Archived NYSHIP Retirement Tips

January 2017 - I am eligible to retire but don't want to start collecting my pension benefits. Can I still have health insurance coverage?

If you are eligible to retire and delay collecting your State pension, you may continue your New York State Health Insurance Program (NYSHIP) coverage as a retiree if you meet the eligibility requirements. Ask your Health Benefits Administrator about "constructive retirement." With this option you must pay the health insurance premium (if any) directly to the Employee Benefits Division. For more information, go to the Department of Civil Service website at www.cs.ny.gov or call the Employee Benefits Division at (800) 833-4344.

September 2016 - After I retire, may I cancel my New York State Health Insurance Program (NYSHIP) coverage and re-enroll later?

After you retire, you may cancel your health insurance coverage and later re-enroll. Under most circumstances, you will be subject to a waiting period of up to three months before your coverage becomes effective again. Upon re-enrolling, you will receive the same monthly sick leave credit as before you canceled coverage. For more information, go to the Department of Civil Service website at http://www.cs.ny.gov or call the Employee Benefits Division at (800) 833-4344.

May 2016 - If I return to State employment after I retire, how does this affect my New York State Health Insurance (NYSHIP) coverage?

If you return to work in a benefits-eligible position with a State department or agency and you or your dependent(s) are eligible for Medicare, NYSHIP will be primary to Medicare for you and for your Medicare-eligible dependents. During any period when NYSHIP coverage is primary to Medicare coverage, your reimbursement for the Medicare premium will stop. For more information, go to the Department of Civil Service website at www.cs.ny.gov or call the Employee Benefits Division at (800) 833-4344.

January 2016 - I am retiring on a disability. How will this affect my eligibility for New York State Health Insurance (NYSHIP)?

For a disability retirement that is not work-related, you must still meet the minimum service requirement, which is at least 10 years of NYSHIP benefits-eligible service if hired on or after April 1, 1975. If hired before April 1, 1975, you need only 5 years of NYSHIP benefits-eligible service. For a disability retirement resulting from a work-related illness or injury, the minimum service requirement is waived. In either case, you must be enrolled in NYSHIP at the time of your retirement. For more information, go to the Department of Civil Service web site at www.cs.ny.gov or call the Employee Benefits Division at (800) 833-4344.

September 2015 - Is there an online tool that can be used to calculate the value of my sick leave credit?

To estimate the value of your sick leave credit, visit the New York State Health Insurance Program (NYSHIP) online portion of the Department of Civil Service website at www.cs.ny.gov. From the

homepage, click on Benefit Programs, then NYSHIP Online, follow the prompts to access NYSHIP Online and then choose Planning to Retire, then choose Sick Leave Credit Calculator. You will need to choose whether or not you require dual annuitant coverage upon retirement. For more information on dual annuitant, go to the Department of Civil Service website at www.cs.ny.gov or call (800) 833-4344.

May 2015 - What portion of the cost of health insurance must I pay as a retiree?

The amount you must contribute toward the cost of your health insurance coverage as a retiree will be based on your salary grade (or equivalent) at the time of retirement. The amount you must contribute toward the cost of your health insurance coverage as a retiree is the same as what an employee pays. However, payment as a retiree is spread over 12 monthly payments rather than 26 biweekly payments. You may be able to use sick leave credits to reduce your cost. For more information go to the Department of Civil Service website at www.cs.ny.gov or call (800) 833-4344.

January 2015 - Can I end my employment before retirement age and still be eligible to continue NYSHIP coverage?

If your employment with the New York State ends before you are eligible to apply for a pension and you vest (that is, secure rights to) your state pension, contact your agency Health Benefits Administrator (HBA) before your last day of work to determine if you are eligible to continue health insurance coverage as a vestee. You must have 10 years of NYS Health Insurance Program (NYSHIP) benefits-eligible service and be enrolled in NYSHIP either as an enrollee or dependent at the time you leave the payroll. For more information visit the NYSHIP Online portion of the Department of Civil Service website at: www.cs.ny.gov. For more information call 800-833-4344.

