



Early Retirement Incentive

On April 19, 2021, the Governor signed into law Chapter 59 of the Laws of 2021, which authorizes the City of New York (“the City”) and the Department of Education (“the DOE”) to offer an Early Retirement Incentive (“ERI”) to eligible employees. This ERI consists of two separate parts, Subpart A and Subpart B, and the City and the DOE may each choose to offer either, both, or neither.

Employees of charter schools, the School Construction Authority, the City University of New York, the Housing Authority, and the Health and Hospitals Corporation, will not be eligible to participate in this ERI.

As of this date, neither the City nor the DOE has officially decided whether to offer the ERI to its employees. If the City and/or the DOE elect to offer the ERI, eligible employees will be given a 90-day open period to decide whether to take advantage of the ERI.

In order to be eligible to apply for the ERI, a member must be in one of the following statuses as of the start of the open period, and through the desired date of retirement:

- active on payroll,
- on paid leave, or
- on an unpaid leave of less than 12 weeks.

If a member is eligible for the benefits of both Subpart A and Subpart B, the member may choose one or the other, but cannot apply for both. Tier I and II members may apply for retirement within 14 days of their desired date of retirement. Tier IV and VI members may apply for retirement within 1 day of their desired date of retirement.

Subpart A

Subpart A allows members in certain eligible titles (to be designated by each employer) to retire with additional service credit. Members electing the benefits of Subpart A will receive **1/12 of a year of service credit for each year of service credit** they have otherwise earned.

In addition to serving in an eligible title, a member must also satisfy one of the following conditions:

- Be eligible to retire under their current Tier/Plan (including early retirement with a benefit reduction); or
- Be age 50 or older, with 10 or more years of service; or
- If participating in a Special Officer program, have at least 25 years of service (including incentive service granted under this ERI).

Members taking advantage of Subpart A but retiring early will still be subject to a benefit reduction for early retirement, if applicable.

Subpart B

Subpart B allows members who are at least **55 years old** and have accrued at least **25 years of service** to retire **without a benefit reduction for early retirement**.

Members taking advantage of Subpart B receive no additional service credit.