

Retirement Programs General Information

(Rev.9/07)

All Texas State University employees participate in Social Security. Regular employees are required by State law to participate in a retirement plan. A *regular* employee is defined as one who is employed to work at least 20 hours per week for a period of at least four and one-half months, excluding students employed in positions which require student status as a condition of employment.

All regular employees are eligible for membership in the Teacher Retirement System of Texas (TRS). Full-time faculty members and certain professional administrative staff members (including librarians, athletic coaches, physicians, lawyers) may be eligible to elect to participate in the Optional Retirement Program (ORP) in lieu of TRS. Eligibility laws and rules and a list of specific job titles eligible for ORP are available in Human Resources.

Teacher Retirement System

The Teacher Retirement System is financed through an employee tax sheltered payroll deduction of 6.4% of the gross annual salary. Texas State University contributes an additional 6.58% to the retirement system. The standard annuity benefit formula is 2.3% of the average of the top five annual salaries multiplied by the number of years of service. Higher salaries and more years of service will mean a greater retirement benefit. The benefits of membership include:

- * Death and survivor benefits
- * Service retirement annuity
- * Disability retirement annuity

TRS accounts opened prior to 9/01/2007:

Normal retirement age is 65 with 5 years of service credit, or any combination of age and service that equals at least 80. A member may receive a reduced annuity at age 55 with at least 5 years of service or at any age with 30 or more years of service.

TRS accounts opened 9/01/2007 or after:

Normal retirement age is 65 with 5 years of service credit, or age 60 with at least 5 years of service credit and meets the rule of 80 (combined age and years of service credit equal at least 80). A member who retires before age 60 will have a 5% annuity reduction for each year under age 60.

Optional Retirement Program

Eligible employees selecting the Optional Retirement Program must do so within ninety (90) calendar days from their date of eligibility or automatically and permanently become a member of the Teacher Retirement System.

The Optional Retirement Program requires a monthly payroll deduction (tax deferred) based on 6.65% of the employee's gross monthly salary. The employer contribution to the program is 6.58% of the employee's gross monthly salary. Members of Texas ORP prior to 9/1/95 may be eligible for an additional 1.92% employer contribution. Contact Human Resources for details.

These contributions are deposited with the ORP carrier selected by the employee from Texas State University's list of authorized carriers and representatives. Participants vest after one year and one day of ORP participation.

Social Security Program

Texas State University participates in the Federal Social Security and Old Age Survivor and Disability Insurance Programs (OASDI). The employee's contribution is specified by the federal government, and an equal amount is matched by Texas State University.

The employee pays 6.20% OASDI to a maximum salary per calendar year as determined by the IRS. In addition, the employee must pay 1.45% Medicare tax on all salary.

Retiree Health Insurance

Retiree health insurance benefits are available through the Employees Retirement System (ERS) to employees at 65 years of age with 10 years of service or when the Rule of 80 is met.

For More Information

If you have any questions regarding retirement programs at Texas State University, please contact the Human Resources/Benefits Office:

(512) 245-2557

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