

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – PERS (DB)**

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

**PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**Defined Benefit (DB) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Fire/Security Contribution Rates</b>	<b>Employer Contribution Rates</b>
FY 55-70	07/01/54	06/30/70	3.50%		4.611%
FY 71	07/01/70	06/30/71	3.50%		7.830%
FY 72	07/01/71	06/30/72	3.50%	5.00%	7.830%
FY 73	07/01/72	06/30/73	4.25%	5.00%	9.33%
FY 74	07/01/73	06/30/74	4.25%	5.00%	5.23%
FY 75	07/01/74	06/30/75	4.25%	5.00%	5.94%
FY 76	07/01/75	06/30/76	4.25%	5.00%	8.21%
FY 77	07/01/76	06/30/77	4.25%	5.00%	9.38%
FY 78	07/01/77	06/30/78	4.25%	5.00%	10.32%
FY 79	07/01/78	06/30/79	4.25%	5.00%	10.93%
FY 80	07/01/79	06/30/80	4.25%	5.00%	10.58%
FY 81	07/01/80	06/30/81	4.25%	5.00%	11.05%
FY 82	07/01/81	06/30/82	4.25%	5.00%	11.78%
FY 83	07/01/82	06/30/83	4.25%	5.00%	11.78%
FY 84	07/01/83	06/30/84	4.25%	5.00%	12.04%
FY 85	07/01/84	06/30/85	4.25%	5.00%	11.04%
FY 86	07/01/85	06/30/86	4.25%	5.00%	11.21%
FY 87	07/01/86	12/31/86	4.25%	5.00%	3.09%
<b><u>EFFECTIVE PRE-TAX:</u></b>					
FY 87	01/01/87	06/30/87	6.75%	7.50%	3.09%
FY 88	07/01/87	06/30/88	6.75%	7.50%	4.55%
FY 89	07/01/88	06/30/89	6.75%	7.50%	4.55%
FY 90	07/01/89	06/30/90	6.75%	7.50%	3.16%
FY 91	07/01/90	06/30/91	6.75%	7.50%	6.50%
FY 92	07/01/91	06/30/92	6.75%	7.50%	9.03%
FY 93	07/01/92	06/30/93	6.75%	7.50%	6.75%
FY 94	07/01/93	06/30/94	6.75%	7.50%	10.80%
FY 95	07/01/94	06/30/95	6.75%	7.50%	10.90%
FY 96	07/01/95	06/30/96	6.75%	7.50%	10.82%
FY 97	07/01/96	06/30/97	6.75%	7.50%	10.33%
FY 98	07/01/97	06/30/98	6.75%	7.50%	5.63%
FY 99	07/01/98	06/30/99	6.75%	7.50%	6.66%
FY 00	07/01/99	06/30/00	6.75%	7.50%	5.64%
FY 01	07/01/00	06/30/01	6.75%	7.50%	4.55%
FY 02	07/01/01	06/30/02	6.75%	7.50%	4.08%
FY 03	07/01/02	06/30/03	6.75%	7.50%	4.08%
FY 04	07/01/03	06/30/04	6.75%	7.50%	5.58%
FY 05	07/01/04	06/30/05	6.75%	7.50%	10.58%
FY 06	07/01/05	06/30/06	6.75%	7.50%	15.58%
FY 07	07/01/06	06/30/07	6.75%	7.50%	20.58%
<b>FY 08-25</b>	<b>07/01/07</b>	<b>06/30/25</b>	<b>6.75%</b>	<b>7.50%</b>	<b>22.00%</b>

1) Rates for employees hired before 7/1/06 who participated in the State of Alaska's PERS defined benefit (DB) plan, or employees hired after 7/1/06 who have prior service in the State of Alaska's PERS defined benefit (DB) plan.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – PERS (DC)**

