

SUNY Optional Retirement Program Overview

Full-time employees in the unclassified service are eligible to join the SUNY ORP. Election must be made within the first 30 days of employment and, once made, may not be changed.

Part-time unclassified service employees are not required to join a retirement program, but may do so if they wish.

Once an employee elects to join a particular retirement program they may not withdraw their membership as long as they remain employed, and they may not switch from one program to another, unless they move from a position where they were ineligible to join the ORP to another eligible position.

The ORP is a defined contribution retirement program. Benefits are determined by the amount contributed each year and the success of the investments. The amount of the University's contribution is determined by your tier, which is based on your date of membership in the ORP:

Tier Dates & Contribution Information

Tier 1 membership prior to July 1, 1973 -SUNY contributes 12% of the first \$16,500 of salary per calendar year, and 15% of all salary above \$16,500 Tier 2 July 1, 1973 - July 26, 1976 - SUNY contributes 12% of the first \$16,500 of salary per calendar year, and 15% of all salary above \$16,500

*Tier 3 July 27, 1976 - August 31, 1983-SUNY contributes 9% of the first \$16,500 of salary per calendar year and 12% of all salary above \$16,500

*Tier 4 September 1, 1983 - July 16, 1992 SUNY contributes 9% of the first \$16,500 of salary per calendar year and 12% of all salary above \$16,500

*Tier 4a July 17, 1992 and after-SUNY contributes 8% of salary for the first seven years of service, and 10% thereafter

**Persons joining any retirement program on or after July 27, 1976 are required to contribute three percent of their salary for the first 10 years of membership.*