
RETIREMENT: MEMBERS OF THE POLICE AND FIRE PENSION



DETERMINE A RETIREMENT DATE

- Financial considerations
 - Short term: cash for the transition to retirement
 - Long term: Income and expenses

CITY AREAS TO CONTACT

- Your departmental supervisor
 - Two weeks notice is appreciated.
- Human Resources: Total Rewards Division

CONTACT:
POLICE OR FIRE DEPARTMENT

- Sick leave and vacation leave hours will be paid at the time of your last paycheck using your hourly rate of pay

CONTACT: POLICE OR FIRE DEPARTMENT

- Police sick leave payout:
 - 0-5 years 0% sick leave payout
 - 6-10 years 50% sick leave payout no minimum
 - 11-15 years 55% sick leave payout no minimum
 - 16-25 years 65% sick leave payout or 100% up to 825 hours whichever is greater
 - 26+ years 70% sick leave payout or 100% up to 825 hours whichever is greater

CONTACT:
POLICE OR FIRE DEPARTMENT

- Fire and Rescue sick leave payout:
 - 60% when eligible for retirement

CONTACT: POLICE OR FIRE DEPARTMENT

- City payroll transfers your sick leave payout to Nationwide and opens your PEHP “Premium” account.

You can use your PEHP Premium account to reimburse yourself for health care **premiums**. You can obtain the form from City Human Resources Dept. Total Rewards Division or Nationwide. Monthly premium reimbursement can be set up and will continue automatically until your account is empty or you change the reimbursement amount.

CONTACT:
POLICE OR FIRE DEPARTMENT

- Vacation leave and other accumulated payable leaves are paid as a lump-sum on your last paycheck.

CONTACT: POLICE OR FIRE DEPARTMENT

- Paychecks are paid a week after the pay period end date, so your last check may be issued almost 2 weeks after your retirement date.

CONTACT: HUMAN RESOURCES – POLICE AND FIRE PENSION

- Forms
 - Option Election form
 - Direct Deposit Authorization
 - W-4P and W-4N (tax withholding)
 - Pension Beneficiary form

CONTACT: HUMAN RESOURCES – BENEFITS

- The benefits below are administered by City Human Resources Total Rewards division. Following your retirement you will be contacted and vendors will be notified of your separation:
 - Insurance: Health, Dental, Vision and Life
 - PEHP
 - Deferred Compensation

CONTACT: HUMAN RESOURCES – BENEFITS

■ Insurance: Health

- If you would like to continue City of Lincoln Health coverage in retirement, the premiums must be deducted from your checking account.
- Coverage is provided by Aetna and can be maintained until age 65.
- Premiums are approx: Single \$900, 2/4 Party \$2000, Family \$2700

CONTACT: HUMAN RESOURCES – BENEFITS

- Insurance: Dental
 - If you would like to continue City of Lincoln Dental coverage in retirement, the premiums must be deducted from your checking account.
 - Coverage is provided by Ameritas Dental and can be maintained for 18 months.
 - Premiums are approx: Single \$40, 2/4 Party \$80, Family \$120

CONTACT: HUMAN RESOURCES – BENEFITS

■ Insurance: Vision

- If you would like to continue City of Lincoln Vision coverage in retirement, the premiums must be deducted from your checking account.
- Coverage is provided by EyeMed and can be maintained for 18 months.
- Premiums are approx: Single \$10, 2/4 Party \$20, Family \$30

CONTACT: HUMAN RESOURCES – BENEFITS

- Insurance: Life
 - If you would like to continue City of Lincoln Life coverage in retirement, the premiums must be deducted from your checking account.
 - City basic life coverage provided while employed:
 - Police \$60,000
 - Fire \$50,000
 - Management \$70,000

CONTACT: HUMAN RESOURCES – BENEFITS

- Insurance: Life - City Basic
 - Upon retirement City Basic life coverage is convertible, without underwriting.
 - The premium increases with your age.
 - Contact Human Resources Total Rewards division for a premium quote, and other details.

CONTACT: HUMAN RESOURCES – BENEFITS

- Insurance: Life - Voluntary
 - You may have elected Voluntary life coverage for yourself and a dependent.
 - The premium for is age based, deducted from your paycheck.
 - After retirement this coverage is portable. If you chose to retain the coverage you will make payments direct to the insurance company.

CONTACT: HUMAN RESOURCES – BENEFITS

- Insurance: Life
- Coverage changes, after initial post-probation signup, are available anytime upon request but requires underwriting (questionnaire, medical records, exam) for employee and spouse.
 - Employee \$10,000 increments subject to the lesser of \$500,000 or 5 times annual earnings
 - Spouse \$5,000 increments to a maximum of \$100,000 but may never exceed 50% of employee's voluntary coverage

CONTACT: HUMAN RESOURCES – BENEFITS

- PEHP: Post Employment Health Plan
 - Provided by Nationwide
 - Eligible for use after employment to employee, employee's spouse and dependents.
 - Can be used for reimbursement of health, drug, eye, dental, and long-term care premiums.



■ PEHP: Post Employment Health Plan

- Contact Human Resources Total Reward division or Nationwide for a reimbursement form.
- One-time or repeating reimbursements are direct deposit to you bank account. Monthly repeating reimbursement are paid until you instruct a change or your PEHP balance is exhausted.



- PEHP: Post Employment Health Plan

- Upon your death any unused balance is available to your spouse and/or eligible dependents. If no eligible users, or unused balance at exists end of use, balance equally distributed to PEHP accounts of other members in your PEHP program group.

CONTACT: HUMAN RESOURCES – BENEFITS

- Deferred Compensation (457):
 - Separate plans provided by Ameritas, ICMA, and Nationwide.
 - Each have their own set of funds and costs.
 - All have the same taxation and withdrawal rules.

CONTACT: HUMAN RESOURCES – BENEFITS

- Deferred Compensation (457):
 - Pre-tax: Only approved emergency withdrawals allowed while employed. Once retired, withdrawals are taxed as income.
 - Upon attaining calendar year of age 72 you must take RMD (Required Minimum Distribution) per federal government regulations.

CONTACT: HUMAN RESOURCES – BENEFITS

- Deferred Compensation (457):
 - Post-tax (ROTH): Only approved emergency withdrawals allowed while employed. Once retired, CONTRIBUTION withdrawals are not-taxed, earnings withdrawals are taxable unless you are age 59.5+ and in plan for 5+ years.
 - Upon attaining calendar year of age 72 you must take RMD (Required Minimum Distribution) per federal government regulations.



QUESTIONS