December 2014 - Is my NYS retirement pension subject to federal income tax?
After you retire, your monthly pension benefit payments are not subject to
NYS taxes, but are subject to federal income tax. When you file for retirement, be sure to send a W-4P form to the NYS Retirement System so they know how much to withhold for federal taxes. If you need help deciding on your withholdings, consult with your tax advisor. You may use the tax calculator at:
http://nysosc9.osc.state.ny.us/product/wthtxclc.nsf/TaxCalcInput?OpenForm
For a W-4P form: http://www.osc.state.ny.us/retire/forms/form_w-4p.pdf
For more information on your pension benefits call (866) 805-0990 or visit www.osc.state.ny.us/retire.

September 2014 - **How will I pay for my health insurance as a retiree?**
When you retire, you will pay your share of the health insurance premium through deductions from your monthly pension check or by making monthly payments directly to the NYS Department of Civil Service Employee Benefits Division. It may take several months for the Employee Benefits Division to receive the retirement number assigned to you by the Retirement System and begin taking monthly health insurance deductions from your pension. Meanwhile, each month you will be billed directly for your share of the premium. You must pay what you are billed until your deductions begin or you may be canceled for nonpayment of premium. For more information visit the Department of Civil Service website at: www.cs.ny.gov or call (800) 833-4344.

June 2014 - Can I defer the start of my retiree health insurance coverage (NYSHIP) or the use of my sick leave credits after I retire?
If you have other health insurance coverage when you retire, you may defer (or delay) the start of your retiree health insurance coverage and the use of your sick leave credit. If you want to defer health

insurance coverage, you must make that choice before your last day on the payroll. Contact your agency HBA to defer coverage. There may be advantages to delaying the start of your NYSHIP coverage. During the period of deferment, you do not have to pay the NYSHIP premium. Also, the value of your sick leave credit will be higher at the time you begin your retiree coverage because it will be calculated when you are older. If you defer your coverage you may re-enroll for NYSHIP coverage at any time without a waiting period. For more information visit the Department of Civil Service website at: www.cs.ny.gov or call (800) 833-4344.

January 2014 - How will my sick leave credit help pay my monthly share of the NYS Health Insurance Program (NYSHIP) cost when I retire?
At the time you retire, if you are eligible to use sick leave credits, your agency will report your hourly rate of pay and unused sick leave hours to the Employee Benefits Division (EBD). EBD will then calculate the monthly actuarial value of your sick leave. The result is a lifetime monthly credit that is used to reduce your share of the monthly health insurance premium for as long as you remain enrolled in NYSHIP. If the credit from your unused sick leave does not fully cover your share of the monthly premiums, you must pay the balance. To estimate the value of your sick leave credit, visit the NYSHIP Online portion of the Department of Civil Service website at: www.cs.ny.gov. For more information call 800-833-4344.

September 2013 - Is there an online tool that can be used to calculate the value of my sick leave credit?
To estimate the value of your sick leave credit, visit the NYSHIP Online portion of the Department of Civil Service web site at www.cs.ny.gov. From the homepage, click on Benefit Programs, then NYSHIP Online, follow the prompts to access NYSHIP Online and then choose Planning to Retire? For more information call (800) 833-4344.

January 2013 - How can I make sure that if I die, my dependent survivors can use my sick leave credit toward their health insurance premiums?

When you retire, you may specify that you want your dependent survivors to use your monthly sick leave credit toward their New York State Health Insurance Program (NYSHIP) premium if you die. This is called the Dual Annuitant Sick Leave Option. If you want this option, you must request it in writing before your retirement date. You do not need to have family coverage at the time of retirement to choose this option. Your survivors' right to continue NYSHIP health insurance coverage is not dependent on what sick leave option you choose. For more information go to the Department of Civil Service website at www.cs.ny.gov or call 800-833-4344.

September 2012 - Can I end my employment before retirement age and still be eligible to continue New York State Health Insurance Program (NYSHIP) coverage?
If your employment with the State ends before you reach retirement age and you vest (that is, secure rights to) your state pension, contact your agency Health Benefits Administrator (HBA) before your last day of work to see if you are eligible to continue health insurance coverage as a vestee. You must have 10 years of NYSHIP benefits-eligible service and be enrolled in NYSHIP either as an enrollee or dependent when you leave the payroll. For more information go to the Department of Civil Service website at www.cs.ny.gov or call 800-833-4344.

