

FY2015-16 Employer Contribution Rates: K12, ISD, Charter/PSA, District Library, and Community College

| Active Members | | Basic/MIP with Premium Subsidy | Pension Plus with Premium Subsidy | Pension Plus with PHF | Pension Plus to DC with PHF | Basic/MIP to DC with Premium Subsidy | Basic/MIP to DC with PHF | Basic/MIP with PHF |
|--|------------------------------|---------------------------------------|--|------------------------------|------------------------------------|---|---------------------------------|---------------------------|
| DB CONTRIBUTIONS | | | | | | | | |
| PENSION CONTRIBUTIONS | | | | | | | | |
| Pension Normal Cost | | 4.39% | 3.17% | 3.17% | 0.00% | 0.00% | 0.00% | 4.39% |
| Pension UAAL | | 13.20% | 13.20% | 13.20% | 13.20% | 13.20% | 13.20% | 13.20% |
| Pension Early Retirement Incentive | | 1.36% | 1.36% | 1.36% | 1.36% | 1.36% | 1.36% | 1.36% |
| Pension Total Rate | | 18.95% | 17.73% | 17.73% | 14.56% | 14.56% | 14.56% | 18.95% |
| HEALTH CONTRIBUTIONS | | | | | | | | |
| Health Normal Cost | | 0.43% | 0.43% | 0.00% | 0.00% | 0.43% | 0.00% | 0.00% |
| Health UAAL | | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% |
| Health Total Rate | | 6.83% | 6.83% | 6.40% | 6.40% | 6.83% | 6.40% | 6.40% |
| DTL2 Records | DB Contribution Total | 25.78% | 24.56% | 24.13% | 20.96% | 21.39% | 20.96% | 25.35% |
| DC CONTRIBUTIONS | | | | | | | | |
| DC Employer Contributions | | 0.00% | 1.00%† | 1.00%† | 3.00%† | 4.00% | 4.00% | 0.00% |
| Personal Healthcare Fund | | 0.00% | 0.00% | 2.00%† | 2.00%† | 0.00% | 2.00%† | 2.00%† |
| DTL4 Records | DC Contribution Total | 0.00% | 1.00%† | 3.00%† | 5.00%† | 4.00% | 6.00%† | 2.00%† |
| † Rates shown are the maximum rate. Employers contribute a 50% match of participants' contributions, up to the maximum rate. | | | | | | | | |

The table below is provided for budgeting purposes only; changes to employer contribution rates used in payroll reporting¹ are not required. The MPSERS UAAL Stabilization Rate² is the estimated statewide impact on 2014-15 MPSERS UAAL Rate Stabilization funding. Because legislation calls for utilizing each entity's prior year salary as a base for distribution, the amount paid to each district will vary from the amount the district sets up as liability using that rate and current year payroll. The Total Rate³ is the estimated annual level percentage of the MPSERS payroll contribution rate.

Employer Defined Benefit (DB) Contribution Rates with MPSERS UAAL Rate Stabilization Amount:

| | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| DB Rate Charged on Reported Payroll: ¹ | 25.78% | 24.56% | 24.13% | 20.96% | 21.39% | 20.96% | 25.35% |
| MPSERS UAAL Stabilization Rate: ² | 10.53% | 10.53% | 10.53% | 10.53% | 10.53% | 10.53% | 10.53% |
| Total Rate:³ | 36.31% | 35.09% | 34.66% | 31.49% | 31.92% | 31.49% | 35.88% |

1 - Rate charged through normal payroll reporting process.

2 - Rate charged through monthly MPSERS UAAL Rate Stabilization Amount invoice.

3 - Total combined rates. "Total Rate" is to be used for budgeting purposes only.

FY2015-16 Employer Contribution Rates: K12, ISD, Charter/PSA, District Library, and Community College

| Retirees | | Basic/MIP with Premium Subsidy* | Pension Plus with Premium Subsidy | Pension Plus with PHF | Pension Plus to DC with PHF | Basic/MIP to DC with Premium Subsidy | Basic/MIP to DC with PHF | Basic/MIP with PHF |
|--|------------------------------|--|--|------------------------------|------------------------------------|---|---------------------------------|---------------------------|
| DB CONTRIBUTIONS | | | | | | | | |
| PENSION CONTRIBUTIONS | | | | | | | | |
| Pension Normal Cost | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Pension UAAL | | 0.00% | 13.20% | 13.20% | 13.20% | 13.20% | 13.20% | 13.20% |
| Pension Early Retirement Incentive | | 0.00% | 1.36% | 1.36% | 1.36% | 1.36% | 1.36% | 1.36% |
| Pension Total Rate | | 0.00% | 14.56% | 14.56% | 14.56% | 14.56% | 14.56% | 14.56% |
| HEALTH CONTRIBUTIONS | | | | | | | | |
| Health Normal Cost | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Health UAAL | | 0.00% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% |
| Health Total Rate | | 0.00% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% | 6.40% |
| DTL2 Records | DB Contribution Total | 0.00% | 20.96% | 20.96% | 20.96% | 20.96% | 20.96% | 20.96% |
| DC CONTRIBUTIONS** | | | | | | | | |
| DC Employer Contributions | | 0.00% | 1.00%† | 1.00%† | 3.00%† | 4.00% | 4.00% | 0.00% |
| Personal Healthcare Fund | | 0.00% | 0.00% | 2.00%† | 2.00%† | 0.00% | 2.00%† | 2.00%† |
| DTL4 Records | DC Contribution Total | 0.00% | 1.00%† | 3.00%† | 5.00%† | 4.00% | 6.00%† | 2.00%† |
| * Effective July 1, 2014, UAAL of 20.96% is charged only for former qualified participants working in any position and hired either directly or indirectly. **DC contributions are charged for <i>directly</i> hired qualified participants and former qualified participants only. † Rate shown is the maximum rate. Employers contribute a 50% match of participants' contributions, up to the maximum rate. | | | | | | | | |

The table below is provided for budgeting purposes only; changes to employer contribution rates used in payroll reporting¹ are not required. The MPSERS UAAL Stabilization Rate² is the estimated statewide impact on 2014-15 MPSERS UAAL Rate Stabilization funding. Because legislation calls for utilizing each entity's prior year salary as a base for distribution, the amount paid to each district will vary from the amount the district sets up as liability using that rate and current year payroll. The Total Rate³ is the estimated annual level percentage of the MPSERS payroll contribution rate.

Employer Defined Benefit (DB) Contribution Rates with MPSERS UAAL Rate Stabilization Amount:

| | | | | | | | |
|---|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| DB Rate Charged on Reported Payroll: ¹ | 0.00% | 20.96% | 20.96% | 20.96% | 20.96% | 20.96% | 20.96% |
| MPSERS UAAL Stabilization Rate: ² | 0.00% | 10.53% | 10.53% | 10.53% | 10.53% | 10.53% | 10.53% |
| Total Rate:³ | 0.00% | 31.49% | 31.49% | 31.49% | 31.49% | 31.49% | 31.49% |

- 1 - Rate charged through normal payroll reporting process.
- 2 - Rate charged through monthly MPSERS UAAL Rate Stabilization Amount invoice.
- 3 - Total combined rates. "Total Rate" is to be used for budgeting purposes only.