
</tr>
<tr>
<td>POE Plus</td>
<td>$73.29</td>
<td>$161.25</td>
<td>$197.89</td>
<td>$124.60</td>
</tr>
<tr>
<td>POE</td>
<td>$74.86</td>
<td>$164.70</td>
<td>$202.13</td>
<td>$127.27</td>
</tr>
<tr>
<td>POS</td>
<td>$74.11</td>
<td>$163.05</td>
<td>$200.11</td>
<td>$125.99</td>
</tr>
<tr>
<td>Out of Area</td>
<td>$99.15</td>
<td>$218.13</td>
<td>$267.71</td>
<td>$168.56</td>
</tr>
</tbody>
</table>

* FLES: Available when employee and spouse work for the state and have at least 1 child. One person enrolls in Employee Only coverage and the other enrolls self and child(ren) in FLES. Must be enrolled in same medical plan.

**Important Note:** If you do not enroll in HEP, you pay an additional $46.15 per paycheck for coverage.
Health Enhancement Program (HEP)

Participating Saves you Money
› No added premium cost
› No plan deductible for in-network care
› No out of pocket costs for:
   - Physicals
   - Eye exams once every two years
   - Dental cleanings - up to two per year

Additional incentive for members with:
› Diabetes (Type 1 or 2)
› Asthma or COPD
› Heart disease/heart failure
› Hypertension (high blood pressure)
› Hyperlipidemia (high cholesterol)
   - Waived co-payment for office visits
   - Lower prescription co-pays
   - $100 annual compliance payment

Not Participating Costs You Money
› Additional premium cost of $46.15 per paycheck
› In-network deductible of $350 individual to a $1,400 family maximum

Non-Compliance
› Given notice and opportunity to rectify
› Can re-enroll the start of the next month

New Hires have until December 31st of the year following hire date to be in compliance.

View HEP information online at www.cthep.com
# 2021 HEP Preventive Care Requirements

<table>
<thead>
<tr>
<th>PREVENTIVE SCREENINGS</th>
<th>Age</th>
<th>6-17</th>
<th>18-24</th>
<th>25-29</th>
<th>30-39</th>
<th>40-49</th>
<th>50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Visit</td>
<td>1 per year</td>
<td>1 every other year</td>
<td>Every 3 years</td>
<td>Every 3 years</td>
<td>Every 3 years</td>
<td>Every 2 years</td>
<td>Every year</td>
</tr>
<tr>
<td>Vision Exam</td>
<td>N/A</td>
<td>N/A</td>
<td>Every 7 years</td>
<td>Every 7 years</td>
<td>Every 7 years</td>
<td>Every 4 years</td>
<td>50-64: Every 3 years 65+: Every 2 years</td>
</tr>
<tr>
<td>Dental Cleanings*</td>
<td>N/A</td>
<td>At least 1 per year</td>
<td>At least 1 per year</td>
<td>At least 1 per year</td>
<td>At least 1 per year</td>
<td>At least 1 per year</td>
<td></td>
</tr>
<tr>
<td>Cholesterol Screening</td>
<td>N/A</td>
<td>N/A</td>
<td>Every 5 years (20+)</td>
<td>Every 5 years</td>
<td>Every 5 years</td>
<td>Every 5 years</td>
<td>Every 5 years</td>
</tr>
<tr>
<td>Breast Cancer Screening (Mammogram)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>1 screening between age 45-49**</td>
<td>As recommended by physician</td>
</tr>
<tr>
<td>Cervical Cancer Screening</td>
<td>N/A</td>
<td>N/A</td>
<td>Pap smear every 3 years (21+)</td>
<td>Pap smear every 3 years</td>
<td>Pap smear only every 3 years or Pap and HPV combo screening every 5 years</td>
<td>Pap smear only every 3 years or Pap and HPV combo screening every 5 years</td>
<td>Pap smear only every 3 years or Pap and HPV combo screening every 5 years to age 65</td>
</tr>
<tr>
<td>Colorectal Cancer Screening</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>Colonoscopy every 10 years, Annual FIT/FOBT to age 75 or Cologuard screening every 3 years</td>
</tr>
</tbody>
</table>

* Dental cleanings are required for family members who are participating in one of the state dental plans (or as recommended by your physician.)
State of Connecticut Preferred Lists

If you see an In-Network Specialist designated as PREFERRED PROVIDER: $15 copayment is waived.

