



2020 Faculty & Academic Staff Retirement Incentive Program

Frequently Asked Questions

For more information, visit the FASRIP program webpage: <https://hr.wayne.edu/tcw/retiring/fasrip>

General Program Questions

Q. If I have questions about the program or academic issues how should I proceed?

A. Questions about the program components or benefits can be directed to Brett Green in Human Resources at as1797@wayne.edu. Questions regarding academic issues can be directed to your Dean or division executive.

Q. Who is eligible to participate in the Faculty and Academic Staff Retirement Incentive Program (FASRIP)?

A. You are able to participate in the plan if, as of December 31, 2020 you are an employee who meets the following criteria:

- Active benefits eligible 9- and 12-month tenured faculty
- Academic Staff with Employment Security Status (ESS) or tenure
- Academic Administrators with retreat rights to a tenured faculty or ESS position
- As of December 31, 2020 - Age 55+ with a total of 80 points - combined age and completed years of service
- Individual program participation subject to Administration approval

Q. How is service counted in determining completed years of service for the FASRIP?

A. Service that would normally be counted to determine an employee's eligibility for retiree benefits will be counted for the FASRIP. Please note - this excludes service as a teaching assistant, adjunct faculty, voluntary faculty, stipend recipient, part-time faculty, technician, temporary employee or other hourly-rated position.

A break in service will not negate former countable service time. However, the Benefits and Wellness Department must be able to verify the former service in the University records. If in doubt, please call the HR Service Center for assistance at 313-577-3000.

Q. What is the process for electing to participate in the FASRIP?

- A.
- Review your 2020 Retirement Incentive Program individual summary.
 - Notify your department of your intent to elect participation in the program
 - Obtain a copy of the Confidential Mutual Separation and Release Agreement. A copy of this Agreement can be found here: <https://hr.wayne.edu/tcw/retiring/separation-agreement-fasrip-2020.pdf>
 - Review and complete the Agreement if electing to participate in the program
 - Return the signed Agreement to the HR Service Center no later than **October 19, 2020**.

Q. What if I do not receive an individualized summary and believe that I meet the program eligibility requirements?

A. Please contact Brett Green at as1797@wayne.edu to review if your individual situation.

- Q. If I elect to participate in the FASRIP what is my official retirement date?
 A. Your retirement date will be December 31, 2020 or earlier by mutual agreement.
- Q. What is the deadline to elect the FASRIP?
 A. A copy of your letter of retirement and signed Confidential Mutual Separation and Release Agreement must be received by the HR Service Center by close of business on October 19, 2020.
- Q. Who signs the Confidential Mutual Separation and Release Agreement for Wayne State?
 A. Once you have completed the Agreement, Human Resources will coordinate the signature process.
- Q. What other benefits are available to an FASRIP retiree?
 A. As an FASRIP retiree you have access to current retiree benefits. These include retiree medical, dental and vision that can be elected at 100% of the program cost. For additional information on standard retiree benefits, click here: <https://hr.wayne.edu/tcw/retiring>
- Q. What tuition benefits are available in the FASRIP program?
 A. Two years of 50% reduced tuition benefits is provided for spouses (under the age of 60) and eligible dependents starting with the Winter 2021 semester. For additional tuition assistance information, click here: <https://hr.wayne.edu/tcw/tuition-assistance>
- Q. What is the duration of the \$25,000 life insurance benefit provided by the FASRIP?
 A. The WSU provided life insurance is a permanent term insurance policy and is not subject to age related reductions. You may want to verify that your beneficiary information is updated.
- Q. If I elect the program, are there other forms beside the letter of retirement and Confidential Mutual Separation and Release Agreement that will need to be completed?
 A. Yes, other forms that would apply to a retiring employee may need to be completed. Examples include the retiree or COBRA medical, dental and vision enrollment forms. For additional information about retiree benefits and retiring from WSU, click here: <https://hr.wayne.edu/tcw/retiring>
- Q. Working After Retirement - What are the rules regarding employees coming back to work at WSU during the medical support period?
 A. Participants must not work in any benefits eligible capacity for the university during the period that begins with the first day of retirement and ends at the conclusion of the healthcare support period.

Incentive Payment Questions

- Q. How was the amount of my incentive payment computed?
 A. The incentive payment amount was computed based on your age, completed years of service and annual salary.

12- or 9-Month Employee

1. Total points are determined by adding together your age and completed years of service as of December 31, 2020.
2. The total points were used to determine your incentive allocation (8, 10 or 12 months) from the table below.
3. Divide your annual base salary in effect as of September 1, 2020 by 12 and multiply by your allocated number of months. Annual salary is defined as the current base salary including all current attachments.

Combined Years of Service Plus Age (Points) As of December 31, 2020	Months of Annual Salary	Healthcare Support Period (years)
80 to 99 Points	8 Months	3
100 to 119 Points	10 Months	4
120+ Points	12 Months	5

- Q. When do I receive the incentive payment?
A. The incentive payment will be paid as a taxable cash payment in January 2021.
- Q. What is the tax treatment for the incentive payment?
A. Incentive payments will be treated as normal income and subject to taxation.

Healthcare Benefit Questions

- Q. What is the amount of the fixed annual healthcare support payments?
A. Based on your total points, WSU will provide annual healthcare support for the number of years specified in the table above. The payment amounts will be provided in the following fixed annual amounts based on the age of the retiree only:
- o Medicare eligible (Age 65+ - retiree age only)
 - i. Single coverage \$5,000
 - ii. 2 or more persons \$10,000

 - o Non-Medicare Eligible (Under age 65 - retiree age only)
 - i. Single coverage \$7,800
 - ii. 2 or more persons \$15,600
- Q. If I elect to participate in the FASRIP when do my active employee benefits end?
A. Your active employee benefits end on December 31, 2020 or earlier if you retiree on an earlier agreed upon date. Your initial annual medical financial support payment will be made in January 2021.
- Q. If the WSU retiree were to pass away during the financial support healthcare period could the surviving spouse continue to receive the annual payments?
A. No, any future annual healthcare support payments will cease. The financial support payments are only available to the WSU retiree.
- Q. Does the WSU retiree have to elect WSU medical insurance at the onset of retirement?
A. No, the annual healthcare financial support payments will be provided regardless of the coverage elected by the WSU retiree. Reentry into WSU medical coverage outside of open enrollment is subject to existing retiree medical plan eligibility guidelines. Under no circumstance will subsidized healthcare coverage extend beyond your specified healthcare support period.
- Q. If the retiree were to have a family status change during the financially supported healthcare period would the annual payment be adjusted?
A. Yes, the annual payment would be adjusted to reflect the change in family status (i.e. single to 2-person).
- Q. If the retiree turns age 65 during the financially supported healthcare period would the annual payment be adjusted?
A. Yes, the annual payment would be adjusted to reflect the Medicare eligible support amount.
- Q. What WSU medical plans are available to retirees?
A. All medical plans offered to employees are available with the exception of the Community Blue PPO and the Total Health Care HMO. In addition, for Medicare eligible retirees, the Aetna Medicare Advantage and Health Alliance Plan Senior Plus options are also available.