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

**PUBLIC EMPLOYEES’ RETIREMENT SYSTEM  
Defined Contribution (DC) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Employer Contribution Rates</b>			
				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
FY 07 <sup>2</sup>	07/01/06	06/30/07	8.00%	5.00%	1.75%	0.30%	59.32 (12 mo FT) <sup>5a</sup> 79.10 (<12 mo FT) <sup>5b</sup> .9900 x Hrs (PT) <sup>5c</sup>
FY 08 <sup>6</sup>	07/01/07	06/30/08	8.00%	5.00%	0.99%	0.58%	58.89 (12 mo FT) <sup>7a</sup> 9800 x Hrs (PT) <sup>7b</sup> \$1,531.27 <sup>7c</sup>
FY 09 <sup>6</sup>	07/01/08	06/30/09	8.00%	5.00%	0.99%	0.58%	62.18 <sup>7a</sup> 1.04 <sup>7b</sup> \$1616.81 <sup>7c</sup>
FY 10 <sup>6</sup>	07/01/09	06/30/10	8.00%	5.00%	0.83%	0.30%	65.37 <sup>7a</sup> 1.09 <sup>7b</sup> \$1699.71 <sup>7c</sup>
FY 11 <sup>6</sup>	07/01/10	06/30/11	8.00%	5.00%	0.55%	0.31%	66.18 <sup>7a</sup> \$1720.70 <sup>7c</sup>
FY 12 <sup>6</sup>	07/01/11	06/30/12	8.00%	5.00%	0.51%	0.20%	68.39 <sup>7a</sup> \$1778.09 <sup>7c</sup>
FY 13 <sup>6</sup>	07/01/12	06/30/13	8.00%	5.00%	0.48%	0.14%	71.09 <sup>7a</sup> \$1848.43 <sup>7c</sup>
FY 14 <sup>6</sup>	07/01/13	06/30/14	8.00%	5.00%	0.48%	0.20%	72.95 <sup>7a</sup> \$1896.60 <sup>7c</sup>
FY 15 <sup>6</sup>	07/01/14	06/30/15	8.00%	5.00%	1.66%	0.22%	75.41 <sup>7a</sup> \$1960.53 <sup>7c</sup>
FY 16 <sup>6</sup>	07/01/15	06/30/16	8.00%	5.00%	1.68%	0.22%	77.10 <sup>7a</sup> \$2004.52 <sup>7c</sup>
FY 17 <sup>6</sup>	07/01/16	06/30/17	8.00%	5.00%	1.18%	0.17%	78.82 <sup>7a</sup> \$2049.36 <sup>7c</sup>

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – PERS (DC)**

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

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Employer Contribution Rates</b>			
				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
FY 18 <sup>6</sup>	07/01/17	06/30/18	8.00%	5.00%	1.03%	0.16%	80.16 <sup>7a</sup> \$2084.16 <sup>7c</sup>
FY 19 <sup>6</sup>	07/01/18	06/30/19	8.00%	5.00%	0.94%	0.26%	80.88 <sup>7a</sup> \$2,102.88 <sup>7c</sup>
FY 20 <sup>6</sup>	07/01/19	06/30/20	8.00%	5.00%	1.32%	0.26%	81.60 <sup>7a</sup> \$2,121.60 <sup>7c</sup>
FY 21 <sup>6</sup>	07/01/20	06/30/21	8.00%	5.00%	1.27%	0.31%	83.04 <sup>7a</sup> \$2,159.04 <sup>7c</sup>
FY 22 <sup>6</sup>	07/01/21	06/30/22	8.00%	5.00%	1.07%	0.31%	83.40 <sup>7a</sup> \$2,168.40 <sup>7c</sup>
FY 23 <sup>6</sup>	07/01/22	06/30/23	8.00%	5.00%	1.10%	0.30%	86.04 <sup>7a</sup> \$2,237.04 <sup>7c</sup>
FY 24 <sup>6</sup>	07/01/23	06/30/24	8.00%	5.00%	1.01%	0.30%	88.56 <sup>7a</sup> \$2,302.56 <sup>7c</sup>
<b>FY 25<sup>6</sup></b>	<b>07/01/24</b>	<b>06/30/25</b>	<b>8.00%</b>	<b>5.00%</b>	<b>0.83%</b>	<b>0.24%</b>	<b>91.80<sup>7a</sup></b> <b>\$2,386.80<sup>7c</sup></b>

## BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates

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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.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**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) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Fire/Security Contribution Rates</b>	<b>Employer Contribution Rates</b>			
				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
FY 07 <sup>2</sup>	07/01/06	06/30/07	8.00%	5.00%	1.75%	0.40%	59.32 (12 mo FT) <sup>5a</sup> 79.10 (<12 mo FT) <sup>5b</sup> .9900 x Hrs (PT) <sup>5c</sup>
FY 08 <sup>6</sup>	07/01/07	06/30/08	8.00%	5.00%	0.99%	1.33%	58.89 (12 mo FT) <sup>7a</sup> 9800 x Hrs (PT) <sup>7b</sup> \$1,531.27 <sup>7c</sup>
FY 09 <sup>6</sup>	07/01/08	06/30/09	8.00%	5.00%	0.99%	1.33%	62.18 <sup>7a</sup> 1.04 <sup>7b</sup> \$1616.81 <sup>7c</sup>
FY 10 <sup>6</sup>	07/01/09	06/30/10	8.00%	5.00%	0.83%	1.33%	65.37 <sup>7a</sup> 1.09 <sup>7b</sup> \$1699.71 <sup>7c</sup>
FY 11 <sup>6</sup>	07/01/10	06/30/11	8.00%	5.00%	0.55%	1.18%	66.18 <sup>7a</sup> \$1720.70 <sup>7c</sup>
FY 12 <sup>6</sup>	07/01/11	06/30/12	8.00%	5.00%	0.51%	0.97%	68.89 <sup>7a</sup> \$1778.09 <sup>7c</sup>
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**Defined Contribution (DC) Plan<sup>1</sup>**

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				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
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<b>FY 25<sup>6</sup></b>	<b>07/01/24</b>	<b>06/30/25</b>	<b>8.00%</b>	<b>5.00%</b>	<b>0.83%</b>	<b>0.69%</b>	<b>91.80<sup>7a</sup></b> <b>\$2,386.80<sup>7c</sup></b>

## BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates

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    - 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.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – TRS (DB)**

**Code Section: 401 A**

**IRS Qualified and Defined Plan**

**TEACHERS' RETIREMENT SYSTEM**

**Defined Benefit (DB) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Employee Supplemental Rates</b>	<b>Employer Contribution Rates</b>
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%

**PRE-TAX EFFECTIVE:**

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%
<b>FY 08-25</b>	<b>07/01/07</b>	<b>06/30/25</b>	<b>8.65%</b>	<b>9.65%</b>	<b>12.56%</b>

1) Rates for employees hired before 7/1/06 who participated in the State of Alaska's TRS defined benefit (DB) plan or employees hired after 7/1/06 who have prior service in the State of Alaska's TRS defined benefit (DB) plan.



