

To: Adjunct Faculty Members and Part Time Instructors

From: Patricia Kelly, Director of Employee Services for Benefits and Payroll

RE: Pension Changes – 30 Day Deadline

As a result of pension reform legislation, any new adjunct faculty member or new part-time instructor hired by the University to begin employment as of the spring semester, 2009, and any returning adjunct faculty member or part time instructor who is not currently enrolled in a pension plan is required to participate in the Alternate Benefits Program (ABP) retirement plan and is no longer eligible to participate in the Public Employees' Retirement System (PERS). Enrollment of such adjunct faculty members and part-time instructors in the ABP will begin immediately upon the commencement of employment or reappointment due to this change in law. This is a greater benefit to adjunct and part-time faculty who previously had to wait until they served two consecutive semesters before being able to enroll in a pension plan.

There are, however, potentially disadvantageous consequences for **Adjunct faculty members and part-time instructors already enrolled in the PERS who enter into a new employment agreement after October 31, 2008 if they do not choose by February 19th to either:**

A) Irrevocably waive their benefits under the ABP and continue their participation in the PERS, or

B) Irrevocably waive their benefits under the PERS and transfer their accumulated pension service, contributions and any available employer contributions under PERS to the ABP.

The law requires that this choice must be made within thirty (30) days following commencement of employment in the ABP eligible position by completing an Election of Retirement Coverage form. The form is available in our Office of Employee Benefits, on our HR website, and can also be found posted at the following State URL:

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/abp8087.pdf>

Please note again that this action must be taken by February 19, 2009.

An adjunct faculty member or part time instructor who fails to comply with these requirements by February 19, 2009 will result in that individual's default enrollment into TIAA CREF, the default investment carrier for 2009. Further, individuals with existing TPAF or PERS membership at the time of ABP enrollment, who do not make an election to waive benefits under one of the two retirement systems, will lose the right to have all retirement credit consolidated under one retirement account and may lose those benefits which have not vested. We, therefore urge you to act swiftly to ensure the most personally advantageous outcome.

To assist in making selections, information is available on both the State's website and our HR website at Montclair State University.

Listed below are resource materials posted on the State's website:

ABP Investment Carrier Comparison Guide

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/ea0102bw.pdf>

ABP Common Questions and Answers

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/ea0216.pdf>

ABP Member Handbook

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/fp0706.pdf>

Choosing between PERS and ABP

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/ea0235.pdf>

The election form must be completed to let us know of your irrevocable decision and, again, is available in our Office of Employee Benefits, on our HR website, and can also be found posted at the following State URL:

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/abp8087.pdf>

For those enrolling in the Alternate Benefit Program, please complete the following:
ABP Enrollment Application:

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/abp100001.pdf>

ABP Designation of Beneficiary:

<http://www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/eb0791.pdf>

Once you have selected one of the ABP investment carriers, you will need to complete the investment carrier's enrollment application to establish your asset allocation. You may contact the investment carriers directly at the telephone numbers listed.

EQUITABLE	Paul Santos	(732) 452-6925 or Michael Bassett (732) 452-7200
HARTFORD	Eric Murtha	(800) 243-7782 ext. 54404 or Scott Pollack (973) 783-2555
METLIFE	David Sharpe	(800) 545-0108 cell: (201) 207-6694
ING	David Katz	(732) 326-5615 or Jen Thohey (732) 326-5625
TIAA-CREF	Peter Contini	(201) 498-8319
VALIC	Michael Grofsick	(800) 892-5558 ext. 88013 cell: (973) 445-8008

Information is also readily available in our Office of Employee Benefits in College Hall, Room 314B. If you have any questions, please contact me or a member of our Benefits staff at ext. 4395, 4394 or 7171.

¹ Transfers of employee TPAF or PERS contributions occur upon election to waive TPAF or PERS coverage. Transfers of employer contributions occur after the member has accrued ten years of non-concurrent service credit under TPAF, PERS and ABP.