Current Specialties Include:

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Specialty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allergy &amp; Immunology</td>
<td>Rheumatology</td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>Ophthalmology</td>
</tr>
<tr>
<td>OB/GYN</td>
<td>Gastroenterology</td>
</tr>
<tr>
<td>Ear, Nose &amp; Throat</td>
<td>Urology</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Endocrinology</td>
</tr>
</tbody>
</table>

If you receive care at a PREFERRED LAB or IMAGING CENTER: $0 cost to you.

Examples Include:

<table>
<thead>
<tr>
<th>Test Type</th>
<th>Test Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>X-rays</td>
<td>Bloodwork</td>
</tr>
<tr>
<td>MRIs</td>
<td>Urine Tests</td>
</tr>
<tr>
<td>Stool Tests</td>
<td>CT Scans</td>
</tr>
</tbody>
</table>
Networks of Distinction

Centers of Excellence
- Highest quality care standards
- Identified with a gold trophy

Networks of Distinction
- High quality, cost effective doctors and care locations
- Identified with a silver star

Earn Cash Incentives for Qualified procedures
- Cash reward of up to $1,000 (varies by procedure and location)
- Greater incentive when using Center of Excellence
- Travel benefit

Examples of qualified procedures:
- Hip, shoulder and knee surgery
- Bariatric surgery
- Cardiac procedures
- Colonoscopies
- Prenatal care and delivery
Pharmacy Benefits through Caremark

Maintenance and Non-Maintenance Drugs

Same Cost for 30 or 90 Day Supply

TIER 1: Preferred Generic
$5

TIER 2: Non-Preferred Generic
$10

TIER 3: Preferred Brand Name
$25

TIER 4: Non-Preferred Brand Name
$40

If your physician certifies the brand name drug is medically necessary.

More Savings

For chronic conditions covered by HEP’s disease education and counseling program:
- $0 copay for Tier 1 (generic)
- $5 copay for Tier 2 (preferred)
- $12.50 copay for Tier 3 (non-preferred)

Mandatory 90-Day Supply for Maintenance Medications

› Caremark mail order pharmacy, or
› Maintenance drug network pharmacy

hr.uconn.edu | hr@uconn.edu | Phone: 860-486-3034
Where to Find Benefits Information

Centralized online hub dedicated to state health plan

www.carecompass.ct.gov
Concierge Services

**HEALTH NAVIGATOR**

*Your first & central point of contact for the state health plan*

- Questions about medical, pharmacy or dental benefits?
- Find incentive-eligible procedures
- Get help finding a doctor

**Phone:**
Call (866) 617-8005

**Instant Chat:**
Look for Health Navigator at CareCompass.CT.gov
Information from Anthem

WEB & MOBILE PLAN RESOURCES

www.anthem.com/statect includes details and plan resources associated with your medical benefits through Anthem. You’ll find:

- Find doctors in-network for your plan
- Registration and login links to secure plan information
- Health and wellness programs that are part of your coverage
- Audio/Video tutorials on our new and enhanced digital resources
- Links to FREE community and caregiver support resources
- Many more tools and resources...

Don't Forget! Your online plan experience will be more personalized and easier when you access and search for information as a registered anthem.com/statect user.

FIND DOCTORS & PROVIDERS

Our enhanced Find Care tool makes it easier to find high-quality doctors and other health professionals in your plan.

