

**SUMMARY OF RETIREMENT PLAN OPTIONS
STATE UNIVERSITY OF NEW YORK**

	Tier 6 NYS Employees' Retirement System (ERS) NYS Teachers' Retirement System (TRS)	Tier 6 SUNY Optional Retirement Program (ORP) (Fidelity, TIAA, VALIC, and Voya)**
Plan Type	Defined benefit plans provide a fixed, lifetime monthly income at retirement. The amount of the benefit depends on length of service, earnings, tier and age at retirement. Benefits are guaranteed by the State constitution.	Defined contribution plan benefits are based on the amounts contributed by the employer and employee and the success of the investments. The amount of future accumulations available upon retirement varies according to investment selection and performance. Benefits not guaranteed .
Vesting	10 years of full-time service credit. Part-time service is pro-rated. (For example: if working part-time at 50%, vesting will occur after attaining 20 years of service.)	366 calendar days of service; immediate if employee owns employer-funded retirement contracts with any ORP vendors, or if employee has 366 days prior service in ERS/TRS
Employee Contribution	Contribution rates based on member salary: 3% for salary \$45,000 or less; 3.5% for greater than \$45,000 up to \$55,000; 4.5% for greater than \$55,000 up to \$75,000; 5.75% for greater than \$75,000 up to \$100,000; 6% for greater than \$100,000 up to \$179,000. Other limitations may apply (OT cap, two-employer max, etc.)	Contribution rates are based on member's salary: 3% for \$45,000 or less; 3.5% for salary greater than \$45,000 up to \$55,000; 4.5% for salary greater than \$55,000 up to \$75,000; 5.75% for salary greater than \$75,000 up to \$100,000; 6% for salary greater than \$100,000. (subject to IRS annual contribution limits)
University Contribution	A contribution is made to the pension funds, rather than to individual accounts. The annual amount is determined by the actuary of the pension systems.	8% of salary (subject to IRS annual contribution limits) for the first seven years of service; 10% thereafter.
Minimum Retirement Age	Full benefit at age 63 with 10 years of service. May retire as early as age 55 with a 6.5% reduction for each year under age 63.	No minimum retirement age; tax penalties generally apply to withdrawals before age 59 ½
Retirement Income Options	Lifetime annuity; options are available for a reduced annuity to continue to a beneficiary after your death; includes Cost of Living Adjustments (COLA).	Lifetime annuity (including options for beneficiaries) or variety of cash withdrawals (subject to certain limitations).
Calculation of Retirement Benefit	Retirement benefit based on a formula which takes into account Final Average Salary X years of service X a pension factor based on years of service.	Retirement benefit based on the accumulated value of contributions made by the employee and the University, plus investment performance.
Death Benefit	Calculated by formula using salary and length of service. Maximum: 3 times' salary.	Value of contracts.
Loans	A loan feature on up to 75% of employee contribution balance.	IRS restricts loans to 50% of the accumulated value of contracts, to a maximum of \$50,000. Individual providers may have other requirements resulting in a lower maximum.
Military Service	May receive service credit if applied for and/or paid for within established guidelines. Generally required to pay 6% of salary .	Missed contributions may be paid within time frame of no more than three times the duration of the military leave, not to exceed five years.
Prior Public Service	May receive credit for state service rendered prior to joining ERS/TRS. Required to pay 6% of salary (plus interest as applicable) .	No credit given for periods of service prior to ORP membership.

SUNY Retirement Plans: <http://www.suny.edu/BENEFITS/Retirement.cfm>

ERS: (518) 474-7736; <http://www.osc.state.ny.us/retire/index.htm>

TRS: (800) 348-7298; www.nystrs.org

****To view latest quarterly ORP Vendor Performance Summaries:**
<http://hr.cornell.edu/benefits/retirement/orp.html> (select individual vendor)

Fidelity: (800) 343-0860; www.netbenefits.com/SUNY

TIAA: (800) 842-2252; www.tiaa-cref.org/suny

VALIC: (888) 569-7055; www.valic.com/suny

Voya: (800) 438-1272;

(800)-677-4636;

<https://suny.prepare4myfuture.com/emadmin/landingpage.action>

(over)

New Employees: Should Consider These Key Differences Between ERS and TRS:

- ERS allows unused sick leave (up to 100 days) to be used in calculating service credit; TRS does not.

- Faculty Only: TRS gives a full year's service credit for sabbatical at half-pay; ERS allows a half-year's credit.

Current Employees: Should Consider These Points If Eligible To Move From ERS or TRS to the Optional Retirement Program (ORP):

- Members of the ORP who leave SUNY and move to another employer where they are required to join ERS/TRS will not be able to receive service credit in ERS/TRS for any period of time during which they were a member of the ORP.
- ERS/TRS and the ORP allow tier reinstatement. That is, if you join in one tier, leave state service and return at a later date, you will re-enter in your old tier rather than being covered by the provisions of the tier in effect at the time you rejoin. If you move from ERS/TRS to the ORP, you will join the ORP in the current (contributory) tier.
- Persons who are Tier 1 or 2 members of ERS/TRS and in public service on April 1, 1999 and October 1, 2000 will receive an additional one month's service credit for each year of service up to 24 months maximum. As ORP benefits are not based on years of service, no similar provisions exist in the ORP.



Please note that this information has been prepared as a general summary of the Retirement System options available to new SUNY employees. It cannot provide you with the complete details on retirement matters. You should carefully review and research the options available to you before making a decision as to which Retirement System to join. Only authorized representatives from each Retirement System or Investment Provider are adequately knowledgeable and experienced to fully address your questions or to assist you with many of the technical aspects of their respective Systems. The information contained in all SUNY publications and web sites is intended only as a basic summary overview and to provide you with basic points for your consideration. You are invited to contact representatives from the Retirement System in which you are interested for additional information or with specific questions about their respective System or specific benefits.