



Policy Title:

Transfer or Re-Employment in Public Service

Page:
1 of 5

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Policy Title: Transfer or Re-Employment in Public Service

Policy Number: EP 1.9 Rev.6

Revision Date 10/27/2015

Approved By: Kristine Pizzo
Senior Vice President, Human Recourses

Executive Owner: Karina Saslow
Director, Total Compensation & HRIS

Content Owner: Brenda Verdesi
Manager, Benefits

The Content Owner partners with the attorney assigned to his/her department/workgroup to write and review the policy.



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Revision Date	Revision	Description/Modification	Revision Section(s)	Author
10/27/2015	6	Correction to Direct Transfer Retiree Benefits total years of eligible service	5.1	Karina Saslow Director, Total Compensation & HRIS
10/19/2015	5	Converting to new format. There were 4 prior revisions of this policy. Clarification of eligibility and new service requirements for retiree benefits. Addition of application.	N/A 2, 3, 5, 9	Brenda Verdesi Manager, Benefits

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1 PURPOSE AND SCOPE

This policy provides guidelines pertaining to the potential transfer of vacation and sick leave accruals and retention of hire date for employees reemployed by New York Power Authority (NYPA) or who directly transferred from New York State service, as defined below.

2 APPLICABILITY

Eligible Employees include any non-union NYPA Employees. This policy does not apply to Temporary Employees, as defined in EP 3.1.

Eligible Service may be considered for Employees who directly transfer from other eligible New York State Service within one year of their termination from such service (referred to as Direct Transfers) or, former NYPA Employees who are re-employed by the Authority (referred to as Rehires).

For purposes of service credit, this policy does not apply to the New York State and Local Retirement System or the Voluntary Defined Contribution Plan.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

New York State (NYS) Service: Includes Executive, Legislative, or Judicial branches, a Civil Division thereof, or a NYS Public Benefit Corporation service with respect to retirements.

Civil Division: For the purpose of administering this policy, a civil division shall be a city, county, town, or village that participates in the New York State and Local Retirement Systems. A civil division shall not include a school district or BOCES.

NYS Public Benefit Corporation: For the purpose of administering this policy only, a NYS Public Benefit Corporation shall be limited to those identified in the OSC Guide to Financial Operations, Chapter XVI, Section 3.F.

Boards of Cooperative Educational Services (BOCES): New York State shared educational programs and services that partner with districts to provide a broad range of services to help meet the evolving educational needs of students.

4 RESPONSIBILITY

Responsibility and oversight of this policy resides with the approver unless otherwise noted here in.

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5 POLICY IMPLEMENTATION

5.1 Rehires\Direct Transfers

Vacation and sick leave accruals, service credit and retiree benefit eligibility will apply as stated in the following table:

Service Credit Employee Type	Rehired (less than 1 year)	Rehired (greater than 1 year)	Direct Transfer within 1 year
Date of Hire	Retain original NYPA hire date	Reset to NYPA rehire date	Retain previous employer hire date
Vacation/Sick Leave/Service Awards	Credit for prior NYPA service	No credit for prior NYPA service	Credit for previous employer service
Service Requirement for Retiree Benefits (Hired\rehired prior to January 1, 2016)	10 years of NYPA service	10 years of NYPA service; at least 5 must be since rehire date	10 years of eligible service; at least 3 must be with NYPA
Service Requirement for Retiree Benefits (Hired\rehired on\after January 1, 2016)	15 years of NYPA service	15 years of NYPA service; at least 5 must be since rehire date	15 years of eligible service; at least 5 must be with NYPA

5.2 Section 211 or 212 Exemption

Employees hired by the Authority pursuant to either Section 211 or 212 of the New York State Social Security and Retirement Law qualify for retiree benefits provided those employees hired/rehired before January 1, 2016 complete 10 years of service, and those employees hired on or after January 1, 2016 complete 15 years of service. These employees are not eligible for any prior service credit.

5.3 Transition

Eligible Employees have six months from their date of hire with the Authority to submit a Prior Service Request Form (located on the PowerNet under Human Resources\Benefits\Benefit Forms\Miscellaneous) to Corporate Benefits in WPO, and apply for an adjustment in their date of employment and service credits. Retrospective adjustment of benefits shall be made where applications are approved.

6 VIOLATIONS

N/A

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7 REFERENCES

EP 3.1 Salaried Employee Categories and Eligibility for Benefits

8 POLICY REVIEW AND EXPIRATION

This policy will be reviewed every year by the anniversary of the revision date, or sooner if business needs require.

9 ATTACHMENTS

N/A

Senior Vice President, Human Resources

10-27-15

Date