- Specialties and quality ratings
- NEW! Network of Distinction doctors
- Site of Service and Preferred Value Tier 1 Providers
- Side-by-side comparisons of different doctors
- Whether a doctor is accepting new patients
- More intuitive application and more powerful search capabilities

NEED HELP? Go to anthem.com/ statect for detailed ‘Find Care’ search tutorials.

NEW! SYDNEY HEALTH MOBILE APP

Sydney Health is Anthem’s Mobile App. Anthem resources in the palm of your hand!

Register and log-in to:
- Check benefits information and claims details
- Search for doctors, hospitals and other health care professionals in your plan
- View, email and fax your digital ID card
- Seamless access to other resources through our Sydney Care Health Tool

PLUS -- Sydney Health can suggest resources to help you understand your benefits, improve your health and save money!

More Online Tools:
- Symptom Checker
- Virtual Health Visits
- Aunt Bertha - Help with food, transportation, job training and more.
- iCancare - FREE app connects you to a personalized caregiver support team that helps you in providing care for your loved one.
Postdoctoral Research Associates Medical Plan

### POS Medical Benefit Summary

<table>
<thead>
<tr>
<th>IN NETWORK</th>
<th>CT Partnership Plan</th>
<th>OUT OF NETWORK</th>
<th>CT Partnership Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Annual Deductible</td>
<td>$100 individual / $100 family</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coinsurance</td>
<td>20% of allowable UCR charges</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Max Out-of-Pocket</td>
<td>$2,300 individual / $4,900 family</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lifetime Maximum</td>
<td>Unlimited</td>
</tr>
</tbody>
</table>

#### Prescription Coverage

- **Generic**
  - Maintenance Drugs: $5
  - Non-Maintenance Drugs: $5

- **Preferred/ Listed Brand Name**
  - Maintenance Drugs: $10
  - Non-Maintenance Drugs: $20

- **Non-Preferred/ Non-Listed Brand Name**
  - Maintenance Drugs: $25
  - Non-Maintenance Drugs: $35

- **Annual Maximum**
  - Unlimited

- **Max out of pocket**
  - $4,600 individual / $9,200 family

*For maintenance drugs, you are required to get 90-day fills at the Maintenance Drug Network.

**Preventive Services**

- Primary Care (Adult and Child Wellness Exam): $0 Co-pay
- Gynecologist Wellness: $0 Co-pay
- Hemogram: $0 Co-pay
- Lifetime Maximum: Unlimited
Postdoctoral Research Associates Medical Plan

<table>
<thead>
<tr>
<th>20-21 Biweekly Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
</tr>
<tr>
<td>$25.48</td>
</tr>
<tr>
<td>Employee + 1</td>
</tr>
<tr>
<td>$51.73</td>
</tr>
<tr>
<td>Family</td>
</tr>
<tr>
<td>$75.68</td>
</tr>
</tbody>
</table>

Rates are subject to change each year on September 1st and are communicated during the annual open enrollment.
## Dental Plan Options

<table>
<thead>
<tr>
<th>BASIC PLAN</th>
<th>ENHANCED PLAN</th>
<th>DENTAL HMO</th>
</tr>
</thead>
</table>
| › Any dentist  
› No deductible  
› Coinsurance based on services  
› No annual maximum  
› No coverage for orthodontia | › Network of dentists  
› Can use non-network dentists, subject to higher out-of-pocket costs  
› $25/$75 annual deductible  
› Coinsurance based on services  
› Annual maximum $3000/person  
› Lifetime orthodontic coverage $1,500 per person | › Primary care dentist required  
› Referrals to specialists  
› In-network services only  
› No deductible  
› No annual maximum  
› Schedule of copayments for services  
› Orthodontia is a covered service |

Contact Cigna at 1-800-244-6224 or visit cigna.com/stateofct for specific plan details and costs.
Dental Plan Bi-Weekly Payroll Deductions