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – TRS (DC)**

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

**TEACHERS' RETIREMENT SYSTEM**  
**Defined Contribution (DC) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Employer Contribution Rates</b>			
				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
FY 07 <sup>2</sup>	07/01/06	06/30/07	8.00%	7.00%	1.75%	0.00%	59.32 (12 mo FT) <sup>5a</sup> 79.10 (<12 mo FT) <sup>5b</sup> .9900 x Hrs (PT) <sup>5c</sup> \$1542.43 <sup>5d</sup>
FY 08 <sup>6</sup>	07/01/07	06/30/08	8.00%	7.00%	0.99%	0.62%	58.89 (12 mo FT) <sup>5a</sup> 80.60 (<12 mo FT) <sup>5b</sup> .9800 x Hrs (PT) <sup>5c</sup> \$1531.27 <sup>5d</sup>
FY 09 <sup>6</sup>	07/01/08	06/30/09	8.00%	7.00%	0.99%	0.62%	62.18 <sup>5a</sup> 1.04 <sup>5c</sup> \$1616.81 <sup>5d</sup>
FY 10 <sup>6</sup>	07/01/09	06/30/10	8.00%	7.00%	1.03%	0.32%	65.37 <sup>5a</sup> 1.09 <sup>5c</sup> \$1699.71 <sup>5d</sup>
FY 11 <sup>6</sup>	07/01/10	06/30/11	8.00%	7.00%	0.68%	0.28%	66.18 <sup>5a</sup> \$1720.70 <sup>5d</sup>
FY 12 <sup>6</sup>	07/01/11	06/30/12	8.00%	7.00%	0.58%	0%	68.39 <sup>5a</sup> \$1778.09 <sup>5d</sup>
FY 13 <sup>6</sup>	07/01/12	06/30/13	8.00%	7.00%	0.49%	0%	71.09 <sup>5a</sup> \$1848.43 <sup>5d</sup>
FY 14 <sup>6</sup>	07/01/13	06/30/14	8.00%	7.00%	0.47%	0%	72.95 <sup>5a</sup> \$1896.60 <sup>5d</sup>
FY 15 <sup>6</sup>	07/01/14	06/30/15	8.00%	7.00%	2.04%	0 %	75.41 <sup>5a</sup> \$1960.53 <sup>7c</sup>
FY 16 <sup>6</sup>	07/01/15	06/30/16	8.00%	7.00%	2.04%	0 %	77.10 <sup>5a</sup> \$2004.52 <sup>7c</sup>
FY 17 <sup>6</sup>	07/01/16	06/30/17	8.00%	7.00%	1.05%	0.0%	78.82 <sup>7a</sup> \$2049.36 <sup>7c</sup>

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – TRS (DC)**

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

**TEACHERS’ RETIREMENT SYSTEM**  
**Defined Contribution (DC) Plan<sup>1</sup>**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Employee Contribution Rates</b>	<b>Employer Contribution Rates</b>			
				<b>Individual Account</b>	<b>RMP<sup>3</sup></b>	<b>OD&amp;D<sup>4</sup></b>	<b>HRA<sup>5</sup></b>
FY 18 <sup>6</sup>	07/01/17	06/30/18	8.00%	7.00%	0.91%	0.0%	80.16 <sup>7a</sup> \$2084.16 <sup>7c</sup>
FY 19 <sup>6</sup>	07/01/18	06/30/19	8.00%	7.00%	0.79%	0.08%	80.88 <sup>7a</sup> \$2,102.88 <sup>7c</sup>
FY 20 <sup>6</sup>	07/01/19	06/30/20	8.00%	7.00%	1.09%	0.08%	81.60 <sup>7a</sup> \$2,121.60 <sup>7c</sup>
FY 21 <sup>6</sup>	07/01/20	06/30/21	8.00%	7.00%	0.93%	0.08%	83.04 <sup>7a</sup> \$2,159.04 <sup>7c</sup>
FY 22 <sup>6</sup>	07/01/21	06/30/22	8.00%	7.00%	0.83%	0.08%	83.40 <sup>7a</sup> \$2,168.40 <sup>7c</sup>
FY 23 <sup>6</sup>	07/01/22	06/30/23	8.00%	7.00%	0.87%	0.08%	86.04 <sup>7a</sup> \$2,237.04 <sup>7c</sup>
FY 24 <sup>6</sup>	07/01/23	06/30/24	8.00%	7.00%	0.82%	0.08%	88.56 <sup>7a</sup> \$2,302.56 <sup>7c</sup>
<b>FY 25<sup>6</sup></b>	<b>07/01/24</b>	<b>06/30/25</b>	<b>8.00%</b>	<b>7.00%</b>	<b>0.68%</b>	<b>0.08%</b>	<b>91.80<sup>7a</sup></b> <b>\$2,386.80<sup>7c</sup></b>

