



# Dispatcher

## 25-Year Retirement Plan (DIS-25)

### For Tier 4 Members

TIER 4

MARCH 2013

This brochure describes the obligations and benefits of the Dispatcher 25-Year Retirement Plan (DIS-25). This plan allows participants to retire with 25 years of Allowable Service regardless of age and is available only to Dispatcher Members. A Dispatcher Member is a NYCERS member employed by the City of New York in the titles of Fire Alarm Dispatcher, Supervising Fire Alarm Dispatcher Levels 1 and 2, Director of Dispatch Operations, and Deputy Director of Dispatch Operations.

#### PARTICIPATION

Participation in the DIS-25 Plan may be **optional** or **mandatory** depending on your employment and/or NYCERS membership status on December 8, 2000.

Anyone who was a Tier 4 Dispatcher Member on December 8, 2000 had the option to become a participant in the DIS-25 Plan by filing an election form with NYCERS no later than June 6, 2001. **THIS OPTION HAS EXPIRED.**

Anyone who was a Tier 4 member on December 8, 2000, and subsequently becomes employed in a Dispatcher covered title **after** December 8, 2000 has an **option** to join the DIS-25 Plan. An election form (Form #169) must be filed within 180 days of becoming employed in a Dispatcher covered title. **ONCE AN ELECTION TO PARTICIPATE IN THE DIS-25 PLAN IS FILED WITH NYCERS, IT MAY NOT BE REVOKED.**

Any employee in a Dispatcher covered title who becomes a Tier 4 NYCERS member after December 8, 2000 is mandated into the DIS-25 Plan. **However, if you exceed age 30 upon being mandated into this plan, you have the option to not participate.** Such mandated participants will be sent Opt-Out Form #177 after which they will have 180 days to opt out of the DIS-25 Plan. **ONCE AN ELECTION TO OPT OUT OF THE DIS-25 PLAN IS FILED WITH NYCERS, IT MAY NOT BE REVOKED.**

Participants who cease to be employed in a Dispatcher covered title will no longer be able to participate in the DIS-25 Plan. However, if you become employed in a covered title at a later date, you will again be required to participate in the DIS-25 Plan.

#### CONTRIBUTIONS

As a Tier 4 member, you are required to contribute 3% of your gross wages until the earlier of attaining 10 years of Credited Service (all service) or reaching your tenth anniversary of membership. These contributions are referred to as Basic Member Contributions (BMCs) and are held in the Member Contribution Accumulation Fund (MCAF).

As a participant of the DIS-25 Plan, you are also required to contribute Additional Member Contributions (AMCs) of 6% of your gross wages. AMCs must be paid until a participant attains 30 years of Allowable Service or retires, whichever occurs first.

AMCs are maintained in the Retirement Reserve Fund (RRF), which is an account maintained separately from the MCAF account. Both funds earn interest at a rate of 5% compounded annually.

All contributions are Federal tax deferred, meaning that you do not pay Federal taxes on the contributions, only New York State and local taxes. Contributions made while on Union leave are not Federal tax deferred.

#### DEFICITS

Failure to pay any of the required BMCs or AMCs will result in a deficit. If a deficit is identified prior to retirement, steps will be taken to resolve it. In the event of a deficit at retirement in either account, an actuarial reduction may be applied to the pension benefit. Deficits may also impact disability and death benefits.

If you cease to be employed in a Dispatcher covered title and withdraw your AMCs (and interest) and later become a participant again, you will be required to repay the AMCs refunded to you, including the 5% statutory interest.

#### LOANS

In addition to the ability to borrow up to 75% of the BMCs held in the MCAF account, DIS-25 Plan participants may borrow up to 75% of the AMCs held in the RRF account. Loans are subject to the terms and conditions applicable to Tier 4 members. Please consult the Tier 4 62/5 Summary Plan Description (SPD) or Brochure #911 for additional information.

## ALLOWABLE SERVICE

In order to be eligible to retire under the DIS-25 Plan, participants must meet the service requirement, which is 25 years of Allowable Service.

Allowable Service for the DIS-25 Plan includes service as a Dispatcher Member, **and** all service in the following NYC Civil Service titles: Chief Fire Alarm Dispatcher, Administrative Fire Alarm Dispatcher, Transit Bus Operator and Train Dispatcher, Firefighter, Police Officer, Correction Officer, Fire Marshal, Probation Officer, Police Communications Technician, Supervising Police Communications Technician, Principal Police Communications Technician, Police Administrative Aide, Senior Police Administrative Aide, Emergency Medical Technician, Advanced Emergency Medical Technician, Emergency Medical Service Specialist (Levels 1 and 2), Fire Prevention Inspector, Fire Protection Inspector, Senior Fire Prevention Inspector, Principal Fire Prevention Inspector, Associate Fire Protection Inspector, County Detective, Detective (NYPD), Detective Investigator, Senior Detective Investigator, Deputy Sheriff, Senior Deputy Sheriff, Inspector of Fire Alarm Boxes, Radio Operator, Radio Repair Technician, Supervisor of Radio Repair Operations, Taxi and Limousine Inspector, Senior Taxi and Limousine Inspector, Triborough Bridge and Tunnel Officer **and** a member of NYCERS who is employed by the City of New York in a title whose duties require the supervision of employees whose Civil Service title is included above.

