

Passaic County Community College

Carrier Allocation/Salary Reduction Agreement

Includes Roth Options

Name _____

Colleague ID _____

It is hereby agreed by and between (please print name) _____ (employee) and PASSAIC COUNTY COMMUNITY COLLEGE (employer) that the employee's adjusted semi-monthly contractual salary will be reduced by the amount indicated below. At the same time, the employer agrees to remit periodically to the investment company(ies) selected by the employee on the current Carrier Allocation Form the sum of such reduction as a premium on the annuity contracts, which are purchased by the employer on behalf of the employee.

This agreement shall be legally binding and irrevocable as to each of the parties hereto while employment continues; provided, however, that either party may terminate this Agreement as of the end of any pay period, so that it will not apply to salary subsequently earned, and provided, further, that no more than four agreements (**one per calendar quarter**) for such salary reduction may be made within any taxable year. If the College suspends the salary reduction authorized by this agreement because the employee has reached the maximum amount allowed by law, this agreement shall be reinstated as of the beginning of the next taxable year unless cancelled or changed by the completion of another Salary Reduction Agreement by the employee.

Mandatory Retirement Plan for ALTERNATE BENEFIT PROGRAM (ABP) Enrollees

The required employee contribution of 5% of my basic semi-monthly salary will be deducted for remittance to the Alternate Benefit Program (ABP) retirement plan carrier indicated below:

ABP carrier election: _____

Voluntary 403(b) Salary Deferral (ABP and ACTS)

I elect to contribute a total of _____ of my adjusted semi-monthly contractual salary in addition to my mandatory retirement contribution. I understand that the amount by which my PCCC adjusted semi-monthly contractual salary may be reduced is subject to the limitations of Section 415 and 402(g) of the Internal Revenue Code and, further, that it is my responsibility not to over tax defer. I assume full responsibility for authorizing the level of salary reduction set forth above and accept any and all tax consequences that may result.

Investment Carrier Election check one (or multiple if vested)	Allocation Dollars enter semi-monthly \$ amount
Corebridge Financial (formerly AIG)	\$
Corebridge Financial formerly AIG) ROTH (after tax)	\$
AXA Equitable	\$
AXA Equitable – ROTH (after tax)	\$
Empower (formerly Mass Mutual)	\$
Empower (formerly Mass Mutual)– ROTH (after tax)	\$
MetLife/Brighthouse	\$
MetLife/Brighthouse – ROTH (after tax)	\$
Empower (formerly Prudential)	\$
Empower (formerly Prudential) ROTH (after tax)	\$
Teachers Insurance and Annuity Association (TIAA)	\$
Teachers Insurance and Annuity Association (TIAA) – ROTH (after tax)	\$
VOYA Financial	\$
VOYA Financial – ROTH (after tax)	\$

Employee Signature: _____

Date: _____

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INSTRUCTIONS:

1. Complete all portions of this form. Select the investment carrier(s) with which you want your contributions invested. Indicate the amount to be allocated to each carrier.
2. Contact the investment carrier to select from the investment choices offered.
3. For changes, only **one** *Carrier Allocation/Salary Reduction Agreement* may be submitted **each calendar quarter**.

Public Employee Retirement System (PERS):

The **Additional Contributions Tax-Sheltered (ACTS)** program allows eligible employees, who are in a State Pension Program, to obtain voluntary supplemental tax-deferred annuities with a variety of carriers through a salary reduction agreement. The ACTS Program is separate from, and in addition to your basic pension benefit, the Supplemental Annuity Collective Trust (SACT) Fund, and the Deferred Compensation Plan (457Plan). Employees of state universities and colleges, and of certain other entities, are eligible to participate in the ACTS Program. Participation in ACTS is also open to those employees previously mentioned who are now receiving retirement allowances from a state pension system and who would otherwise be barred from joining another state pension system. To be considered eligible, ***you must work for one of the eligible employers and normally (with some limited exceptions) work 20 hours per week or more.***

Alternate Benefits Program (ABP) Employees:

Default Provider - ABP enrollees not designating an investment provider for their program contributions within 45 days of program participation are enrolled with the investment provider designated by the New Jersey Division of Pensions and Benefits (NJDPB) as the default investment provider at the time of enrollment. The default investment provider is authorized to accept employer and employee mandatory contributions and will invest the funds in a money market fund. Contributions will continue to be sent to the default investment provider and invested in that money market fund until the ABP employee designates an investment provider, completes an application with that investment provider, and notifies the employer of this action. If the employee is subject to delayed vesting, and is enrolled with the default investment provider, the employee is allowed to choose an alternate investment provider during the first year and transfer the contributions deposited to that alternate investment provider.

Vesting - Vesting usually occurs when the employee commences the second year of employment. However, if the employee meets the following criteria upon joining Passaic County Community College, the employee is immediately vested: a) the employee owns a retirement contract(s) containing employer and employee contributions that is based upon employment in the field of higher education; **OR** b) the employee is an active or vested employee of a state-administered retirement system in New Jersey or in the United States. The contract must be in force, meaning that the employee is entitled to receive benefits from the contract at a future date.

An employee not meeting the above criteria is placed in a delayed vesting status. An employee who is in delayed vesting may direct their ABP contributions to only one carrier and may not transfer funds between carriers. Delayed vesting will end when the employee commences the second year of employment in an eligible position.

403(b) ROTH Option

The New Jersey Division of Pensions and Benefits (NJDPB) has approved a tax-free distribution option when you retire (as long as you meet certain qualifications) in exchange for paying taxes up front on your contributions. If you select the 403(b) ROTH, deductions will be made from your semi-monthly earnings on an after-tax basis.