



MICHIGAN OFFICE OF RETIREMENT SERVICES
Big Plans. Small Steps.

MPERS Member, Retiree, and Employer Contribution Rates for K12 Districts, ISDs, Charter Schools/PSAs, Libraries, and Community Colleges

Effective Oct. 1, 2023 - Sept. 30, 2024

		Active Members Employee DB Contribution Rates (DTL2)			Active Members and Retirees Employee DC Contribution Rates (DTL4)			Active Members Employer DB Contribution Rates (DTL2)						Active Members and Retirees Employer DC Contribution Rates (DTL4)				
Benefit Plan	Healthcare Plan	DB Contributions	Premium Subsidy	DB TOTAL	DC Contributions	PHF Contributions	DC TOTAL	Pension Normal Cost	Pension UAAL	Pension Total	Health Normal Cost	Health UAAL	Health Total	DB TOTAL	Mandatory	Matching*	PHF*	DC TOTAL
Basic	Premium Subsidy		3.00%	3.00%				9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
Basic	PHF					2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
Basic 4%	Premium Subsidy	4.00%	3.00%	7.00%				9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
Basic 4%	PHF	4.00%		4.00%		2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
Basic DC Converted	Premium Subsidy		3.00%	3.00%	3.00%				13.90%	13.90%	1.25%	7.06%	8.31%	22.21%	4.00%	3.00%		7.00%
Basic DC Converted	PHF				3.00%	2.00%	5.00%		13.90%	13.90%		7.06%	7.06%	20.96%	4.00%	3.00%	2.00%	9.00%
MIP Fixed	Premium Subsidy	3.90%	3.00%	6.90%				9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
MIP Fixed	PHF	3.90%		3.90%		2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
MIP Graded	Premium Subsidy							9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
Salary: \$0 - \$5,000.00		3.00%	3.00%	6.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%	3.00%	6.60%														
Salary: over \$15,000.00		4.30%	3.00%	7.30%														
MIP Graded	PHF					2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
Salary: \$0 - \$5,000.00		3.00%		3.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%		3.60%														
Salary: over \$15,000.00		4.30%		4.30%														
MIP Plus	Premium Subsidy							9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
Salary: \$0 - \$5,000.00		3.00%	3.00%	6.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%	3.00%	6.60%														
Salary: over \$15,000.00		6.40%	3.00%	9.40%														
MIP Plus	PHF					2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
Salary: \$0 - \$5,000.00		3.00%		3.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%		3.60%														
Salary: over \$15,000.00		6.40%		6.40%														
MIP 7%	Premium Subsidy	7.00%	3.00%	10.00%				9.13%	13.90%	23.03%	1.25%	7.06%	8.31%	31.34%				
MIP 7%	PHF	7.00%		7.00%		2.00%	2.00%	9.13%	13.90%	23.03%		7.06%	7.06%	30.09%			2.00%	2.00%
MIP DC Converted	Premium Subsidy		3.00%	3.00%	3.00%				13.90%	13.90%	1.25%	7.06%	8.31%	22.21%	4.00%	3.00%		7.00%
MIP DC Converted	PHF				3.00%	2.00%	5.00%		13.90%	13.90%		7.06%	7.06%	20.96%	4.00%	3.00%	2.00%	9.00%
Pension Plus	Premium Subsidy				2.00%		2.00%	5.27%	13.90%	19.17%	1.25%	7.06%	8.31%	27.48%		1.00%		1.00%
Salary: \$0 - \$5,000.00		3.00%	3.00%	6.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%	3.00%	6.60%														
Salary: over \$15,000.00		6.40%	3.00%	9.40%														
Pension Plus	PHF				2.00%	2.00%	4.00%	5.27%	13.90%	19.17%		7.06%	7.06%	26.23%		1.00%	2.00%	3.00%
Salary: \$0 - \$5,000.00		3.00%		3.00%														
Salary: \$5,000.01 - \$15,000.00		3.60%		3.60%														
Salary: over \$15,000.00		6.40%		6.40%														
Pension Plus 2	PHF	6.20%		6.20%	2.00%	2.00%	4.00%	6.20%	13.90%	20.10%		7.06%	7.06%	27.16%		1.00%	2.00%	3.00%
DC	PHF				3.00%	2.00%	5.00%		13.90%	13.90%		7.06%	7.06%	20.96%	4.00%	3.00%	2.00%	9.00%

*The rates in these columns reflect the maximum employer match. See the Member Benefit Plan link on the Employer Reporting website for more information.
Note: Public Act 184 of 2022 removed the requirement to pay UAAL contributions for MPERS retirees who return to direct or indirect public school employment.

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

The table below is provided for budgeting purposes only, not for calculating payroll reporting rates. The MPSERS UAAL Stabilization Rate is the estimated statewide impact on 2023-2024 MPSERS UAAL Rate Stabilization funding. Because legislation calls for using each entity's prior-year salary as a base for distribution, the amount paid to each employer will vary from the amount the employer sets up as liability using that rate and current year payroll. The Total Rate is the estimated annual level percentage of the MPSERS payroll contribution rate.

		Active Members		
Benefit Plan	Healthcare Plan	DB Rate Charged on Reported Payroll	MPSERS UAAL Stabilization Rate	Total Rate (To be used for budgeting purposes only)
Basic/MIP	Premium Subsidy	31.34%	16.89%	48.23%
Basic/MIP	PHF	30.09%	16.89%	46.98%
Basic/MIP DC Converted	Premium Subsidy	22.21%	16.89%	39.10%
Basic/MIP DC Converted	PHF	20.96%	16.89%	37.85%
Pension Plus	Premium Subsidy	27.48%	16.89%	44.37%
Pension Plus	PHF	26.23%	16.89%	43.12%
Pension Plus 2	PHF	27.16%	16.89%	44.05%
DC	PHF	20.96%	16.89%	37.85%

Note: Public Act 184 of 2022 removed the requirement to pay UAAL contributions for MPSERS retirees who return to direct or indirect public school employment.