## **BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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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 TRS defined benefit (DB) plan, and c) selected the State of Alaska's TRS 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 the 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.
    - d) Not to exceed an annual employer contribution of this amount.
  - 6) Starting with FY08, Employer Contributions are calculated up to the applicable IRS wage limitations for qualified retirement plans under Section 415C.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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

**OPTIONAL RETIREMENT PROGRAM  
UA ORP Tier 1**

<b>Fiscal Year</b>	<b>From</b>	<b>Thru</b>	<b>Plan 403 B</b>	<b>Plan 401 A</b>
			<b>Employee Contribution Rate</b>	<b>ORP Employer Contribution Rate</b>
FY 91	09/01/90	12/31/90	7.00%	11.27%
<b>EFFECTIVE PRE-TAX</b>				
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%
<b>FY 13 - 25</b>	<b>07/01/12</b>	<b>06/30/25</b>	<b>8.65%</b>	<b>14.00%</b>

1) As of 8/8/92, benefit-eligible Foreign National employees may participate in the UA ORP plan.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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

**OPTIONAL RETIREMENT PROGRAM**  
**UA ORP Tier 2<sup>1</sup> & 2**

<b><u>Fiscal Year</u></b>	<b><u>From</u></b>	<b><u>Thru</u></b>	<b><u>Employee Contribution Rates</u></b>	<b><u>Employer Contribution Rates</u></b>
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%
<b>FY 22-25</b>	<b>07/01/21</b>	<b>06/30/25</b>	<b>8.65%</b>	<b>12.00%</b>

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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).

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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

**OPTIONAL RETIREMENT PROGRAM  
UA ORP Tier 3<sup>1</sup>**

<b><u>Fiscal Year</u></b>	<b><u>From</u></b>	<b><u>Thru</u></b>	<b><u>Employee Contribution Rates</u></b>	<b><u>Employer Contribution Rates</u></b>
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 16 <sup>2</sup>	07/01/15	06/30/16	8.00%	12.00%
FY 17 <sup>2</sup>	07/01/16	06/30/17	8.00%	12.00%
FY 18 <sup>2</sup>	07/01/17	06/30/18	8.00%	12.00%
FY 19 <sup>2</sup>	07/01/18	06/30/19	8.00%	12.00%
FY 20 <sup>2</sup>	07/01/19	06/30/20	8.00%	12.00%
FY 21 <sup>2</sup>	07/01/20	06/30/21	8.00%	12.00%
<b>FY 22-25<sup>2</sup></b>	<b>07/01/21</b>	<b>06/30/25</b>	<b>8.00%</b>	<b>12.00%</b>

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.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES - PENSION**  
**EFFECTIVE 01/01/82**

