

Oklahoma State Regents for Higher Education

RETIREMENT BENEFITS PAID FOR EMPLOYEES BY HIGHER EDUCATION INSTITUTIONS\*\*

Detail Report  
As of December 2003

Institution	Okla. Teacher's Retirement Syst. (OTRS) % of Employee Contribution Pd. By Institution		Defined Contribution Plans (DCP)		
	Full-time Faculty, Admin. & Professional	Full-time Other (Classified)	DCP Vendors	Description of Eligibility Requirements	Contribution Percentage Paid by Institution
OU	0%	0%	TIAA/CREF Fidelity Investments Vanguard Group ING	Age 28, or 3 yrs benefits eligible service, or participation in 401(a) plan with one of these companies at another higher ed inst. 3 yr delayed vesting	Hourly (non-OTRS) is 9% of base salary. Monthly (OTRS) is (salary - \$9K) X 8% ; (if hired since plan change in 2002) (Sal-9K) X 15%; Non OTRS participants prior to 2002) (Sal - 9K) X 15%; OTRS participants prior to 1995)
OSU (incl. all OSU agencies)	100% 1-yr of service; age 26;	0%	TIAA/CREF	FT continuous employees w/1yr service and age 26 Immediate vesting.	11% of salary if hired since July 1,2003; less OTRS member contributions for Faculty/Prof. (Alternate contribution rate for certain employees hired prior to 1993)
UCO	Employee pays 100% on first \$25,000; UCO then pays 100%		TIAA/CREF	1 yr of service; FT employee; at least age 23; member OTRS; 1 yr delayed vesting, immediate participation.	4% of salary
ECU	100%	100%	TIAA/CREF	1 yr of service; FT employee; at least age 23; member OTRS; 1 yr delayed vesting, immediate participation.	2.5% of Salary
NSU	Employee pays 100% on first \$25,000; NSU then pays 100%				
NWOSU	Employee pays 100% on first \$25,000; NWOSU then pays 100%		TIAA/CREF	FT employee; at least age 23; member OTRS; 1 yr delayed vesting, immediate participation.	6% of salary
SEOSU	Employee pays 100% on first \$25,000; SEOSU then pays 100%		TIAA/CREF	1 yr of service; FT employee; at least age 23; member OTRS; 1 yr delayed vesting, immediate participation.	4% of salary
SWOSU	100%	100%	TIAA/CREF	1 yr of service; FT employee; at least age 23; member OTRS; 1 yr delayed vesting, immediate participation.	4% of salary
Cameron	100%	100% (after 1 yr service)	NONE		
Langston	100%	100%	NONE		
OPSU	100%	100%	TIAA/CREF	FT employ; age 60 at time of employment (currently only 3 employees participating)	7% (limited to certain employees)
Rogers	100%	100%	TIAA/CREF	FT employees	4% of base salary if hired since 1-1-99; (Before 1-1-99, 15% of salary in excess of \$9,000, for employees making at least \$30,000)
USAO	50% (Up to \$40,000 salary plus benefits)	50% (Up to \$40,000 salary plus benefits)	TIAA/CREF	FT employee after 1 yr of service, or new hires already in TIAA	5% of gross salary
CASC	100%	100%	NONE		
CSC	100%	100%	NONE		
EOSC	100%	100%	NONE		
Murray	100% Pd after 5 yrs of service; \$500/yr pd <5 yrs	100%	NONE		
NEOAMC	100%	100%	NONE		
NOC	100%	100%	NONE		
OCCC	100%	100%	Annuity (Thrift Program) 403(b) Employee selects company, list provided.	FT employees after 90 day review period	4.5% of salary, if employee contributes at least 1.5% of base salary.
Redlands	100%	100%	NONE		
Rose	100%	100%	Employees choose from 70 different annuity companies	FT on contract 50% or more. Immediate vesting.	2.5% of salary if employee contributes at least 1%; 1.5% if no employee contribution
SSC	100%  After first year (Up to \$2,100 first year)	100%	Annuity Plan 403(b) Employees choose from 8 plans.	FT Employee after 1 yr service; delayed participation, immediate vesting	3.5% of annual salary
TCC	100%	100% After two yrs; 50% after one year	Annuity Plan Employees choose 403(b)	All FT employees, after two years service. Less than two yrs may participate w/o college contribution.	3% of annual salary, if employee contributes at least 1%
WOSC	100%	100%	NONE		

\*\* General Note: Retirement benefits are just one component of an Institution's total compensation package. Other provided benefits, such as health insurance, and level of salary must be considered to get a comprehensive compensation package value.