



FAQs for Portland State University's 2024-2025 Retirement Incentive Offer

Last Updated: Nov 21, 2024

As questions are sent to OAA that apply to many faculty will be added to this FAQ. Send any questions you may have to academicpersonnel@pdx.edu

1. Why is the University implementing this program?

This program is designed to assist the University in realigning staffing levels to support the institution's strategic goals and plans to achieve financial sustainability.

2. Will the program be offered again or will the University provide another program of a similar nature?

The University has no plan to offer this RIO program or any other in the near future.

3. Who can I contact to ask questions about retirement?

First, visit the [HR Retirement page](#) (see: 'Ready for Retirement' section). If you have additional questions or need assistance with retirement, please contact retirement@pdx.edu.

4. What is the enrollment deadline for the RIO program?

The last day for eligible faculty to submit their signed election documents to OAA to participate in the RIO is December 18, 2024.

5. Will the RIO enrollment period be extended beyond December 18, 2024?

No.

6. What is the date by which I must retire?

Faculty on 9-month contracts must choose one of these two dates: March 15, 2025 or June 15, 2025. Faculty on 12-month contracts must choose one of these two dates: March 31, 2025 or June 30, 2025.

7. How can I estimate my one-time cash incentive payment?

You can view your prior year's Form W-2s by logging into Banweb, navigating first to the Employee Services tab, and then clicking on the Payroll Tax Forms tab. The incentive is calculated using the salary reported in Box 5 of the W2. The final incentive will include the 2024 tax year, so at this time of election, only an estimate can be provided.

8. When will healthcare coverage end if I am participating in the RIO Program?

For 9-month faculty benefits will end 09/30/2025.

9. I am currently a Department Chair (Unrepresented/Excluded) but hold rights to return to an eligible faculty position, am I eligible for the RIO?

Yes.

10. I am currently an Unrepresented / Unclassified employee but hold rights to return to an eligible faculty position, am I eligible for the RIO?

Yes.

11. How will my final pay be made if I am currently on deferred pay status and participate in the RIO?

If you currently defer your pay over twelve months, please notify the Benefits Officer in Human Resources. You will be given a pay-out in your June 2025 payroll check to reflect the salary that was held out of the payroll checks that you would have received in July, August, and part of September.

12. If I am currently being reviewed for my milestone review that would award me a continuous appointment next year, am I eligible?

No. Your continuous appointment status will not be effective until September 16, 2025, so you do not meet the eligibility requirements for the RIO.

13. If I am currently being reviewed for promotion, PTR, or PCAR will the associated salary increase be included in my incentive calculation?

No. The one-time cash incentive will be calculated using the average of the last three full calendar years. Any associated increase with these reviews will not be applied this year.

14. Where can I find the MOA signed by PSU and AAUP regarding the RIO?

This document is linked to the [OAA page announcing the RIO](#).

15. I missed the regular deadlines to apply for emeritus. Can I still apply?

Yes! If you elect to retire through the RIO Program, you may seek emeritus status through University procedures if you are eligible under your departmental guidelines. The modified deadlines are posted on the [OAA page announcing the RIO](#).