



WCAA 2008 EARLY RETIREMENT INCENTIVE PROGRAM FAQ'S (Frequently Asked Questions)

GENERAL QUESTIONS

1. How is this program different from programs in the past?

The WCAA Early Retirement Incentive Programs (ERIP) vary each time they are offered to eligible participants. The program is created based on the current business conditions, regulations and laws. The WCAA reserves the right to change, offer, or not offer these programs, as necessary.

2. What happens if the WCAA does not meet the headcount reduction goal through this program?

The WCAA wishes to meet the workforce reduction goals through this program. After this program closes, the WCAA will re-evaluate staffing levels and if the workforce reduction goals are not met, it may be necessary to conduct an involuntary separation of employees to meet these goals.

3. Will the WCAA provide references for me if I participate in this program?

The WCAA does not provide letters of reference for former employees, however, will provide dates of employment and income verification information, if the Human Resources division has an authorization from the employee to release the information.

4. If I retire and participate in this program, will I be able to work for the WCAA in the future?

A retiree from the WCAA will not be eligible for re-employment with the WCAA.

5. Will external hiring still be occurring during this process?

Yes, it may occur if there is an area that has a critical need, and the WCAA needs to fill a position.

PROGRAM INFORMATION

6. When does the program start?

The offer period begins September 29, 2008 and ends at 4:30 p.m. on November 26, 2008.

7. Are there any exceptions to the retirement date?

No.

8. How do I get an estimate of my pension benefit and/or apply for retirement or any past-service benefit?

Contact the Wayne County Retirement System to make an appointment:

Ms. Felecia Hollis – 313-224-8515
Ms. Andrea Davis – 313-224-5127
28 West Adams
Suite 1900
Detroit, MI 48226
toll free 888-600-6033
fax (313)-224-1917

9. What do I need to bring with me to my appointment at the Wayne County Retirement System?

You must bring your birth certificate, social security card, and marriage license (if you are married). If you are married, you will need to provide your spouse's birth certificate and social security card. If you are divorced and are subject to a Domestic Relations Order (DRO), you must bring the DRO with you.

10. Is the Early Retirement Incentive Program available to all WCAA employees?

Not all employees will be eligible to participate in the program. An eligible employee must have combined age and years of service that equal seventy (70) or greater by November 28, 2008.

11. I meet the eligibility criteria, is there any opportunity for me to delay my retirement?



No, in order to participate in this early retirement incentive program, you must apply for retirement between September 29, 2008 and November 26, 2008 at 4:30 p.m. – the program ends then.

ACCEPTING THE PROGRAM

12. When can I accept the program?

You will have between the dates of September 29, 2008 and November 26, 2008 at 4:30 p.m. in order to make your decision.

13. If I accept the program, can I change my mind?

You may revoke your acceptance of this Program offer within seven (7) calendar days of its acceptance by completing, signing, and delivering the revocation to the Vice President of Human Resources.

14. Do I have to sign a waiver as a condition of accepting the Program?

Yes. Employees must sign the Waiver and Release agreement of legal claims in acknowledgement of their acceptance of the program benefits between September 29, 2008 and November 26, 2008 by 4:30 p.m. days of receipt of their package. Please note that your retirement will not be processed unless this Waiver and Release is signed by you and returned to the Vice President of Human Resources.

15. How do I accept the Program offer?

Complete and return the Waiver and Release Agreement to the Vice President of Human Resources and make sure that you make your appointment with the Wayne County Retirement System.

BENEFITS

16. If I accept this Program offer, how will I continue to enroll for my medical benefits?

Employees should contact WCAA Employee Services at 734-247-7235.

17. If I experience a change in my life circumstances after retirement, (i.e. marriage, birth of a child, loss of spouse's employment, etc.) can I add dependents to my medical and/or dental coverage?

Yes, under defined circumstances. Contact Employee Services with your specific circumstances.



