

Introduction

Effective July 1, 2004, the USNH Board of Trustees approved a Police Officer Retirement Program. Under the new program, full-time certified USNH police officers participate in the current USNH 403(b) defined contribution plan for retirement, yet now have a way to retire prior to age 62 with medical coverage. These benefits are also protected in the case of death or job-related disability.

The USNH Police Officer Retirement Plan is endorsed by the USNH Board of Trustees, who recognize the importance in recruiting and retaining highly qualified law enforcement officers. In acknowledgment of the hazardous nature of police work, USNH created the customized retirement program described within this brochure for its officers.

Retirement Income

The USNH Police Retirement Plan revolves around two components: one part involves the income an officer can receive at retirement, while the other part defines the age and eligibility for retirement and the options for medical benefits between retirement and age 65. The first element of the plan, retirement income, is the same for all USNH employees. The second element, eligibility to retire and medical benefits, is different for Police Officers than other USNH employees.

Retirement income comes from a voluntary defined contribution program. Income is based on contributions made by the Officer and the University System. Contributions are made to tax deferred funds which are selected by the employee. Information is available on-line at the USNH web page, <http://www.usnhhr.unh.edu/benefits/retirement.html>. Additionally, you may contact Fidelity at 1-800-343-0860 and/or TIAA-CREF at 1-800-842-2777.



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Information about the USNH Police Retirement Plan and Frequently Asked Questions

Retirement income may begin at any time after the USNH Police Officer retires but may be subject to a tax surcharge.

USNH Police Officers are also participants in the Federal Social Security program. This plan requires contributions and provides income coverage at the time of eligibility for retirement under Social Security.

Medical Benefits

The USNH Police Officer Retirement Plan provides an option for officers to elect to retire earlier than all other USNH employees and also contains a provision for the continuation of medical coverage.

A retired police officer who meets eligibility requirements may maintain his/her USNH medical benefits until he/she reaches age 65 (eligible for Medicare), or takes another job that offers Group II coverage. USNH will subsidize a retired officer's medical benefit at the same rate provided by the State of New Hampshire to NH towns and municipalities who contribute to Group II. Depending on the level of state subsidy set for its Group II retirees, retired USNH officers could pay more than active USNH employees or will pay at least as much as an active USNH employee's contribution for their benefit.

When can I retire?

A police officer may retire from USNH at age 45 with twenty or more years of service, or at age 60 with three or more years of service.

What medical benefits will I receive as a Retiree?

If an officer retires prior to age 62, he/she may participate only in the Police Officer Retirement Plan.

An officer who retires from USNH at age 62 or older, and meets USNH's definition of a retiree (calculated on age and retirement plan participation), may opt to remain in the same medical plan--coverage and contributions--as all other USNH employees retiring at age 62 or older, or he/she may elect the USNH Police Officer Retirement Plan, depending upon which plan best meets his/her medical and financial needs.

If an officer previously elected the Medicare Complimentary Plan (MCP), he/she will transition to the MCP at age 65, otherwise the medical benefit will cease at the end of the month prior to the participant turning 65 (Medicare eligible date).

What's the current cost of medical based on the NH State subsidy?

Please contact your campus Human Resources Department or the USNH Benefits Office for the current rates.

What if the State's Group II medical subsidy and/or benefit coverage changes?

If the State of New Hampshire stopped offering medical coverage and/or providing a medical subsidy for Group II retirees, USNH would cease the medical benefit and/or medical subsidy for police officers after the same date.

How do the Group II and USNH plans interact?

An officer who comes to work for USNH from a Group II eligible position (i.e. worked in a New Hampshire municipality or for the state as a full-time certified police officer) will receive service credit for that previous Group II employment.

If an officer is employed by USNH who is already receiving (or is eligible to receive) the Group II medical subsidy, he/she will

not be eligible for USNH medical benefits as a retiree. The officer would, however, be eligible to participate in the medical plans as an active employee and would be entitled to contribute to USNH's 403(b) defined contribution retirement income plan.

If an officer leaves USNH prior to retirement eligibility (age 45 and twenty years of service or age 60 and three years of service), he/she forfeits the USNH policy option for extended medical benefits.

May I withdraw my USNH 403b retirement funds if I take the police retirement plan?

A penalty may apply if a withdrawal is made before you reach the age specified within the plan. All withdrawals are subject to the plan provisions. Please contact Fidelity at 1-800-343-0860 and/or TIAA-CREF at 1-800-842-2252 for more information.

Whom should I contact if I have more questions about how the Police Retirement Plan works?

Please contact your campus Human Resources Department or the USNH Benefits Office for additional information and/or assistance with your questions.