

2017 VESIP Frequently Asked Questions

1. **When will I receive 2017 VESIP Severance Allowance payments?** *VESIP Severance Allowance payments will be made on regular University payroll dates. Payroll will follow direct deposit information already on file.*
2. **Is it taxable?** *Yes, VESIP payments are taxable, are subject to state and federal income tax withholdings, and are considered earned income. Special withholding rates apply.*
3. **Does VESIP money count toward retirement earnings?** *VESIP payments do not count as compensation for purposes of retirement plan contributions.*
4. **When is the exact date that my University medical and prescription drug benefits will end?** *After the 18 month VESIP continuation period, your medical and prescription drug benefits under the University of Detroit Mercy Employee Medical Plan (the Plan) will terminate pursuant to the terms of the Plan. This generally means that for eligible individuals who elect Retiree coverage under the Plan, coverage will end on the earliest of: the date they fail to make a required premium payment, the date they elect to stop coverage, or the date the Retiree submits a fraudulent claim for benefits. COBRA continuation rights may apply.*
5. **What are the eligibility requirements to elect Retiree Medical benefits at the end of the 18 month VESIP continuation period?** *In accordance with the Plan, only employees who were hired by the University **prior to February 1, 2003** who meet one of the following criteria are eligible to elect Retiree Medical benefits:*
 - a. *Is age 50 with 10 years of service*
 - b. *Is age 55 with 5 years of service*
 - c. *Has 30 years of service.*
6. **When is the exact date that my University dental benefit will end?** *After the 18 month VESIP continuation period, your dental benefits under the Plan will terminate. VESIP dental benefits are in lieu of Retiree dental benefits under the Plan.*
7. **Will I be able to convert my Group Life Insurance to an individual policy by paying the premium myself?** *Conversion information for Life Insurance will be sent to you by the insurer, if conversion is an option for you.*
8. **When is the earliest that I can submit my VESIP paperwork to HR?** *August 31, 2017.*
9. **When is the deadline to rescind my VESIP Agreement?** *Seven (7) days after it is accepted by the University.*

10. After I terminate employment, can I be on any advisory committee, volunteer assignment, or assist on University fundraising efforts? *Yes, however, this type of service to the University may affect your ability to receive retirement benefits, depending on the particular circumstances that apply to you.*

11. Can I return to work at the University in the future? *The University does not intend to reemploy any VESIP participants.*