STATE OF NEW YORK

8111--A

2025-2026 Regular Sessions

IN SENATE

May 15, 2025

Introduced by Sen. JACKSON -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the retirement and social security law, in relation to providing retirement credit to emergency medical technicians and advanced emergency medical technicians for a child care leave of absence

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section 609 of the retirement and social security law is amended by adding a new subdivision i to read as follows:

i. Notwithstanding any other law or code provision that prohibits a member from receiving retirement credit for any period during which the member was absent on leave without pay, including but not limited to, subdivision c of this section, any EMT member, as defined in paragraph two of subdivision a of section four hundred forty-five-e of this chapter and paragraph one of subdivision a of section six hundred four-e of this article, as added by chapter five hundred seventy-seven of the laws of two thousand, who is absent without pay for a child care leave of absence pursuant to the terms of a collective bargaining agreement covering the EMT member shall be eligible for credit for such period of child care leave provided such member files a claim for such service credit with the pension fund by December thirty-first, two thousand twenty-five or within ninety days following termination of the child care leave, whichever is later, and contributes to the pension fund an amount which such member would have contributed during the period of such child care leave, together with interest thereon. Service credit provided pursuant to this subdivision shall not exceed one year of credit for each period of authorized child care leave.

§ 2. This act shall take effect immediately.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

LBD11193-03-5

FISCAL NOTE.--Pursuant to Legislative Law, Section 50:

SUMMARY: This proposed legislation would permit Emergency Medical Technicians of the New York City Employees' Retirement System (NYCERS) to apply for and purchase up to one year of service credit for each period of authorized unpaid childcare leave.

ILLUSTRATION - INCREASE (DECREASE) IN EMPLOYER CONTRIBUTIONS
by Fiscal Year for the first 25 years ($)

Year	One Year of Service Purchased	One Year of Service Purchased Per Year
2026	600	600
2027	600	1,200
2028	600	1,900
2029	600	2,500
2030	600	3,200
2031	600	3,900
2032	600	4,600
2033	600	5,300
2034	600	6,100
2035	600	6,900
2036	600	7,700
2037	600	8,500
2038	600	9,300
2039	600	10,200
2040	0	10,500
2041	0	10,900
2042	0	11,200
2043	0	11,500
2044	0	11,900
2045	0	12,200
2046	0	12,600
2047	0	13,000
2048	0	13,300
2049	0	13,700
2050	0	14,200

Employer contribution impact beyond Fiscal Year 2050 is not shown.

The potential increases in employer contributions will be allocated to New York City.

PRESENT VALUE OF BENEFITS: The Present Value of Benefits is the discounted expected value of benefits paid to current members if all assumptions are met, including future service accrual and pay increases. Future new hires are not included in this present value.

INITIAL INCREASE (DECREASE) IN ACTUARIAL PRESENT VALUES
as of June 30, 2024 ($)

Present Value (PV)	Per Year of Service
(1) PV of Employer Contributions:	5,100
(2) PV of Employee Contributions:	**5,200**
Total PV of Benefits (1) + (2):	10,300

UNFUNDED ACCRUED LIABILITY (UAL): Actuarial Accrued Liabilities are the portion of the Present Value of Benefits allocated to past service. Changes in UAL per incident would be recognized as ongoing gain/loss.

AMORTIZATION OF UNFUNDED ACCRUED LIABILITY

Recognized as Ongoing Gain/Loss	Per Year of Service
Increase (Decrease) in UAL:	5,100
Number of Payments:	14
Amortization Payment:	600

CENSUS DATA: The number of members who will benefit in the future from this proposed legislation is unknown. The estimates presented herein are based on preliminary census data collected as of June 30, 2024. The census data for the potentially impacted population used to develop the average costs is summarized below.

	NYCERS
Active Members	
- Number Count:	4,236
- Average Age:	36.5
- Average Service (before purchase):	9.3
- Average Salary:	74,000

IMPACT ON MEMBER BENEFITS: Currently, Emergency Medical Technician (EMT) members of NYCERS are not able to purchase service credit for periods while on authorized unpaid childcare leave.

Under the proposed legislation, EMT members would be eligible to purchase up to one year of service credit for each period of authorized unpaid childcare leave, provided that they file a claim within 90 days of the termination of such leave (or by December 31, 2025, if later) and pay the amount that would have been contributed during such leave, with interest.

ASSUMPTIONS AND METHODS: The estimates presented herein have been calculated based on the Revised 2021 Actuarial Assumptions and Methods of the impacted retirement systems.

The number of members who will benefit from this proposed legislation is unknown. The cost of this proposed legislation could vary greatly depending on the number of future members who benefit and on their length of service, age, and salary history.

RISK AND UNCERTAINTY: The costs presented in this Fiscal Note depend highly on the actuarial assumptions, methods, and models used, demographics of the impacted population, and other factors such as investment, contribution, and other risks. If actual experience deviates from actuarial assumptions, the actual costs could differ from those presented herein. Quantifying these risks is beyond the scope of this Fiscal Note.

This Fiscal Note is intended to measure pension-related impacts and does not include other potential costs (e.g., administrative and Other Postemployment Benefits). This Fiscal Note does not reflect any chapter laws that may have been enacted during the current legislative session.

STATEMENT OF ACTUARIAL OPINION: Marek Tyszkiewicz and Gregory Zelikovsky are members of the Society of Actuaries and the American Academy of Actuaries. We are members of NYCERS, but do not believe it impairs our objectivity, and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. To the best of our knowledge, the results contained herein have been prepared in accordance with generally accepted actuarial principles and

procedures and with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

FISCAL NOTE IDENTIFICATION: This Fiscal Note 2025-81 dated June 11, 2025 was prepared by the Chief Actuary for the New York City Retirement Systems and Pension Funds and is intended for use only during the 2025 Legislative Session.