

# Retirement Contribution and Distribution Tables

The Ohio State University Board of Trustees passed a resolution accepting the ARP on February 5, 1999. Faculty and staff contribute a percentage of their salary to the retirement plan, which is deducted on a pre-tax basis. The university also contributes to the faculty or staff member's retirement plan based on a percentage of his or her salary. Retirement provisions are legislated by the state of Ohio, this ensures that all Ohio public employees contribute the same dollar percentage and may receive the same university contribution, regardless of their retirement program choice. The following tables illustrate the history of employee and employer contribution rates made to the appropriate retirement system.

## Staff Enrolled in ARP or OPERS

Effective Dates	Employee Contribution	Employer Contribution			
		Total	Distribution		
			OPERS: Traditional Plan	ARP, OPERS Member Directed, OPERS Combined	OPERS Offset <sup>2</sup>
February 5, 1999 <sup>1</sup> – June 30, 2000	<b>8.5%</b>	<b>13.31%</b>	13.31%	13.31%	None
July 1, 2000 – December 31, 2000	<b>8.5%</b>	<b>13.31%</b>	13.31%	7.99%	5.32%
January 1, 2001 – December 31, 2005	<b>8.5%</b>	<b>13.31%</b>	13.31%	13.31%	None
January 1, 2006 – December 31, 2006	<b>9.0%</b>	<b>13.54%</b>	13.54%	13.54%	None
January 1, 2007 – July 31, 2007	<b>9.5%</b>	<b>13.77%</b>	13.77%	13.77%	None
August 1, 2007 – December 31, 2007	<b>9.5%</b>	<b>13.77%</b>	13.77%	13.23%	0.54%
January 1, 2008 – and beyond	<b>10.0%</b>	<b>14.00%</b>	14.00%	13.23%	0.77%

## Faculty Enrolled in ARP or STRS

Effective Dates	Employee Contribution	Employer Contribution			
		Total	Distribution		
			STRS: Traditional Plan	ARP, STRS Member Directed, STRS Combined	STRS Offset <sup>3</sup>
February 5, 1999 <sup>1</sup> – June 30, 1999	<b>9.3%</b>	<b>14.0%</b>	14.0%	8.0%	6.0%
July 1, 1999 – September 5, 2001	<b>9.3%</b>	<b>14.0%</b>	14.0%	8.24%	5.76%
September 5, 2001 – September 30, 2001	<b>9.3%</b>	<b>14.0%</b>	14.0%	10.3%	3.7%
October 1, 2001 – June 30 2003	<b>9.3%</b>	<b>14.0%</b>	14.0%	10.5%	3.5%
July 1, 2003 – and beyond	<b>10.0%</b>	<b>14.0%</b>	14.0%	10.5%	3.5%

## Compensation and Contribution Limits

There are federal limits placed on annual contributions (employee plus employer). For the ARP, OPERS Member-Directed and Combined Plan, and STRS Defined Contribution and Combined plans (fiscal year), the above contribution percentages are capped based on compensation (salary) maximums listed below:

Calendar Year	Federal Compensation Limits		Federal Contribution Limit
2001	170,000	285,000 <sup>4</sup>	35,000
2002	200,000	295,000 <sup>4</sup>	40,000
2003	200,000	300,000 <sup>4</sup>	41,000
2004	205,000	305,000 <sup>4</sup>	42,000
2005	210,000	315,000 <sup>4</sup>	43,000
2006	220,000	325,000 <sup>4,5</sup>	44,000
2007	225,000	335,000 <sup>4,5</sup>	45,000
2008	230,000	345,000 <sup>4,5</sup>	46,000
2009-11	245,000	360,000 <sup>4,5</sup>	49,000
2012	250,000	375,000 <sup>4,5</sup>	50,000

<sup>1</sup> ARP inception

<sup>2</sup> To finance OPERS unfunded liabilities

<sup>3</sup> To finance STRS unfunded liabilities

<sup>4</sup> OPERS Traditional and Combined Plan participants hired December 31, 1993 or earlier

<sup>5</sup> STRS Traditional or Combined Plan participants hired June 30, 1996 or earlier

## Returning Retirees Enrolled in ARP, OPERS, or STRS

Effective Dates	Employee Contribution		Employer Contribution				
	Staff	Faculty	Staff			Faculty	
			OPERS Annuity	ARP	OPERS Offset <sup>2</sup>	STRS Annuity	ARP
July 1, 2005 – December 31, 2005	8.5%	10.0%	13.31%	13.31%	None	5.0%	10.5%
January 1, 2006 – December 31, 2006	9.0%	10.0%	13.54%	13.54%	None	5.0%	10.5%
January 1, 2007 – July 31, 2007	9.5%	10.0%	13.77%	13.77%	None	5.0%	10.5%
August 1, 2007 – December 31, 2007	9.5%	10.0%	13.77%	13.23%	0.54%	5.0%	10.5%
January 1, 2008 – and beyond	10.0%	10.0%	14.00%	13.23%	0.77%	5.0%	10.5%

<sup>1</sup> ARP inception – February 5, 1999

<sup>2</sup> To finance OPERS unfunded liabilities

## Supplemental Retirement Account (SRA) Program

The following table illustrates the history of employee contribution limits for the Supplemental Retirement Account (SRA) program. SRAs include the Deferred Compensation Program (457 plan) and Tax-Deferred Accounts (403(b) and 403(b)7 plans). The university does not make contributions to your SRA. SRA contributions are deducted from your pay on a pre-tax basis. Federal and state taxes are deferred until your account is distributed to you or a beneficiary. Maximum annual employee contribution levels are based on federal guidelines after your base retirement contribution (ARP/OPERS/STRS) has been deducted. Your SRA vendor will calculate and inform you of your maximum contribution level, including catch-up contributions, based on federal guidelines for the applicable calendar year.

Minimum Employee Contribution Per Pay		
SRA Plan	Biweekly	Monthly
403(b)	\$7	\$15
457	\$15	\$30

Effective Dates (Calendar Year)	Annual Contribution Limit
2001	10,500
2002	11,000
2003	12,000
2004	13,000
2005	14,000
2006	15,000
2007	15,500
2008	15,500
2009-11	16,500
2012	17,000

## SRA Catch-up Contributions

Under certain circumstances, you may qualify through either SRA plan for the “catch up” contribution provision. Catch-up contributions are amounts you may contribute in excess of the annual plan contribution limits. If you have already contributed the maximum amount(s) under the plan(s) and you are at least age 50, you may be eligible to make additional contributions, which are limited based on federal guidelines. Your SRA vendor will calculate and inform you of your maximum contribution level, including catch-up contributions, based on federal guidelines for the applicable calendar year.