May 2012 - What portion of the cost of health insurance must I pay as a retiree?
The amount you must contribute toward the cost of your health insurance coverage as a retiree will be based on your salary grade (or equivalent) at the time of retirement. The amount you must contribute toward the cost of your health insurance coverage as a retiree is the same as what an employee pays. However, payment as a retiree is spread over 12 monthly payments rather than 26 biweekly payments. You may be able to use sick leave credits to reduce your cost. For more information go to the Department of Civil Service website at http://www.cs.ny.gov or call 800-833-4344.

January 2011 - I am retiring on a disability. How will this affect my eligibility for New York State Health Insurance (NYSHIP)?
For a disability retirement that is not work-related, you must still meet the minimum service requirement, which is at least 10 years of NYSHIP benefits-eligible service if most recently hired on or after April 1, 1975. If most recently hired before April 1, 1975, you need only 5 years of NYSHIP benefits-eligible service. For a disability retirement resulting from a work-related illness or injury, the minimum service requirement is waived. In either case, you must be enrolled in NYSHIP at the time of your retirement. For more information, go to the Department of Civil Service web site at https://www.cs.ny.gov or call the Employee Benefits Division at 800-833-4344.

September 2010 - If I'm enrolled in the New York State Health Insurance Program (NYSHIP), do I have to enroll in Medicare too?
Even though you are enrolled in NYSHIP, retirees, vestees and dependent survivors are required to enroll in Medicare Parts A and B when first eligible for primary Medicare coverage. Your covered dependents must also enroll when they are eligible for Medicare and are Medicare primary under NYSHIP. For more information about Medicare and NYSHIP, go to the Department of Civil Service web site at https://www.cs.ny.gov. Select Benefit Programs, then NYSHIP Online and follow the prompts to the NYSHIP Online homepage. Or, call the Employee Benefits Division at 800-833-4344.

May 2010 - If I die, will my dependent survivors be eligible for health insurance under the New York State Health Insurance Program (NYSHIP)?
If you had 10 years of eligible service, NYSHIP protects your enrolled dependent survivors in the event of your death in retirement. To begin the process, your dependent survivors must send a copy of your death certificate to the New York State Employees' Retirement System. If the retiree paid premiums directly to NYSHIP, a copy of the death certificate should be sent to the Department of Civil Service. Dependent survivor coverage and limitations are explained in your *NYSHIP General Information Book*. Make sure your family knows to call the Employee Benefits Division for information on dependent survivor coverage. For more information about dependent survivor coverage, go to the Department of Civil Service web site at https://www.cs.ny.gov. Select Benefit Programs, then NYSHIP Online and follow the prompts to the NYSHIP Online homepage. Or, call the Employee Benefits Division at 800-833-4344.

January 2010 - Must I be enrolled in the New York State Health Insurance Program (NYSHIP) when I retire?
You must be enrolled in NYSHIP or be an enrolled dependent of someone who is enrolled in NYSHIP at the time of your retirement. For example, if you were on leave and canceled your coverage, and then retire, you are not eligible for health insurance as a retiree. For more retirement information, go to the Department of Civil Service web site at https://www.cs.ny.gov. Select Benefit Programs, then NYSHIP Online and follow the prompts to the NYSHIP Online homepage. Or, call the Employee Benefits Division at 800-833-4344.

September 2009 - After I retire, may I cancel my New York State Health Insurance Program (NYSHIP) coverage and later reenroll?
After you retire, you may cancel your health insurance coverage and later reenroll. Under most circumstances, you will be subject to a waiting period of up to three months before your coverage again becomes effective. Upon reenrolling, you will receive the same monthly sick leave credit as before you canceled coverage. Visit the NYSHIP Online section of the Department of Civil Service web site at https://www.cs.ny.gov for more information about NYSHIP. Or, call the Employee Benefits Division at 800-833-4344.

May 2009 - How will I pay for my health insurance as a retiree?
When you retire, you will pay your share of the health insurance premium through deductions from your monthly pension check or by making monthly payments directly to the Employee Benefits Division or to your former Participating Employer. It may take several months for the Employee Benefits Division to receive the retirement number assigned to you by the Retirement System and begin taking monthly health insurance deductions from your pension. Meanwhile, each month you will be billed directly for your share of the premium. For more information about paying for health insurance in retirement, visit the NYSHIP Online section of the Department of Civil Service web site at https://www.cs.ny.gov. Or, call the Employee Benefits Division at 800-833-4344.

