

RETIREMENT CONTRIBUTION RATES - PERS (DB)

**Code Section: 401 A
IRS Qualified and Defined Plan**

PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Defined B BTEM



RETIREMENT CONTRIBUTION RATES - PERS (DC)

**Code Section 401 A
IRS Qualified and Defined Plan**

PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Defined Contribution (DC) Plan¹

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RETIREMENT CONTRIBUTION RATES - PERS (DC)

Code Section 401 A
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- 1) For employees who a) were hired on or after 7/ 1/ 06, and b) have not participated in a prior PERS defined benefit (DB) plan, and c) selected the State of Alaska's PERS defined contribution (DC) plan.
 - 2) Employer contributions are calculated up to the applicable Social Security Administration Tax Wage Base for each year; excluding HRA.
 - 3) RMP stands for Retiree Medical Plan.
 - 4) OD&D stands for Occupational Death and Disability Benefits.
 - 5) HRA stands for Health Reimbursement Arrangement and is a flat dollar amount based on 3% of all employer's average annual employee compensation.
 - a. Full-time rate for 12 month employees.
 - b. Full-time rate for less than 12 month employees.
 - c. Part-time rate is based on a flat dollar value multiplied by hours worked.
 - 6) Starting with FY08, Employer Contributions are calculated up to the applicable IRS wage limitations for qualified retirement plans under Section 415(c).
 - 7) HRA stands for Health Reimbursement Arrangement and is a flat dollar amount based on 3% of all employer's average annual employee compensation.
 - a. Full-time rate.
 - b. Part-time rate is based on a flat dollar value multiplied by hours worked.
 - c. Not to exceed an annual employer contribution of this amount.
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RETIREMENT CONTRIBUTION RATES - PERS (DC)

**Code Section 401 A
IRS Qualified and Defined Plan**

PUBLIC EMPLOYEES' RETIREMENT SYSTEM

FIRE/SECURITY CONTRIBUTION RATES

Defined Contribution (DC) Plan¹

| Fiscal | | | Fire/Security | Individual | Employer Contribution Rates | | | | | | | | | | | | | | | |
|---------------|-------------|-------------|----------------------|-------------------|------------------------------------|------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Year | From | Thru | Rates | Account | on | EMP³ | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 | 2011 |

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RETIREMENT CONTRIBUTION RATES - PERS (DC)

**Code Section 401 A
IRS Qualified and Defined Plan**

RETIREMENT CONTRIBUTION RATES - TRS (DB)

