

# Appendix F

## HERP Contribution And Eligibility Comparisons For Select Plans

Institution or System	Employee Contribution	Employer Contribution	Eligible Employees
Arizona Board of Regents	7%	7.00%	Faculty, Administrators, Academic and Service Professionals
Colorado, University of	5%	10.00%	Faculty, Officers and exempt professionals
Florida - State University System of	0	10.42%	Faculty, administrators and professional employees not in the civil service
Florida Community Colleges	0%	10.42%	Faculty, administrators and professional employees not in the civil service
Georgia State College & University system	5%	9.24%	Faculty, principle administrator, athletic staff, assistant coaches
Houston Community College	6.65%	6.58%	Faculty, Faculty Administrators, Executive Administrators, Other key administrators, librarians
Idaho Colleges and Universities	6.97%	9.27%	Faculty and non-faculty exempt
Illinois, State Universities of	7.60%	7.60%	All employees
Kansas Board of Regents (8 Locations)	5.50%	8.50%	All employees except classified
Kellogg Community College	4%	10.50%	All Employees

Institution or System	Employee Contribution	Employer Contribution	Eligible Employees
Maryland Community Colleges		7.25%	Faculty and Administrators
Massachusetts, Department of Higher Education	9.00% reduction for Salary up to and including \$30,000 11.00% reduction for Salary over \$30,000	5.00%	All non-classified employees
Montana, University of - Classified	7.90%	7.17%	Classified staff
Montana, University of - Faculty and Administrators	7.90%	7.17%	Faculty, administrators, professional employees (Has separate plan for Classified employees)
Nebraska, University of (5 Locations )	Tier 1 - 3.5%; Tier 2 - 5.5%	Tier 1 - 6.5%; Tier 2 - 8%	All employees age 30 and older
Nevada System of Higher Education	12.25%	12.25%	Faculty and Professional employees
New York, City Universities of (26 Locations)	1.50%	11.50% Salary up to and including \$16,500; 14.5% Salary above \$16,500	Faculty, Executive staff, Classified Managerial staff
North Carolina State, University	6%	6.84% (plus 4.62% for retiree health care/disability income plan)	Faculty, Administrators, Non-Faculty instructional and research employees exempt from civil service
Ohio State University ARP	10%	14.00%	Faculty and Staff
Oregon University System (10 Locations)	6%	11.89 %	Unclassified Employees

<b>Institution or System</b>	<b>Employee Contribution</b>	<b>Employer Contribution</b>	<b>Eligible Employees</b>
<b>Rhode Island Higher Education</b>	5%	9.00%	Faculty and non-classified staff
<b>SUNY (71 locations, includes CC)</b>	3% first 10 years; 0% thereafter	Rates vary dependent upon time of hire from 9 to 15%. Current rate is 8% of salary for the first seven years of service; 10% from eight to ten years; 13% thereafter	Unclassified Employees
<b>Texas University System (16 Locations)</b>	6.65%	8.50%	Faculty, Faculty Administrators, Chief and senior Administrators, Specialized Professionals, librarians, counselors
<b>University of Utah</b>	0	14.20%	Faculty and Exempt employees
<b>Vermont State Colleges</b>	0	10% for Salary up to and including \$18,900; 15% for Salary over \$18,900	All Staff

Source: John Boesenberg, Deputy Executive Director, Human Resources, Washington State Board For Community And Technical Colleges, 10/31/2011.

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