<table>
<thead>
<tr>
<th>Dental Plan</th>
<th>Employee</th>
<th>Employee + 1</th>
<th>Family</th>
<th>FLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic</td>
<td>$0</td>
<td>$11.11</td>
<td>$11.11</td>
<td>$5.70</td>
</tr>
<tr>
<td>Enhanced</td>
<td>$0</td>
<td>$9.58</td>
<td>$9.58</td>
<td>$4.91</td>
</tr>
<tr>
<td>Dental HMO</td>
<td>$0</td>
<td>$3.86</td>
<td>$5.47</td>
<td>$2.25</td>
</tr>
</tbody>
</table>

FLES: Available when employee and spouse work for the state and have at least 1 child. One person enrolls in Employee Only coverage and the other enrolls self and child(ren) in FLES. Must be enrolled in same dental plan.
Basic Life Insurance
- Coverage amount based on salary
- Reduced amount of insurance continued at no cost in retirement

Supplemental Life Insurance
- Available to AAUP, UCPEA and Unclassified Employees
- Must be enrolled in basic life insurance
- Coverage amounts from $5,000 to $50,000

- No evidence of good health required if you enroll within 31 days of hire.
- Effective date is six months following hire date.
Employee-Paid Supplemental Benefits

LIFE | DISABILITY | LONG TERM CARE

Life Insurance
- Term Life Insurance through Dearborn National¹
- Aetna Universal Life Insurance¹

Short Term Disability Insurance
- The Hartford¹
- Colonial Life Insurance Company¹
- Lincoln National

Long Term Disability Insurance through Aetna¹
Long Term Care Insurance through TransAmerica¹

¹ Deadlines for guaranteed issue
More Employee-Paid Supplemental Benefits

AUTO | HOMEOWNERS | FLEX SPENDING ACCOUNTS | TRANSPORTATION ACCOUNT

Auto and Homeowner Insurance
- Metropolitan Casualty & Property Insurance Company & Affiliates
- Liberty Mutual Insurance Company
- Travelers

Flexible Spending Accounts through Progressive Benefits Solutions
- Dependent Care Assistance Program
- MEDFLEX
- Must enroll within 31 days of hire date

Qualified Transportation Account through Progressive Benefits Solutions
## Enrolling in Medical, Dental & Life Insurance

<table>
<thead>
<tr>
<th>HR emails you enrollment instructions</th>
<th>You enroll for benefits online using ebenefts in Core-CT</th>
<th>Carriers mail benefit ID cards to your home</th>
<th>You review deductions for accuracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>› HR verifies your hire transaction in State system (Core-CT), which can take up to 10 days</td>
<td>› Upload proof documents required for dependents you are enrolling</td>
<td>› Anthem for medical/prescription</td>
<td>› Paychecks can be viewed in Core-CT</td>
</tr>
<tr>
<td>› HR sends an email to your UConn account notifying you of the system availability and instructions for enrolling</td>
<td>› A system-generated confirmation statement will be emailed to you after HR processes your enrollment</td>
<td>› CIGNA for dental</td>
<td>› Initial deductions may be higher to make up for missed paycheck deductions</td>
</tr>
<tr>
<td>› A job aid for enrolling in benefits is available at <a href="http://www.ess.uconn.edu">www.ess.uconn.edu</a></td>
<td>› Review the statement and notify HR of any changes within the printed deadline</td>
<td>› Contact Health Navigator if services are needed prior to receipt of cards</td>
<td>› Basic and Supplemental Life Insurance deductions will not appear until 6 months following your hire date</td>
</tr>
<tr>
<td>› FLES elections cannot be made online; contact HR</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Additional Forms to Complete:
- Employee Service Information Form - List any prior State of CT employment
- US Veteran Status Form
- CO-1300B Retiree Health Fund Form

### Payroll Information:
- Paychecks can be viewed in Core-CT
- Initial deductions may be higher to make up for missed paycheck deductions
- Basic and Supplemental Life Insurance deductions will not appear until 6 months following your hire date
Retirement Benefits

