MEMORANDUM

DATE: July 1, 2010

TO: All State Employees

FROM: Lisa M. Wenck, Associate Vice President for Employee Services

SUBJECT: 2010 Early Retirement Incentive Program Information

The SUNY Board of Trustees has voted to adopt Resolutions authorizing campus participation in Chapter 45 and Chapter 105 of the Laws of 2010 Early Retirement Incentive programs.

There are three components of the 2010 Early Retirement Incentive. Below is important summary information about the three components. Please read the information very carefully. Within the next week, a memorandum will be sent directly to the home addresses of employees who may qualify for one or more of the components of the retirement incentive program based on our records. The memorandum will include more detailed information such as timelines and required filing dates. If you believe that you qualify for one or more of the options and do NOT receive the memorandum, please contact either Gail Feuer or myself at x2509 or feuergm@oneonta.edu or wencklm@oneonta.edu respectively. Links to important resources and additional information will be posted on our 2010 Early Retirement incentive Program webpage located at http://www.oneonta.edu/admin/humres/HR/ERI.asp. Employees should review the website periodically for the most current information.

Part A (Chapter 105) – This is a targeted title/position program

Open Period to Retire: November 1, 2010 – December 31, 2010 (Established by the College)
This means the last date you can retire is at the close of business on December 30, 2010 resulting in an official retirement date of December 31, 2010.

Eligibility:
Employees are eligible to retire under Part A if they:
• are in an eligible targeted title/position (will be determined after Notice of Interest period is complete).
• are age 50 or older with at least 10 years of credited service or at least 55 or older with 5 or more years of service, or Tier 1 with 35 years of service and otherwise eligible for retirement.
• were in “active service” on February 1, 2010, and have remained in continuous “active service” to the date immediately prior to the commencement of the open period. “Active service” means being paid on the payroll, or a leave of absence with pay, or on an approved leave without pay not to exceed 12 weeks.
• file a Notice of Interest form with the College within the required time frame.
• Upon receiving notification that their position is targeted, provide official notice to the College of their intent to retire under the incentive at least 21 days prior to the end of the open period.
• file a retirement application with their retirement system in the required time period. The date of retirement must be during the open period.
• officially notify the College, in writing, of their intent to retire under the incentive.
• do not participate in Part B or Chapter 45.

**Benefit**

**ERS/TRS Benefit:**
ERS/TRS members would receive one month’s additional service credit for each year of credited service (excluding Article 19 service) to a maximum of 36 months. The chart below will help you identify any early retirement penalty that you may be faced with by participating in the program.

<table>
<thead>
<tr>
<th>Age</th>
<th>Tier*</th>
<th>Service</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;55</td>
<td>1</td>
<td>&gt;5</td>
<td>None</td>
</tr>
<tr>
<td>55-62</td>
<td>2, 3, 4</td>
<td>&gt;30</td>
<td>None</td>
</tr>
<tr>
<td>55-62</td>
<td>2, 3, 4</td>
<td>&lt;30</td>
<td>Normal age reductions</td>
</tr>
<tr>
<td>50-55</td>
<td>1</td>
<td>&gt;5</td>
<td>5% per year</td>
</tr>
<tr>
<td>50-55</td>
<td>2, 3, 4</td>
<td>&gt;30</td>
<td>5% per year</td>
</tr>
<tr>
<td>50-55</td>
<td>2, 3, 4</td>
<td>&lt;30</td>
<td>3% per year plus normal age reductions</td>
</tr>
</tbody>
</table>


**ORP (TIAA/CREF) Benefit:** ORP members would receive an employer contribution to the member’s retirement account of one-twelfth for each year of service multiplied by 15 percent multiplied by their salary as of March 1, 2010, not to exceed 45 percent of salary. ORP members would need to verify with their investment representatives or tax advisors when a distribution may be taken without IRS penalty.

**Part B (Chapter 105) – (ERS/TRS Only)**

**Open Period to Retire - July 2, 2010 through September 30, 2010 (established by SUNY).**

**Eligibility**
Employees are required to:
• be between the age of 55 and less than age 62 and credited with a minimum of 25 years of service but less than 30 years (including Article 19).
• be in “active service” on February 1, 2010, and have remained in continuous “active service” to the date immediately prior to the commencement of the open period. “Active service” means being paid on the payroll, or a leave of absence with pay, or on an approved leave without pay not to exceed 12 weeks.
• file a retirement application with their retirement system in the required time period. The date of retirement must be during the open period.
• officially notify the College, in writing, of their intent to retire under the incentive at least 21 days prior to the end of the open period.
• not participate in Part A or Chapter 45.

**Benefit**
Eligible employees can retire without penalty or benefit reduction.

**Chapter 45 (specific to NYSUT/UUP) – ERS/TRS Only**

**Open Period to Retire:** - October 3, 2010 through December 31, 2010

**Eligibility**
Employees are required to:
• be in a position represented by a collective bargaining unit affiliated with NYSUT/UUP).
• be between the age of 55 and less than age 62 and credited with a minimum of 25 years of service but less than 30 years (including Article 19).
• be in “active service” on February 1, 2010, and have remained in continuous “active service” to the date immediately prior to the commencement of the open period. “Active service” means being paid on the payroll, or a leave of absence with pay, or on an approved leave without pay not to exceed 12 weeks.
• file a retirement application with their retirement system in the required time period. The date of retirement must be during the open period.
• officially notify the College, in writing of their intent to retire under the incentive at least 21 days prior to the end of the open period.
• not participate in Part A or Part B of Chapter 105.

**Benefit**
Eligible employees can retire without penalty or benefit reduction.