January 2009 - How will my sick leave credit help pay my monthly share of the New York State Health Insurance Program (NYSHIP) cost when I retire?
At the time you retire, if you are eligible to use sick leave credits for health insurance purposes, your agency will report your hourly rate of pay and unused sick leave hours to the Employee Benefits Division. The Division will calculate a monthly actuarial value of your sick leave. The result is a lifetime monthly credit that is used to reduce your share of the monthly health insurance premium for as long as you remain enrolled in NYSHIP. If the credit from your unused sick leave does not fully cover your share of the monthly premiums, you must pay the balance. To estimate the value of your sick leave credit, visit the NYSHIP Online section of the Department of Civil Service web site at https://www.cs.ny.gov. Or, for more information about NYSHIP, call the Employee Benefits Division at 800-833-4344.

September 2008 - Can I defer the start of my retiree health insurance coverage under the New York State Health Insurance Program (NYSHIP) or the use of my sick leave credits after I retire?
When you retire, you may defer (or delay) the start of your retiree health insurance coverage and the use of your sick leave credit if you have other health insurance coverage. If you want to defer health insurance coverage, you must request it in writing by completing the form PS-406.2 and you must make that choice **before** your retirement date. Contact your agency Health Benefits Administrator to defer coverage. There may be advantages to delaying the start of your NYSHIP coverage. During the period of deferment, you do not have to pay the NYSHIP premium. Also, the value of your sick leave credit will be higher at the time you begin your retiree coverage because it will be calculated when you are older. If you defer your coverage, you may reenroll for NYSHIP coverage at any time without a waiting period. For more information about NYSHIP, call the Employee Benefits Division at 800-833-4344 or visit the Department of Civil Service web site at https://www.cs.ny.gov. Select Benefit Programs, then NYSHIP Online and follow the prompts to the NYSHIP Online homepage.

May 2008 - How can I make sure that if I die, my dependent survivors can use my sick leave credit toward their New York State Health Insurance Program (NYSHIP) premium?

At the time of your retirement, you may specify that you want your eligible dependent survivors to be able to use your monthly sick leave credit toward their NYSHIP premium if you predecease them. This is called the Dual Annuitant Sick Leave Option. If you want this option, you must request it in writing by completing the Dual Annuitant Sick Leave Credit Election form (PS-405) **before** your retirement date. You do not need to have family coverage at the time of retirement to choose this option. For more information about the Dual Annuitant Sick Leave Credit option, visit the NYSHIP Online section of the New York State Department of Civil Service web site at https://www.cs.ny.gov. Or, call the Employee Benefits Division at 800-833-4344.

February 2008 - When I retire, am I eligible to continue health insurance coverage through the New York State Health Insurance Program (NYSHIP)?

You must meet three eligibility requirements to continue NYSHIP coverage for yourself and your eligible dependent(s):

1. You must have a minimum service requirement of five years if hired before April 1, 1975 and 10 years of service if hired after April 1, 1975, and you must have served a minimum of one year with the employer from whose service you retired. (Some participating employers may require more than the one year minimum service requirement with the agency.)
2. You must qualify for retirement as a member of a New York State publicly administered retirement system. If you are enrolled in an Option Retirement Program such as TIAA-CREF, you must satisfy the age requirement of the ERS or qualify to receive Social Security disability benefits.
3. You must be enrolled in NYSHIP or be an enrolled dependent of someone who is enrolled in NYSHIP at the time of your retirement.

For more information about health insurance eligibility in retirement, call the Employee Benefits Division at 800-833-4344 or go to the Department of Civil Service web site at https://www.cs.ny.gov.

September 2007 - Planning to Retire?

Schedule an appointment before you retire with your agency Health Benefits Administrator to discuss continuation of your health insurance coverage. Learn:

* how sick leave credit may reduce the cost of your health insurance
* how to continue your dental and vision benefits
* how a dual annuitant sick leave credit option can work for you

For information, visit the Department of Civil Service web site at https://www.cs.ny.gov. Select Benefit Programs, then NYSHIP Online and follow the prompts to the NYSHIP Online homepage. Then select Planning to Retire?