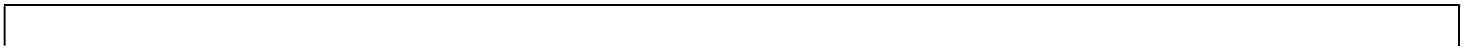
Code Section: 401 A

IRS Qualified and Defined Plan

TEACHERS' RETIREMENT SYSTEM**Defined Benefit (DB) Plan¹**

| Fiscal Year | From | Thru | Employee Contribution Rates | Employee Supplemental Rates | Employer Contribution Rates |
|----------------------------------|-------------|-------------|------------------------------------|------------------------------------|------------------------------------|
| FY 45-54 | 07/01/44 | 06/30/54 | \$90.00 | + supl 1% | \$22.50 |
| FY 55-70 | 07/01/54 | 06/30/70 | 5% | 6% | 2.50% |
| FY 71 | 07/01/70 | 06/30/71 | 7% | 8% | 4.5425% |
| FY 72 | 07/01/71 | 06/30/72 | 7% | 8% | 4.91% |
| FY 73 | 07/01/72 | 06/30/73 | 7% | 8% | 4.91% |
| FY 74 | 07/01/73 | 06/30/74 | 7% | 8% | 5.61% |
| FY 75 | 07/01/74 | 06/30/75 | 7% | 8% | 5.61% |
| FY 76 | 07/01/75 | 06/30/76 | 7% | 8% | 6.82% |
| FY 77 | 07/01/76 | 06/30/77 | 7% | 8% | 7.09% |
| FY 78 | 07/01/77 | 06/30/78 | 7% | 8% | 6.70% |
| FY 79 | 07/01/78 | 06/30/79 | 7% | 8% | 7.06% |
| FY 80 | 07/01/79 | 06/30/80 | 7% | 8% | 7.45% |
| FY 81 | 07/01/80 | 06/30/81 | 7% | 8% | 7.87% |
| FY 82 | 07/01/81 | 06/30/82 | 7% | 8% | 8.42% |
| FY 83 | 07/01/82 | 06/30/83 | 7% | 8% | 8.45% |
| FY 84 | 07/01/83 | 06/30/84 | 7% | 8% | 8.71% |
| FY 85 | 07/01/84 | 06/30/85 | 7% | 8% | 8.98% |
| FY 86 | 07/01/85 | 06/30/86 | 7% | 8% | 8.88% |
| FY 87 | 07/01/86 | 06/30/87 | 7% | 8% | 6.88% |
| FY 88 | 07/01/87 | 06/30/88 | 7% | 8% | 13.76% |
| FY 89 | 07/01/88 | 06/30/89 | 7% | 8% | 11.63% |
| FY 90 | 07/01/89 | 06/30/90 | 7% | 8% | 11.64% |
| FY 91 | 07/01/90 | 12/31/90 | 7% | 8% | 10.54% |
| <u>PRE-TAX EFFECTIVE:</u> | | | | | |
| FY 91 | 01/01/91 | 06/30/91 | 8.65% | 9.65% | 10.54% |
| FY 92 | 07/01/91 | 06/30/92 | 8.65% | 9.65% | 11.87% |
| FY 93 | 07/01/92 | 06/30/93 | 8.65% | 9.65% | 12.00% |
| FY 94 | 07/01/93 | 06/30/94 | 8.65% | 9.65% | 12.00% |
| FY 95 | 07/01/94 | 06/30/95 | 8.65% | 9.65% | 12.00% |
| FY 96 | 07/01/95 | 06/30/96 | 8.65% | 9.65% | 12.00% |
| FY 97 | 07/01/96 | 06/30/97 | 8.65% | 9.65% | 12.00% |
| FY 98 | 07/01/97 | 06/30/98 | 8.65% | 9.65% | 12.00% |
| FY 99 | 07/01/98 | 06/30/99 | 8.65% | 9.65% | 12.00% |
| FY 00 | 07/01/99 | 06/30/00 | 8.65% | 9.65% | 12.00% |
| FY 01 | 07/01/00 | 06/30/01 | 8.65% | 9.65% | 12.00% |
| FY 02 | 07/01/01 | 06/30/02 | 8.65% | 9.65% | 11.00% |
| FY 03 | 07/01/02 | 06/30/03 | 8.65% | 9.65% | 11.00% |
| FY 04 | 07/01/03 | 06/30/04 | 8.65% | 9.65% | 12.00% |
| FY 05 | 07/01/04 | 06/30/05 | 8.65% | 9.65% | 16.00% |
| FY 06 | 07/01/05 | 06/30/06 | 8.65% | 9.65% | 21.00% |
| FY 07 | 07/01/06 | 06/30/07 | 8.65% | 9.65% | 26.00% |
| FY 08-25 | 07/01/07 | 06/30/25 | 8.65% | 9.65% | 12.56% |

1) Rates for employees hi





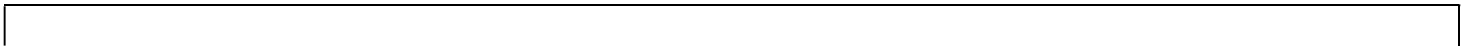
RETIREMENT CONTRIBUTION RATES - TRS (DC)

**Code Section: 401 A
IRS Qualified and Defined Plan**

TEACHERS' RETIREMENT SYSTEM
Defined Contribution (DC) Plan¹

| Fiscal Year | From | Thru | Employee Contribution Rates | Individual Account | Employer Contribution Rates | | |
|--------------------------|-----------------|-----------------|--|-------------------------------|------------------------------------|-----------------------------|------------------------|
| | | | | | RMP³ | OD&D⁴ | HRA⁵ |
| FY 18⁶ | 07/01/17 | 06/30/18 | 8.00% | 7.00% | 0.91% | | |





**CODE SECTION 403B & 401A
IRS DEFINED PLAN**

OPTIONAL RETIREMENT PROGRAM
UA CRP Tier 1

| <u>Fiscal Year</u> | <u>From</u> | <u>Thru</u> | <u>Plan 403 B</u> | <u>Plan 401 A</u> |
|-------------------------------|--------------------|--------------------|--|--|
| | | | <u>Employee Contribution Rate</u> | <u>ORP Employer Contribution Rate</u> |
| FY 91 | 09/01/90 | 12/31/90 | 7.00% | 11.27% |

