***Please distribute this alert to any users within your agency who are responsible for benefit enrollments.***

**SAP Benefit Configuration Changes for Act 2017-5 Pension Reform**

* Information regarding SAP Benefit Configuration Changes for Act 2017-5 Pension Reform

Under Act 2017-5 Pension Reform, three new retirement pension plans are being offered to eligible employees hired on or after January 1, 2019. These plans include two hybrid defined benefit pension/defined contribution investment plans and a straight defined contribution plan similar to a 401(k) plan administered by a third-party administrator.

Certain job classifications and positions are not eligible for enrollment in one of the three new retirement pension plans. Employees hired on or after January 1, 2019 into one of these jobs/positions are subject to a 10% cap on all voluntary overtime worked towards pension contributions.

Below are the three new retirement pension plans that are being offered to eligible employees hired on or after January 1, 2019.

* Class A-5 – Defined Benefit/Defined Contribution Plan
* Class A-6 – Defined Benefit/Defined Contribution Plan
* 401(a) – Defined Contribution Plan

All employees hired on or after January 1, 2019 in which Act 2017-5 Pension Reform applies will be enrolled in the Class A-5 Defined Benefit/Defined Contribution plan upon enrollment into retirement. Employees will have a 45-day window in which to elect enrollment into the Class A-6 Defined Benefit/Defined Contribution Plan or 401(a) Defined Contribution retirement pension option.

Please note: The HR Service Center and Independent Agencies should only process Class A-5 Defined Benefit/Defined Contribution and Class A-6 Defined Benefit/Defined Contribution enrollments and/or changes in SAP via the HRBEN0001 – Enrollment transaction. All 401(a) retirement plan enrollments and/or updates will be processed by Office of Enterprise Systems and Data Analytics for processing. If you receive one of these requests in error, escalate via Case Management (CM) or Help Desk ticket to Kathy Reichert-Wise, Office of Enterprise Systems and Data Analytics for processing.

The attached document outlines benefit system configuration changes for implementation of Act 2017-5 Pension Reform.

**Questions?**
If you have any questions regarding SAP Configuration Changes for Act 2017-5 Pension Reform, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the benefits category.

Any policy-related questions regarding Act 2017-5 Pension Reform should be sent to the Bureau of Employee Benefits and Services email account at RA-BENHELP@pa.gov.