



## **Delhi Voluntary Separation Program (“DVSP”) – **Slightly Modified Dates**** **Frequently Asked Questions**

### **Who is eligible to participate in the program?**

All SUNY Delhi *full-time* employees who are NYS retirement eligible, with at least 10 years full-time NYS service as of **August 31, 2024**, and in good standing at time of application may apply for the program.

### **Am I required to meet with Human Resources (“HR”) as a condition of participating in the FRP?**

Yes, the Campus wants to ensure that participants are making an informed decision regarding participation.

### **I am a rehired retiree currently employed by Delhi. May I participate in the DVSP?**

No, this program is not available to employees who have already retired.

### **When do I need to commit to a separation?**

By no later than **June 14, 2024**, at 4:00 p.m.

### **I am not sure if I am eligible to participate in this program. How can I obtain additional information?**

Contact HR at 607-746-4495. HR will verify that you meet the eligibility requirements. If you are eligible, you will receive additional DVSP specific information.

### **From which date will my years of eligible State service be calculated?**

You must have completed 10 or more full-time years of NYS service as of **August 31, 2024**.

### **Will my payout be prorated for a partial year of service?**

No, the lump sum payment will be based on full years of service only.

### **May I use my vacation leave time to carry me to my separation date?**

Yes, if operational needs are met, your supervisor may approve the use of vacation and holiday compensatory time (Professional, MC and classified service employees only). Use of accruals does not allow you to extend your employment date beyond August 31, 2024.

### **If I am vested in one of the NYS retirement systems (ERS, TRS or the Optional Retirement Program), what will I need to do?**

**ERS:** If you are eligible to retire from NYS Employees Retirement System (ERS), you will need to complete a service retirement application. This application must be filed with ERS at least 15 days, but not more than 90 days, prior to your retirement date. Call (866) 805-0990 for more information regarding the application process and/or your benefits.

**TRS:** If you are eligible to retire from the NYS Teachers Retirement System (TRS), you should contact them at (800) 348-7298. You may file a service retirement application up until your effective date of retirement but no sooner than 90 days before your retirement date.

**ORP:** If you eligible to retire through the Optional Retirement Program (e.g.: TIAA, Fidelity, VALIC or VOYA), you should contact them at

<b>TIAA</b>	Call (866) 662-7945 or contact your individual agent directly.
<b>Fidelity</b>	Call (844) 367-7869 or contact your individual agent directly.
<b>Corebridge Financial</b>	Call (800) 448-2542 or contact your individual agent directly.
<b>VOYA</b>	Call (800) 584-6001 or contact your individual agent directly.

### **What will happen with my medical insurance should I be approved to participate in the DVSP?**

If you are age 55 or older with at least 10 years of (NYSHIP) benefits-eligible service and you are currently enrolled in NYSHIP (the NYS Health Insurance Program), you are eligible for the lifetime retiree health insurance benefit. This benefit provides you with the same medical and prescription drug coverage you have as an active employee either with the Empire Plan or an HMO. Your rate will be calculated and discussed with you during the HR consult.

### **What will happen with my dental and vision benefits should I be approved to participate in the DVSP?**

Dental and vision benefits, whether they are provided through a union or through NYS, do not continue as a retiree benefit. These benefits end after a 28-day run-out for CSEA-represented members. For MC, PEF and NYSCOPBA, said benefits expire after the end of the final pay-period plus 28 days. For UUP-represented employees, their coverage continues through the end of the month following the month they separate. For additional information please contact HR.

### **What will happen to my Flex Spending Accounts (e.g.: Health Care Spending or Dependent Care) should I be approved to participate in the FRP?**

Contact the Flex Spending Account at (800) 358-7202 or go to [Flex Spending Account | Office of Employee Relations \(ny.gov\)](#)

### **How will I receive my DVSP lump-sum payment?**

Approved participants will receive a one-time DVSA lump-sum payment. You will receive a 1099 (anticipated to be mailed in January 2025) and will be responsible for paying income taxes.

### **May I have the lump-sum DVSP payment directly-deposited into an account of my designation?**

No. Delhi requires that employees personally pick-up (in HR) the DVSA check and sign to acknowledge receipt of same.

### **May I defer a portion of my DVSP lump-sum payment?**

No.

**May I defer a portion of my vacation and lag payment?**

No.

**When will I receive my DVSP lump-sum payment?**

Approved participants will receive their lump-sum payment by no later than end **September** 2024.

**How will I receive my vacation payout?**

Approved participants that accrue vacation will receive payment for accrued and unused vacation up to a maximum of 30 days through a one-time lump-sum payment from SUNY Delhi subject to approval by the Office of the State Comptroller. The estimated number of days of vacation to be paid will be provided to approved participants during the mandatory one-on-one consultation with HR. Employees are responsible for ensuring that their attendance record is submitted and approved.

**Will the DVSP lump-sum payment include SUNY contributions into my ORP account or contributions into my Supplemental Retirement account (“SRA”) or NYS Deferred Comp account?**

No.

**Can I elect to have contributions into my Supplemental Retirement account (“SRA”) or NYS Deferred Comp account from the DVSP lump-sum payment?**

No.

**Will my lump-sum payment be based on my salary including the stipend, also receive, or extra service I am currently receiving?**

No. The lump-sum payment will be calculated based on your *base* salary as of January 1, 2024.

**Will I be eligible for unemployment insurance?**

While Delhi does not make unemployment eligibility determinations, it is the university’s understanding that an employee who voluntarily separates (e.g.: resign or retire) from their position is not eligible for unemployment insurance.

**Who should I contact if I still have questions?**

Contact HR at 607-746-4495