18. If I accept this Program offer and retire, may I collect unemployment benefits?

No.

19. Can I take my spouse's health care coverage and then later decide to take my retirement health care coverage?

Yes, you can only change at open enrollment or your spouse loses their coverage.

20. My spouse and I both work for the WCAA. Today we are covered by my healthcare plan. If I retire, can we switch and choose to be covered under my retiree healthcare benefits?

Yes, you will need to follow the Collective Bargaining Agreement that you retired under for benefits. Contact Employee Services for information.

21. What kinds of benefits will I be eligible for under the retirement program?

The benefits that are currently being offered to active employees under the Collective Bargaining Agreement you retired under.

22. Will I be subject to changes in the benefit plan, as active employees are?

Yes under most circumstances.

23. Which benefits programs will I not be eligible for as a retiree?

You will be eligible for the same plans as an active employee pursuant to your Collective Bargaining Agreement that you retired under.

24. How will I be notified of future changes to my post-retirement benefits?

Written correspondences will come from WCAA Employee Services to the address that you have on file.

FINAL PAYCHECK AND PAPERWORK

25. When will I receive my final paycheck?



The pay dated after your last day of work at WCAA.

26. How will my vacation and sick time payouts be distributed?

Vacation and Sick time payouts occur after two weeks from your last date of pay for regular wages.

LUMP SUM PAYOUT

27. Will my lump sum payout be taxed differently than a regular paycheck?

The lump sum payout will be taxable as earned income.

28. Can I put my lump sum payout into my deferred compensation plan?

Yes. Employees must contact the carriers (Hartford, Great West, Nationwide), Retirement and Employee Services with the amount they wish to defer. The amount will be limited to the amount that you have differed to date.

29. Will my lump sum payout be calculated in my final pension benefit amount?

No, the lump sum distribution will not be used in your final pension benefit calculations.

30. Will the lump sum payout be paid via direct deposit or by check?

It will be paid in the way that you currently receive your paycheck.

PLAN 4 ENHANCED PENSION BENEFIT OPTION 1

31. Does the Enhanced Pension Benefit in Option #1 have a minimum or maximum contribution?

Yes. The WCAA will make a one time contribution of 50% of base pay, up to a maximum of \$46,000. The WCAA is prohibited by law from contributing more than \$46,000 to an individuals 401(a) account in 2008.

32. What if the amount already contributed by WCAA to my Plan 4 account this year plus the Enhanced Pension Benefit contribution exceeds the \$46,000 limit on the Employer's annual contribution? Will I still receive the entire 50% of base pay (maximum of \$46,000)?



Yes. The balance of this one time contribution will be distributed in the lump sum payment. However, in no event will this one time contribution exceed \$46,000 total, between the portion that is put into the plan and the lump sum payment.

33. What if my base pay exceeds \$92,000? Will I receive more than \$46,000?

No. The WCAA will contribute a maximum of \$46,000 in accordance with the answers above.

34. During what year will the Enhanced Pension Benefit be made?

The Enhanced Pension Benefit will be made in the year you retire – see questions 35 and 36.

RETIREMENT DATES

35. What if I want to retire on December 1, 2008?

If you would like to retire on December 1, 2008 and receive your lump sum payments in 2008, you should apply for retirement with the Wayne County Employee's Retirement System between the dates of September 29, 2008 and October 31, 2008 in order for your retirement date to be effective on December 1, 2008.

36. What if I want to retire on January 1, 2009?

If you would like to retire on January 1, 2009 and receive your lump sum payment in 2009, you should apply for retirement with the Wayne County Employee's Retirement System between the dates of November 1, 2008 and November 26, 2008 in order for your retirement date to be effective on January 1, 2009.

The above information is intended to answer commonly raised questions, however, this document should not be construed as constituting a contract or agreement between Wayne County Airport Authority and its employees. If you have specific questions, please contact the Human Resources division or the Wayne County Employee Retirement System.