Allowable Service in the DIS-25 Plan also includes certain Military Service and Union Leave Service.

Allowable Service **does not** include other public service rendered in New York State or New York City other than the service specified above. This is significant because only Allowable Service can be used to qualify for service retirement.

## REFUNDS

Plan participants who have rendered less than 10 years of Credited Service and who leave City service may apply for a refund of BMCs, plus accrued interest, which effectively terminates membership. Your refund will be reduced by the present value of any outstanding loan. Members with between 5 and 10 years of Credited Service must also waive their right to a Vested Retirement Benefit. Refunds of BMCs are not possible for members with 10 or more years of Credited Service, except in cases of a participant's death.

Participants who cease to hold a Dispatcher covered title for any reason whatsoever, and who have rendered less than 15 years of Allowable Service, have the option to withdraw their AMC's, plus accrued interest. Your refund will be reduced by

the present value of any outstanding loan. AMC's may also be withdrawn if a participant with less than 15 years of Allowable Service changes titles to a non-Dispatcher covered title and remains in City service. In this case, after receiving the refund of AMC's, such participant will no longer be entitled to a benefit under the DIS-25 Plan, but will be entitled to a benefit from his or her underlying Tier 4 plan (assuming service requirements have been met). Refunds of AMC's are not possible for members with 15 or more years of Allowable Service.

You must be off payroll for thirty (30) or more days to qualify for a refund. If your agency records indicate that you are on a leave of absence with or without pay, you are not eligible for a refund.

## VESTED RETIREMENT BENEFIT

Vesting means that you have earned the right to receive benefits in the future. If you leave City service with at least five, but less than 25 years of Allowable Service, and your contributions have not been refunded to you, you are entitled to a Vested Retirement Benefit that becomes payable on the date you would have completed 25 years of Allowable Service had you continued in City service.

The Vested Retirement Benefit is calculated using the following formula:

2% of Final Average Salary for each year of Allowable Service.

Final Average Salary is defined as the greater of:

the average of wages earned during any three consecutive calendar years;

**OR**

the average of wages earned during the 36 months immediately preceding your separation date.

**NOTE:** Wages earned in any year used in the FAS computation cannot exceed more than 10% of the average of the previous two years.

If you leave City service with less than five years of Allowable Service but your total Credited Service is five years or more, your Vested Retirement Benefit will be governed by your underlying plan.

NYCERS encourages members who separate from City service to file a Notice of Intent to Vest (Form #254). If you do so, NYCERS can send you important information regarding your retirement account. For example, you will receive an Annual Disclosure Statement detailing your account balances and designated beneficiaries. Additionally, NYCERS

will send you an Application for Payment of a Vested Retirement Benefit approximately 90 days prior to your Payability Date (the earliest date you are eligible to collect your benefit).

## SERVICE RETIREMENT BENEFIT

Participants in the DIS-25 Plan are eligible to receive a Service Retirement Benefit upon attaining 25 or more years of Allowable Service, regardless of age. The Service Retirement Benefit is calculated using the following formula:

- 50% of Final Average Salary (FAS) for the first 25 years of Allowable Service;
- plus**
- 2% of FAS for each additional year of Allowable Service, up to a maximum of 30 years of such service.

You must file a service retirement application at least 30, but no more than 90 days, before your effective retirement date, and you must be a participant of the DIS-25 Plan on the day before your effective retirement date.

Final Average Salary is defined as the greater of:

the average of wages earned during any three consecutive calendar years;

**OR**

the average of wages earned during the 36 months immediately preceding your retirement date.

**NOTE:** Wages earned in any year used in the FAS computation cannot exceed more than 10% of the average of the previous two years.

## WORLD TRADE CENTER DISABILITY LAW

The World Trade Center (WTC) Disability Law provides that NYCERS members, vested members or retirees (retired after 9/11/01) who participated in WTC Rescue, Recovery, or Clean-up Operations during a Qualifying Period may be entitled to a presumption that any current or future disability caused by a Qualifying Condition or Impairment of Health arose from participation in such operations, unless the contrary is proven. A Notice of Participation must be filed no later than September 11, 2010. Please consult the WTC Disability Law Fact Sheet for additional information.

## TIER 4 BENEFITS

Participants in the DIS-25 Plan are entitled to other benefits applicable to Tier 4 members, including but not limited to disability and death benefits. Please see the Tier 4 62/5 Summary Plan Description (SPD) for complete Tier 4 information.

