

FY2014-15 Employer Contribution Rates: K-12, 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	4.31%	3.23%	3.23%	0.00%	0.00%	0.00%	4.31%	
Pension UAAL	17.40%	17.40%	17.40%	17.40%	17.40%	17.40%	17.40%	
Pension Early Retirement Incentive	1.36%	1.36%	1.36%	1.36%	1.36%	1.36%	1.36%	
Pension Total Rate	23.07%	21.99%	21.99%	18.76%	18.76%	18.76%	23.07%	
HEALTH CONTRIBUTIONS								
Health Normal Cost	0.51%	0.51%	0.00%	0.00%	0.51%	0.00%	0.00%	
Health UAAL	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	
Health Total Rate	2.71%	2.71%	2.20%	2.20%	2.71%	2.20%	2.20%	
DTL2 Records	DB Contribution Total	25.78%	24.70%	24.19%	20.96%	21.47%	20.96%	25.27%

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%	2.00%

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. A One-Time Liability Prepayment³ for the Early Retirement Incentive Plan offered in 2010 has been added to this year's contribution rates. The Total Rate⁴ 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%	24.70%	24.19%	20.96%	21.47%	20.96%	25.27%
MPSERS UAAL Stabilization Rate: ²	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
One-Time MPSERS Liability Prepayment: ³	1.13%	1.13%	1.13%	1.13%	1.13%	1.13%	1.13%
Total Rate:⁴	34.54%	33.46%	32.95%	29.72%	30.23%	29.72%	34.03%

1 - Rate charged through normal payroll reporting process.

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

3 - One-Time MPSERS Liability Prepayment; rate charged through monthly MPSERS UAAL Rate Stabilization Amount invoice.

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

FY2014-15 Employer Contribution Rates: K-12, 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%	17.40%	17.40%	17.40%	17.40%	17.40%	17.40%
Pension Early Retirement Incentive	0.00%	1.36%	1.36%	1.36%	1.36%	1.36%	1.36%
Pension Total Rate	0.00%	18.76%	18.76%	18.76%	18.76%	18.76%	18.76%
HEALTH CONTRIBUTIONS							
Health Normal Cost	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health UAAL	0.00%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%
Health Total Rate	0.00%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%
DTL2 Records	DB Contribution Total	0.00%	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%	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 *directly* hired qualified participants and former qualified participants only.

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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%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
One-Time MPSERS Liability Prepayment: ³	0.00%	1.13%	1.13%	1.13%	1.13%	1.13%	1.13%
Total Rate:⁴	0.00%	29.72%	29.72%	29.72%	29.72%	29.72%	29.72%

1 - Rate charged through normal payroll reporting process.

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

3 - One-Time MPSERS Liability Prepayment; rate charged through monthly MPSERS UAAL Rate Stabilization Amount invoice.

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