

The Defined Contribution Pension Plan (DCPP) Retirement Plan for the Four State Universities in Colorado covering eligible employees at:

Adams State University;

Colorado Mesa University;

Metropolitan State University of Denver; and

Western State Colorado University

Effective May 1, 1994, the governing board for the four universities listed above, authorized the Defined Contribution Pension Plan (DCPP) as a replacement for the Colorado Public Employees Retirement Association's (PERA) Defined Benefit retirement plan. All four universities currently contribute 11.4 percent and the eligible participant contributes 8 percent of covered earnings (i.e., all regular salary paid to a participant by the employer) each year to the participant's account of the selected Fund Sponsor (DCPP Investment Company). As soon as contributions are made to one of the three companies, they become 100 percent vested within the participant's account.

Under this DCPP plan, the participant is responsible for making investment decisions through funds offered by the three professional investment companies contracted with to service this DCPP. Those three investment companies are:

Fidelity Investments

TIAA

VALIC

Participants should visit the websites to gain information about each investment company and to review all funds that are available. The company Micro-Sites listed below should help each new (or active) eligible DCPP participant choose one of the vendors. A participant can change contributions to one of the other two investment companies during each fall open enrollment. However, they can only have contributions going to one company at a time.

Micro-Site addresses:

Fidelity Investments:

TIAA:

VALIC:

(NOTE-Remember to complete your beneficiary information with your selected vendor.)

Eligibility Information

You are eligible to participate in the DCPD if you are a benefits eligible employee of any one of the four participating state universities in Colorado as defined by that universities' Handbook or Policy Manual. **New eligible hires, who have no PERA service credit will be required to enroll in the DCPD.** All newly eligible employees must complete the New Hire Election Form within 30 days of your hire date.

If your position is not benefits eligible or you have a per-credit/per-term faculty contract, or are a State Classified employee, you will be required to participate in the PERA Defined Benefit Plan.

New Eligible Hire with PERA Service Credit: If, through previous employment, you have at least one year of PERA service credit being held in PERA's accounts, you must make a choice whether to participate in PERA or the DCPD within 30 days of your appointment to an eligible position. **If you have less than one year of PERA service credit, you are required to participate in the DCPD.**

If you are eligible and choose PERA, you will have no further opportunity to participate in the DCPD. If you choose to enroll in the DCPD within the 30-day time period and had a choice of enrolling in PERA, you will give up certain rights and benefits under PERA and will have no further option to participate in PERA while employed in an eligible position. These are one-time, irrevocable elections which you should consider very carefully. For eligible participants who must make this choice, you should review the Investment Company Micro-Sites listed above along with information from PERA's website (www.copera.org).

New eligible hires have 30 days to either select PERA defined benefit (if they maintain one-year service credit with PERA) or the DCPD as their mandatory retirement plan. If they select the DCPD, they must also select one of the three Investment Companies listed above within this 30 day window. The selected DCPD Company will send the new employee a welcome kit and assist with the selection of funds to invest in. If no fund selection is made, all contributions will be invested in the "Target Date Fund" that is based on the employees date of birth.

PERA Retiree: If you are a PERA retiree returning to work in a benefits eligible temporary faculty or administrative exempt position, you will have three retirement plan choices and should work with your institution's Benefits Administrator to understand those choices.

However, for compensation earned on or after July 1, 2005 by a PERA retiree (as defined in Article 51 of Title 24 of the Colorado Revised Statutes) who is hired or rehired by the university on or after July 1, 2005, and the returning PERA retiree selects the DCPD, the employer contribution will be reduced by any amount the employer is required to pay to PERA on behalf of the retiree.

Change in Employment Status: The eligibility threshold of a benefits eligible contract remains the same for initial participation in both the employer insurance plans and the DCPP. However, after July 1, 2001, if an employee enrolls in the DCPP, either by election or default, and then signs a subsequent FTE contract that is not benefits eligible, the employee will continue in the DCPP rather than having to join PERA for the duration of that contract.

All newly eligible employees must complete the New Hire Election Form within 30 days of your hire date.

If you would like additional information about the DCPP retirement plan, please reference the “DCPP Summary Plan Description” that’s available online at each university.

Please Note--Your employer can assist you in understanding the DCPP; however, if you need financial, tax, and/or legal advice for making any decision about your involvement in an employer-provided retirement plan, you must seek independent assistance.