Retiree Health Benefits

- Employees contribute 3% of pay for 15 years
- Exemptions available for those who have lifetime retiree health benefits through former employment
- Vested in benefit after 15 years of service
  - Under age 65: same medical and dental benefit options as active employees
  - Age 65+: Medicare replacement plan
  - Highly subsidized by State
- Contributions will be refunded to employees who leave State service prior to 15 years, upon request

Retiree Life Insurance

Paid by the State of CT
- Must be enrolled in Basic Life at time of retirement

50% of Basic Life Insurance amount just prior to retirement
- If 25 or more years of service
- Pro-rated amount if less than 25 years of service

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Retirement Benefits

Retirement Plans

- New hires: SERS Tier IV
- AAUP, UCPEA, and unclassified employees can waive participation in SERS Tier IV by electing one of the following options:
  - Hybrid Tier IV
  - Alternate Retirement Program (ARP)
  - Teachers’ Retirement (available only to prior members of CT Teachers’ Retirement who have yet to retire)
- Postdocs, J1 and F1 visa holders are ineligible for retirement benefits
SERS Tier IV

Defined Benefit Plan

- Contributory Plan
  - Employees pay 5% pre-tax
  - Hazardous duty employees pay 8% pre-tax
  - Can be increased by up to 2% in years that the state pension fund underperforms

- Funds are professionally managed by State

- Monthly lifetime payments in retirement based on formula (not fund performance):
  - 1.3% x years of service x average earnings (highest 5 years) = annual income starting at normal retirement

- Service purchase opportunities
  - Prior military service
  - Service at CT municipality
  - Full-time service in another state with reciprocity
SERS Tier IV

Defined Benefit Plan

Added Feature: Defined Contribution Benefit
- You contribute 1% that is matched by the State
- Contributions go into an account at Prudential that you manage
- Balance becomes available to you at retirement
SERS Tier IV

When you leave state service

- Less than 3 years of service: Refund of your contributions, forfeit state match
- Less than 10 years of service: Refund of your contributions, including state match
- After 10 years of service, but before retirement: Vested right to retirement benefit starting as early as age 58
- Retirement eligibility:
  - Minimum 10 years of service
  - Normal retirement:
    - Age 63 with 25 or more years of service
    - Age 65 with 10 to 25 years of service
  - Early retirement: Age 58
SERS Tier IV - Hybrid

Defined Benefit Plan

Same as Tier IV with two differences:

1. One-time election to cash out. Payout formula:
   1. Your contributions, plus state match of 5% of earnings, plus annual interest of 4%

2. Your contributions are 3% higher
   - Employees pay 8%
   - Can be increased by up to 2% in years that the state pension fund underperforms
Alternate Retirement Program

Defined Contribution Plan

- Your pre-tax contribution, choice of 5% or 6.5%
- State contribution 6.5%
- Immediate vesting
- Account at Prudential that you manage
- Options at retirement
  - Partial or lump-sum withdrawal
  - Systematic withdrawal
  - Annuity
  - Rollover
- If you leave state service with less than 10 years
  - Option to leave in or roll over to new employer plan
- If you leave state service with 10 or more years
  - Must wait until age 55 to access funds
Retirement Election

Irrevocable election due by hire date

Things to consider:

- Do you anticipate working for the State for 10 or more years?
- SERS Tier IV and Hybrid requires 10 years to vest

- Do you have service that may be eligible for purchase under the SERS options, such as military time?

- Are you likely to change employment to another State agency?
  - If you become employed by a State agency that is not Higher Education, you will have to change to SERS Tier IV, if not already enrolled

- Do you prefer stability or flexibility?
  - Formula-based payout versus accumulation based on investment performance
  - Monthly payments versus full access to funds
Supplemental Retirement Plans

403(b) & 457

- Pre-Tax Contributions
- Post-Tax Contributions (Roth)
- Convenient payroll deductions
- No State match

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