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

**UNIVERSITY OF ALASKA PENSION PLAN - REGULAR EMPLOYEES ONLY**  
**(See following section for Adjunct Faculty Rates)**

<b>Calendar Year</b>	<b>Gross Wage Base</b>	<b>Employer Contribution Rates</b>	<b>Maximum Employer Contribution (Base x Rate)</b>	<b>Employer Contribution Rate for Emps Hired After 4/1/86<sup>1&amp;6</sup></b>	<b>Maximum Employer Contribution for 4/1/86 Employees<sup>1&amp;6</sup></b>
1982	32,400	6.13%	1,986.12		
1983	35,700	6.13%	2,188.41		
1984	37,800	6.13%	2,317.14		
1985	39,600	6.13%	2,427.48		
1986	42,000	6.13%	2,574.60		
1) 4/1/86	42,000	6.13%	2,574.60	4.68%	1,965.60
2) 7/1/86	42,000	4.30%	1,806.00	2.85%	1,197.00
1987	42,000	4.30%	1,806.00	2.85%	1,197.00
3) 1988	42,000	6.13%	2,574.60	4.68%	1,965.60
4) 1989	42,000	6.13%	2,574.60	4.68%	1,965.60
1990	42,000	6.13%	2,574.60	4.68%	1,965.60
5) 1991	42,000	6.13%	2,574.60	4.68%	1,965.60
6&7) 1992	42,000	7.65%	3,213.00		
1993	42,000	7.65%	3,213.00		
1994	42,000	7.65%	3,213.00		
1995	42,000	7.65%	3,213.00		
1996	42,000	7.65%	3,213.00		
1997	42,000	7.65%	3,213.00		
1998	42,000	7.65%	3,213.00		
1999	42,000	7.65%	3,213.00		
2000	42,000	7.65%	3,213.00		
2001	42,000	7.65%	3,213.00		
2002	42,000	7.65%	3,213.00		
2003	42,000	7.65%	3,213.00		
2004	42,000	7.65%	3,213.00		
2005	42,000	7.65%	3,213.00		
8) 2006-14	42,000	7.65%	3,213.00		
9) 2015	42,000	7.65%	3,213.00		
2016	42,000	7.65%	3,213.00		
2017-22	42,000	7.65%	3,213.00		
10) Jan-Jun 23	42,000	7.65%	3,213.00		
10) Jul- Dec 23	52,000	7.65%	3,978.00		
<b>2024</b>	<b>52,000</b>	<b>7.65%</b>	<b>3,978.00</b>		

- 1) Employees hired after 4/1/86 reduced pension by Medicare 1.45%.
- 2) Employer's contribution pension rate decreased and maximum was frozen at \$42,000. As of 7/1/86, temporary employees and adjunct faculty deleted from UA pension plan.
- 3) Employer's contribution pension rate increased; retro done in July 1988 (does not show on any master files).

## BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates

- 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 vesting period is required.
- 10) As of 7/1/23, the wage base limit increased to 52,000.00. The change occurred for FY2024.



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES - PENSION**  
**EFFECTIVE 08/27/89**

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

**UNIVERSITY OF ALASKA PENSION PLAN - ADJUNCT FACULTY**

<b>Calendar Year</b>	<b>Gross Wage Base</b>	<b>Employer Contribution Rate</b>	<b>Maximum Employer Contribution (Base x Rate)</b>	<b>Employer Contribution Rate for Emps Hired After 4/1/86</b>	<b>Maximum Employer Contribution for 4/1/86 Employees</b>
7/01/86	TEMPORARY - DELETED FROM PLAN				
1) 8/27/89	42,000	6.13%	2,574.60	4.68%	1965.60
2) 7/01/91	53,400	7.65%	4,085.10		
3) 1992	55,500	7.65%	4,245.75		
1993	57,600	7.65%	4,406.40		
1994	60,600	7.65%	4,635.90		
1995	61,200	7.65%	4,681.80		
4) 1996	62,700	7.65%	4,796.55		
1997	65,400	7.65%	5,003.10		
1998	68,400	7.65%	5,232.60		
1999	72,600	7.65%	5,553.90		
2000	76,200	7.65%	5,829.30		
2001	80,400	7.65%	6,150.60		
2002	84,900	7.65%	6,494.85		
2003	87,000	7.65%	6,655.50		
2004	87,900	7.65%	6,724.35		
2005	90,000	7.65%	6,885.00		
2006	94,200	7.65%	7,206.30		
2007	97,500	7.65%	7,458.75		
2008	102,000	7.65%	7,803.00		
2009	106,800	7.65%	8,170.20		
2010	106,800	7.65%	8,170.20		
2011	106,800	7.65%	8,170.20		
2012	110,100	7.65%	8,422.65		
2013	113,700	7.65%	8,698.05		
2014	117,000	7.65%	8,950.50		
2015	118,500	7.65%	9,065.25		
2016	118,500	7.65%	9,065.25		
2017	127,200	7.65%	9,730.80		
2018	128,400	7.65%	9,845.55		
2019	132,900	7.65%	10,166.85		
2020	137,700	7.65%	10,534.05		
2021	142,800	7.65%	10,924.20		
2022	147,000	7.65%	11,245.50		
2023	160,200	7.65%	12,255.30		
<b>2024</b>	<b>168,600</b>	<b>7.65%</b>	<b>12,897.90</b>		

