

AFSCME/SEIU

Eligibility Criteria for Receiving Full Retirement Benefit

SERS

- Retirement at age 60 or above with at least 3 years of credited service
- Retirement under age 60 with at least 35 years of credited service
- Retirement at any age with an approved disability and at least 5 years of credited service

PSERS

- Retirement at age 62 or above with at least 1 year of credited service
- Retirement at age 60 or above with at least 30 years of credited service
- Retirement at any age with 35 years of credited service
- Retirement at any age with an approved disability and at least 5 years of credited service

ARP (TIAA/Fidelity)

- Retirement at any age

IMPORTANT INFORMATION ON RETIREMENT BENEFITS: In addition to meeting the age and service criteria for the Majority Paid Retired Employees Health Program and the Sick Leave Payout, employees must retire and begin drawing a lifetime annuity from one of the PASSHE retirement plans (SERS, PSERS, or the ARP).

Eligibility Criteria for Majority Paid Retired Employees Health Coverage

Retiring On or After July 1, 2008

- Retirement at age 60 or above with at least 20 years of credited service
- Retirement under age 60 with at least 25 years of credited service
- Retirement at any age with an approved disability and at least 5 years of credited service

- Grandfathering Provision: Retirement at age 60 or above with at least 15 years of service if:
 - Employee had at least 15 years of credited service as of June 30, 2008 or
 - Employee had at least 13 years of credited service and was within one year of superannuation (age 60) as of June 30, 2008

Any employee already employed by the Commonwealth/State System on July 1, 2007 who has previously earned non-Commonwealth service credit will keep that service credit towards REHP coverage. Any such service credit earned after July 1, 2007 (or earned before July 1, 2007 by someone not currently employed by the Commonwealth/State System) will not count. An exception will be made for military service.

Eligibility Criteria for the Sick Leave Payout

- Retirement at age 60 or above with at least five years of credited service
- Retirement under age 60 with at least 25 years of credited service
- At any age with an approved disability retirement

IMPORTANT INFORMATION ON REHP Costs

Employees who retire on or after July 1, 2007, and elect REHP coverage shall be required to contribute to the cost of coverage. Effective January 1, 2012, the annual retiree contribution rate for employees who retire on or after July 1, 2011 shall be three percent (3%) of the employee's final average salary at the time of retirement, as determined by the methodology utilized by the State Employees' Retirement System to calculate pension benefits, and will be payable monthly at the rate of one-twelfth of the annual retiree contribution rate. Further, effective January 1, 2012, the annual retiree contribution rate for all present and future Medicare eligible retirees who have a contribution rate of three percent (3%) will be reduced to one-and-one-half percent (1.5%) of the appropriate base (final gross annual salary or final average salary) when a retiree becomes eligible for Medicare coverage, and will be payable monthly at the rate of one-twelfth of the annual retiree contribution rate.