



DATE: March 12, 2008
To: MCC Employee
From: Human Resources
Subject: **TIAA-CREF Members – 3% Contribution Rate**

In 2007 the Governor signed a 3% parity legislation that would eliminate the three percent (3%) employee contribution for employees with ten (10) or more years of **SUNY Optional Retirement Program (ORP) membership (TIAA-CREF)**. This means the College contribution to TIAA-CREF will increase after 10 years of membership while the employee contribution will decrease. (This is NOT related to TIAA-CREF supplemental 403B plans.)

This change will become effective April 1, 2008 and will be phased in as follows:

Tier III and IV members are those with a membership date prior to July 17, 1992. No action will be required on your part. These employees have been members for more than 10 years and the contribution reductions will be phased in as follows:

- Effective April 1, 2008 - the employee share contribution will decrease to 2% and the employer contribution will increase by 1%.
- Effective April 1, 2009 - the employee share contribution will decrease to 1% and the employer contribution will increase by another 1% (cumulative 2%).
- Effective April 1, 2010 - the employee share contribution will be eliminated and the employer contribution will increase by another 1% (cumulative 3%).

Tier IVA members are those with a membership date after July 17, 1992. When the employee reaches their 10 year membership date, the employee contribution will be adjusted as follows:

- If the employee reaches their 10 year membership date at any time during the above phase-in timeline, both the employee & College contribution will be adjusted to the rates noted on the above phase-in timeline.
- The employee contribution will be eliminated and the College contribution will increase by 3% for those employees reaching their 10 year membership date after April 1, 2010.

In general, the College has recorded your membership date in the (ORP) to correspond with your employment here at Monroe Community College. It is possible that you may have an earlier SUNY TIAA-CREF (ORP) membership date due to prior employment. It is important for **Tier IVA** members to verify their earliest membership date through appropriate documentation from TIAA-CREF showing the earlier membership date. For example, if you have prior years of membership with TIAA-CREF through another SUNY institution, we need you to verify those

dates of membership with documentation. Documentation can be an original membership letter or original contract from TIAA-CREF indicating the earlier date. Please present this documentation of an earlier membership date to the Human Resources office by April 4, 2008 or as soon as possible. Retroactive contribution adjustments will be made as documentation is received.

Contact the following Human Resources office staff if you have questions.

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