



**BALL STATE
UNIVERSITY**

June 11, 2019

Dear BSU Service Employees, Supervisors, and Managers:

As you may be aware, the University and AFSCME, Local #293 meet every other year to negotiate any changes in our agreements. Those discussions are currently underway and will conclude no later than June 15, 2019.

You may recollect hearing about a potential change in the University's retirement plan(s) last winter when the administration and the Board of Trustees announced they were exploring the idea of transitioning away from the State's PERF/TRF (INPRS) retirement plan option and transitioning employees to our existing University's APP retirement plan (a 403(b) defined contribution plan), currently only available to faculty and professional employees. The University would like to make the APP retirement plan available to staff and service employees as well, and with that change, is considering closing the PERF/TRF (INPRS) plan option.

The University is doing an analysis of whether it is in the best interests of the University to transition out of the State's retirement plan (PERF/TRF) for either new employees or withdraw all employees currently in the State's PERF/TRF retirement plans.

- As we evaluate immediate and long term impacts, we remain committed to the needs of our employees
- Rest assured, full communication, guidance and support will be provided to employees during the transition

Impacted employees would NOT lose their existing PERF/TRF retirement benefits.

- Employees in the PERF/TRF retirement plan would be transitioned from the State's PERF/TRF into the University's APP retirement plan, and would immediately begin receiving University contributions to their APP retirement plan account
- If employees are transitioned out of the State's PERF/TRF retirement plan, the employee becomes immediately vested in the PERF/TRF retirement plan
- Existing PERF/TRF funds would remain intact and be available when PERF/TRF retirement eligibility requirements are met

Employees that transition into the University's APP retirement plan will receive the same benefit and employer contribution as faculty and professional employees.

- The University would immediately begin making contributions to newly transitioned employees' University's APP retirement plan account at the same level as all other staff/faculty in the University's APP retirement plan
- BSU contributions will be determined by current hire date/University seniority date.

For questions, please call Payroll & Benefits at 285-8461 or email peb@bsu.edu