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- As of 8/27/89, adjunct faculty included in the pension plan. Participation requirement - 3 credits in each of 3 semesters in the previous 5 years.
  - As of 7/1/91, all adjunct faculty included in plan, contribution rate of 7.65%, and wage base of \$53,400 (1991). As of 7/1/91, temporary employees pay Social Security and Medicare.
  - As of 1/1/92, 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.
  - 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.

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**FICA - RATES**

	<i>Calendar Year</i>	<i>SS Gross Wage Base</i>	<i>Social Security Wage EE Rate</i>	<i>Social Security ER Rate</i>	<i>Medicare Gross Wage Base</i>	<i>Medicare EE &amp; ER Rate</i>	<i>Medicare EE-HI Rate <sup>4</sup></i>
1)	1982-86	N/A	N/A	N/A	N/A	N/A	N/A
2)	1986	42,000	Same	5.70%	42,000	1.45%	
	1987	43,800	As	5.70%	43,800	1.45%	
	1988	45,000	ER	6.06%	45,000	1.45%	
	1989	48,000		6.06%	48,000	1.45%	
	1990	51,300		6.20%	51,300	1.45%	
3)	1991	53,400		6.20%	125,000	1.45%	
	1992	55,500		6.20%	130,200	1.45%	
	1993	57,600		6.20%	135,000	1.45%	
	1994	60,600		6.20%	Unlimited	1.45%	
	1995	61,200		6.20%	Unlimited	1.45%	
	1996	62,700		6.20%	Unlimited	1.45%	
	1997	65,400		6.20%	Unlimited	1.45%	
	1998	68,400		6.20%	Unlimited	1.45%	
	1999	72,600		6.20%	Unlimited	1.45%	
	2000	76,200		6.20%	Unlimited	1.45%	
	2001	80,400		6.20%	Unlimited	1.45%	
	2002	84,900		6.20%	Unlimited	1.45%	
	2003	87,000		6.20%	Unlimited	1.45%	
	2004	87,900		6.20%	Unlimited	1.45%	
	2005	90,000		6.20%	Unlimited	1.45%	
	2006	94,200		6.20%	Unlimited	1.45%	
	2007	97,500		6.20%	Unlimited	1.45%	
	2008	102,000		6.20%	Unlimited	1.45%	
	2009	106,800		6.20%	Unlimited	1.45%	
	2010	106,800		6.20%	Unlimited	1.45%	
	2011	106,800	4.20%	6.20%	Unlimited	1.45%	
	2012	110,100	4.20%	6.20%	Unlimited	1.45%	
4)	2013	113,700	6.20%	6.20%	Unlimited	1.45%	.9%
	2014	117,000	6.20%	6.20%	Unlimited	1.45%	.9%
	2015	118,500	6.20%	6.20%	Unlimited	1.45%	.9%
	2016	118,500	6.20%	6.20%	Unlimited	1.45%	.9%
	2017	127,200	6.20%	6.20%	Unlimited	1.45%	.9%
	2018	128,400	6.20%	6.20%	Unlimited	1.45%	.9%
	2019	132,900	6.20%	6.20%	Unlimited	1.45%	.9%
	2020	137,700	6.20%	6.20%	Unlimited	1.45%	.9%
	2021	142,800	6.20%	6.20%	Unlimited	1.45%	.9%
	2022	147,000	6.20%	6.20%	Unlimited	1.45%	.9%
	2023	160,200	6.20%	6.20%	Unlimited	1.45%	.9%
	<b>2024</b>	<b>168,600</b>	<b>6.20%</b>	<b>6.20%</b>	<b>Unlimited</b>	<b>1.45%</b>	<b>.9%</b>

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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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.