EFFECTIVE PRE-TAX

| | | | | |
|-----------------|-----------------|-----------------|--------------|---------------|
| FY 91 | 01/01/91 | 06/30/91 | 8.65% | 11.27% |
| 1) FY 92 | 07/01/91 | 06/30/92 | 8.65% | 11.35% |
| FY 93 | 07/01/92 | 06/30/93 | 8.65% | 11.47% |
| FY 94 | 07/01/93 | 06/30/94 | 8.65% | 11.96% |
| FY 95 | 07/01/94 | 06/30/95 | 8.65% | 12.00% |
| FY 96 | 07/01/95 | 06/30/96 | 8.65% | 12.00% |
| FY 97 | 07/01/96 | 06/30/97 | 8.65% | 12.00% |
| FY 98 | 07/01/97 | 06/30/98 | 8.65% | 12.00% |
| FY 99 | 07/01/98 | 06/30/99 | 8.65% | 12.00% |
| FY 00 | 07/01/99 | 06/30/00 | 8.65% | 12.00% |
| FY 01 | 07/01/00 | 06/30/01 | 8.65% | 12.00% |
| FY 02 | 07/01/01 | 06/30/02 | 8.65% | 11.67% |
| FY 03 | 07/01/02 | 06/30/03 | 8.65% | 11.33% |
| FY 04 | 07/01/03 | 06/30/04 | 8.65% | 11.33% |
| FY 05 | 07/01/04 | 06/30/05 | 8.65% | 13.00% |
| FY 06 | 07/01/05 | 06/30/06 | 8.65% | 16.33% |
| FY 07 | 07/01/06 | 06/30/07 | 8.65% | 21.00% |
| FY 08 | 07/01/07 | 06/30/08 | 8.65% | 19.85% |
| FY 09 | 07/01/08 | 06/30/09 | 8.65% | 17.04% |
| FY 10 | 07/01/09 | 06/30/10 | 8.65% | 12.56% |
| FY 11 | 07/01/10 | 06/30/11 | 8.65% | 12.56% |
| FY 12 | 07/01/11 | 06/30/12 | 8.65% | 12.56% |

**CODE SECTION 403B & 401A
IRS DEFINED PLAN**

OPTIONAL RETIREMENT PROGRAM
UA ORP Tier 2¹ & 2

| <u>Fiscal Year</u> | <u>From</u> | <u>Thru</u> | <u>Employee Contribution Rates</u> | <u>Employer Contribution Rates</u> |
|-------------------------------|--------------------|--------------------|---|---|
| FY 06 | 07/01/05 | 06/30/06 | 8.65% | 12.00% |
| FY 07 | 07/01/06 | 06/30/07 | 8.65% | 12.00% |
| FY 08 | 07/01/07 | 06/30/08 | 8.65% | 12.00% |
| FY 09 | 07/01/08 | 06/30/09 | 8.65% | 12.00% |
| FY 10 | 07/01/09 | 06/30/10 | 8.65% | 12.00% |
| FY 11 | 07/01/10 | 06/30/11 | 8.65% | 12.00% |
| FY 12 | 07/01/11 | 06/30/12 | 8.65% | 12.00% |
| FY 13 | 07/01/12 | 06/30/13 | 8.65% | 12.00% |
| FY 14 | 07/01/13 | 06/30/14 | 8.65% | 12.00% |
| FY 15 | 07/01/14 | 06/30/15 | 8.65% | 12.00% |
| FY 16 | 07/01/15 | 06/30/16 | 8.65% | 12.00% |
| FY 17 | 07/01/16 | 06/30/17 | 8.65% | 12.00% |
| FY 18 | 07/01/17 | 06/30/18 | 8.65% | 12.00% |
| FY 19 | 07/01/18 | 06/30/19 | 8.65% | 12.00% |
| FY 20 | 07/01/19 | 06/30/20 | 8.65% | 12.00% |
| FY 21 | 07/01/20 | 06/30/21 | 8.65% | 12.00% |
| FY 22-25 | 07/01/21 | 06/30/25 | 8.65% | 12.00% |

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- 1) FY06 UA ORP Tier 1 plan (see page 6) available no later than 6/22/05, unless employee received written approval from the VP of Faculty and Staff Relations (director of Statewide Human Resources).
- 2) As of 6/23/05, the UA ORP Tier 2 selection was made available to newly-hired ORP benefit-eligible employees (executives and regular faculty).
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**CODE SECTION 403B & 401A
IRS DEFINED PLAN**

