

Monroe Community College

2014 Salary Reduction Agreement

I request that the employment arrangement between myself and Monroe Community College be modified to substitute the purchase of an annuity. This will be in lieu of a portion of the compensation otherwise payable directly to me so that I may obtain the benefit of Section 403b of the Internal Revenue Code.

For such purpose, I hereby authorize MCC to:

- (1) Reduce my cash compensation under said arrangement, and
(2) Apply said compensation to the purchase of a retirement annuity contract issued by (see below) of which I am the Owner.

I release all rights, present and future, to receive payment of said sum except:

- (1) The right of my estate upon my death while in your employment, or
(2) The right personally upon termination of my employment that has been applied to the purchase contract.

This agreement is legally binding and irrevocable for both the College and myself with respect to amount earned while the Agreement is in effect.

403b Election

\_\_ VALIC \_\_ MetLife \_\_ TIAA/CREF
\_\_ Fidelity \_\_ ING

(1) General Limit

\$ \_\_\_\_\_ Per Pay Period Amount up to \$17,500/year
\$ \_\_\_\_\_ Annual Amount up to \$17,500/year

(2) Employees age 50 years or older can contribute an additional \$5,500

\$ \_\_\_\_\_ Annual Amount up to \$23,000/year (\$17,500 General Limit + \$5,500 if you are at least age 50)

(3) An additional \$3,000 after 15 years of SUNY Service - To do this you must obtain a calculation from your Investment Provider indicating that you are eligible to defer additional amount. There is a Lifetime limit of \$15,000 on this provision.

\$ \_\_\_\_\_ Annual Amount up to \$20,500 (\$17,500 General Limit + \$3,000 if you have at least 15 years of SUNY Service and have not met the \$15,000 lifetime limit)

\$ \_\_\_\_\_ Annual Amount up to \$26,000 (\$17,500 General Limit + \$5,500 if you are at least age 50 + \$3,000 if you have at least 15 years of SUNY Service and have not met the \$15,000 lifetime limit)

Print Name \_\_\_\_\_

Number of Deductions 20 \_\_\_\_\_ 24 \_\_\_\_\_

Signature \_\_\_\_\_

Social Security No. or Banner ID M \_\_\_\_\_

Date \_\_\_\_\_

To be completed by the Human Resources Department

Years of Service \_\_\_\_\_ \$ \_\_\_\_\_
50 years of age or older \_\_\_\_\_ \$ \_\_\_\_\_

to be applied toward 15 years Lifetime Limit
Lifetime Limit Total

Bi-Weekly Amount \$ \_\_\_\_\_

No. of Pay Periods \$ \_\_\_\_\_

Goal Amount \$ \_\_\_\_\_ Effective Date \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

To: Monroe Community College  
From: Karen Rheinheimer, Human Resources  
Re: 2014 Tax Deferred Annuity - Salary Reduction Agreement

Please be advised that the following is pertinent to your 2014 tax deferred annuity election. The 2014 maximum salary deferral limits are outlined below.

(1) General Limit

Annual Amount up to \$17,500/year

(2) Employees 50 years of age or older

Annual Amount up to \$23,000/year

(3) Fifteen years of Lifetime Service – an employee with at least the equivalent of 15 years of SUNY service may contribute up to \$3,000 above the General Limit toward the Lifetime Limit of \$15,000. All deferrals over the General Limit will be applied to the Lifetime Limit (\$15,000) Maximum first.

Annual Amount up to \$20,500 (\$17,500 if you are under age 50 + \$3,000 over General Maximum Limit)

Annual Amount up to \$26,000 (\$23,000 if you are 50 years of age or older + \$3,000 over General Maximum Limit).

All employees who want to add the additional \$3,000 through the “15 year rule” must obtain a completed Maximum Salary Reduction Calculation Form from your 403(b) vendor. If your vendor is TIAA-CREF, you may call 1-800-842-2252 and press “0” to obtain this calculation.

In 2014 MCC employees who wish to tax defer must defer into one of the following SUNY approved accounts: **VALIC, Fidelity, ING, MetLife or TIAA/CREF**. Attached is a salary reduction agreement that must be completed if you are electing a new SRA limit for 2014. **Please note that if you changed your per pay deduction at any point during the past year, or if you began your deferral in the middle of the calendar year, the total amount that went into your tax deferred account for 2013 is your goal amount. Your goal amount from 2013 will roll into 2014, up to the general limit, unless you complete a new form.**

**You must complete a new form each year if you defer over \$17,500.**

Please return the original and yellow copies to the HR Office by November 30, 2013 and retain a copy for your files.

Be advised that the first pay date in the new year is January 2nd; therefore, forms received after November 30th will not be processed until the January 16th pay date.

If you have any questions or would like additional information regarding the tax deferred annuity program, please contact me at 292-2113. Your attention to this matter is appreciated.