OPTIONAL RETIREMENT PROGRAM
UA ORP Tier 3¹

| <u>Fiscal Year</u> | <u>From</u> | <u>Thru</u> | <u>Employee Contribution Rates</u> | <u>Employer Contribution Rates</u> |
|-------------------------------|--------------------|--------------------|---|---|
| FY 07 | 07/01/06 | 06/30/07 | 8.00% | 12.00% |
| FY 08 | 07/01/07 | 06/30/08 | 8.00% | 12.00% |
| FY 09 | 07/01/08 | 06/30/09 | 8.00% | 12.00% |
| FY 10 | 07/01/09 | 06/30/10 | 8.00% | 12.00% |
| FY 11 | 07/01/10 | 06/30/11 | 8.00% | 12.00% |
| FY 12 | 07/01/11 | 06/30/12 | 8.00% | 12.00% |
| FY 13 | 07/01/12 | 06/30/13 | 8.00% | 12.00% |
| FY 14 | 07/01/13 | 06/30/14 | 8.00% | 12.00% |
| FY 15 | 07/01/14 | 06/30/15 | 8.00% | 12.00% |
| FY 16² | 07/01/15 | 06/30/16 | 8.00% | 12.00% |
| FY 17² | 07/01/16 | 06/30/17 | 8.00% | 12.00% |
| FY 18² | 07/01/17 | 06/30/18 | 8.00% | 12.00% |
| FY 19² | 07/01/18 | 06/30/19 | 8.00% | 12.00% |
| FY 20² | 07/01/19 | 06/30/20 | 8.00% | 12.00% |
| FY 21² | 07/01/20 | 06/30/21 | 8.00% | 12.00% |
| FY 22-25² | 07/01/21 | 06/30/25 | 8.00% | 12.00% |

1) From 7/1/06 through 6/30/15, participation open to all newly-hired, benefit-eligible employees.

2) As of 7/1/15, participation limited to (Executive) Officers, Senior Administrators, and regular Faculty. Newly hired regular staff (exempt and non-exempt) are no longer eligible, unless they previously participated in the UA ORP Tier 3 plan.

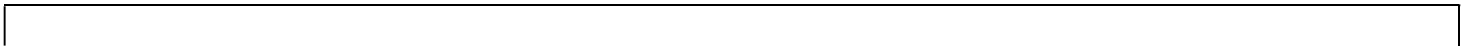
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RETIREMENT CONTRIBUTION RATES - PENSION

Code Section: 401 A

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- 4) As of 8/27/89, adjunct faculty included in pension plan. Participation requirement - 3 credits in each of 3 semesters in the previous 5 years. Refer to the 'Pension Plan - Adjunct Faculty' section for specific plan rates and history.
- 5) As of 7/1/91, all adjunct faculty included in plan, contribution rate of 7.65%, and wage base of \$53,400 (1991); refer to the 'Pension Plan - Adjunct Faculty' section for specific plan rates and history. As of 7/1/91, temporary employees pay Social Security and Medicare
- 6) As of 1/1/92, the contribution rate increased to 7.65% for all participants (with no decrease for Medicare). As of 1/1/92, adjunct faculty pension gross wage base same as Social Security. Refer to the 'Pension Plan - Adjunct Faculty' section for specific plan rates and history.
- 7) As of 8/8/92, benefit-eligible Foreign National employees were included in the university's pension plan
- 8) Employees first hired between 7/1/06 and 6/30/15 are eligible for the university's pension plan:
a) if they select to participate in the UA ORP Tier 3 plan as their retirement option within 30 days of the new employee benefit selection period, or b) contact the local Human Resource office for eligibility of past participation in a UA retirement option
- 9) As of 7/1/15, the retirement options for newly hired benefit-eligible regular staff (exempt and non-exempt) differ from options in previous years. These employees are eligible to participate in the university's pension plan; a three year
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4) As of 1/1/96 pension option no longer available to new adjunct faculty. Adjunct faculty participating in the plan prior to 1/1/96 were grand fathered into the university's pension plan if a) the employee opted for the pension plan vs. Social Security, and b) taught at least one class per twelve month period, and c) did not terminate their employment with the university.



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- 1) As of 1/1/82, the university opted out of the Social Security system**
 - 2) All employees hired after 4/1/86 are subject to Medicare withholding**
 - 3) As of 7/1/91, temporary employees are subject to Social Security and Medicare withholding**
 - 4) As of 1/1/13, additional employee Medicare contribution for high income earners applicable on wages over \$200,000**
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