

COMPARISON OF RETIREMENT PLAN OPTIONS FOR STAFF

Feature	ARP Defined Contribution	OPERS Member-Directed Plan (Defined Contribution)	OPERS Traditional Pension Plan (Defined Benefit)
Eligibility	Eligible non-teaching staff with appointments of at least .67% FTE	All non-teaching Staff (OPERS options: eligibility based on previous OPERS membership.)	All non-teaching Staff (OPERS options: eligibility based on previous OPERS membership.)
Election Period	120 Calendar Days from start date of eligible employment.	180 Calendar Days from initial membership start date, verify eligibility with OPERS	180 Calendar Days from initial membership start date, verify eligibility with OPERS
Plan Type	<p>Defined Contribution</p> <ul style="list-style-type: none"> Account balance consists of contributions made by you and Ohio University, as well as any investment gains or losses you may have on these contributions The benefit amount is determined by your account balance and the payment option(s) you select when you apply to receive benefits 	<p>Defined Contribution</p> <ul style="list-style-type: none"> Account balance consists of contributions made by you and vested contributions made by Ohio University, as well as any investment gains or losses you may have on these contributions The benefit amount is determined by your account balance and the payment option(s) you select when you apply to receive benefits 	<p>Defined Benefit</p> <ul style="list-style-type: none"> The benefit amount is based on a formula using your age, years of service credit and final average salary. Example: Single Life Annuity (maximum benefit) at full retirement age = 2.2% x years of service x Final Average Salary
Employee Contributions	<ul style="list-style-type: none"> Your pre-tax contribution amount for any of these plans is 10%¹ of your eligible compensation² per pay. 		
University Contributions	<ul style="list-style-type: none"> Ohio University contributes an amount equal to 14%¹ of your eligible compensation² per pay to your selected retirement plan, allocated as follows: 11.76%¹ contributed to your selected ARP account provider. 2.24%¹ submitted to the OPERS Traditional Pension Plan to help fund past service liabilities, as required by law. 	<ul style="list-style-type: none"> 7.5%¹ contributed to your individual OPERS account. 4%¹ contributed to your OPERS Retiree Medical Account (RMA) 2.44%¹ submitted to the OPERS Traditional Pension Plan to help fund past service liabilities, as required by law. .06% Administrative Expense 	<ul style="list-style-type: none"> 14.0%¹ contributed to the OPERS Traditional Pension Plan to help fund your future OPERS retirement benefits.
Vesting	<ul style="list-style-type: none"> Your contributions are immediately vested. University contributions are immediately vested. 	<ul style="list-style-type: none"> Your contributions are immediately vested. University contributions (7.5%) are fully vested after five years of contributing service in the plan. You are vested in a percentage of university contributions based on years of service credit: 1 Year: 20% 2 Years: 40% 3 Years: 60% 4 Years: 80% 5 Years: 100% Note: Retiree Medical Account has varied vesting based on membership start date with OPERS 	<ul style="list-style-type: none"> Your contributions are immediately vested. After 1.5 years of service credit, you are vested for survivor benefits. After five of service credit, you are vested: <ul style="list-style-type: none"> -an age and service retirement benefit -disability benefits³ - Account Withdrawals include an additional amount: 5 years: 33% of eligible contributions & 10 years: 67% of eligible contributions.⁴
How your Benefit Grows	Your account consists of contributions made by you and the university, as well as with any investment gains or losses you may have on those contributions.	Your account consists of contributions made by you and the university, as well as with any investment gains or losses you may have on those contributions.	Your benefit amount grows by adding years of service credit (earned or purchased) and with increases to your eligible compensation.

¹ subject to increases or decreases based on applicable law retirement system mandates

² Subject to federal limits,

³ Based on eligibility requirements. Visit opers.org/members/retire/index.shtml.

⁴ Withdrawals made before age 59 ½ may be subject to additional federal tax penalty

Note: This is intended to be a summary of plan provision. For additional information, contact the Office of Human Resources, OPERS, and/or your selected ARP provider.

Feature	ARP Define Contribution	OPERS Member-Directed Plan (Defined Contribution)	OPERS Traditional Pension Plan (Define Benefit)
Investment Management and Options	<ul style="list-style-type: none"> You choose an approved ARP provider through which you invest and allocate contributions among a variety of investment options. You assume all investment risk and pay any associated management fees. 	<ul style="list-style-type: none"> Contributions are invested with OPERS. You allocate the contributions among a variety of investment options. You assume all investment risk and pay any associated management fees. 	<ul style="list-style-type: none"> OPERS manages all assets to fund your benefits. You assume no investment risk and pay no associated management fees.
Taxes	<ul style="list-style-type: none"> There are important tax issues associated with how and when you may receive your benefit- consult with your tax advisor for more information. 		
Tax-Deferred Benefits	<ul style="list-style-type: none"> Your contributions are made on a pre-tax basis; federal and state taxes are deferred until benefits are paid Benefits are exempt from local or municipal taxes within Ohio, except school district income tax. Any investment return your account earns is also tax-deferred. 		
Access to Funds at Termination/ Retirement	<ul style="list-style-type: none"> Choose from a number of options¹: <ul style="list-style-type: none"> Leave your account balance with you ARP provider Roll the vested portion of your account into another qualified account or IRA Receive the vested portion of your account in the following ways: <ul style="list-style-type: none"> Partial or full cash withdrawal Fixed-period payments over a set number of years Systematic withdrawal Single or joint life monthly annuity with continuing survivor protection 	<ul style="list-style-type: none"> Choose from a number of options¹: <ul style="list-style-type: none"> Leave your account on deposit for future benefits. Roll the vested portion of your account into another qualified plan or IRA Receive a lump sum refund of your contributions; you also may be eligible for a portion of the employer contributions plus interest. Receive fixed-period payments over a set number of years. Receive systematic withdrawals. Receive single or joint life monthly annuity from the vested portion of your account with continuing survivor protection. 	<ul style="list-style-type: none"> Choose from a number of options¹: <ul style="list-style-type: none"> Leave your account on deposit for future benefits Roll your vested account funds into another qualified plan or IRA. Receive a lump sum refund of your contributions; you also may be eligible for a portion of the employer contributions plus interest. If eligible, receive a retirement pension benefit based on the plan formula.
Additional Benefits	No additional benefits other than vested account balance if disabled (tax implications may apply).	No additional benefits. You will have access to Retiree Medical Account to be reimbursed for eligible health care expenses and access to vested account balance if disabled (tax implications may apply).	You may be eligible for health care, disability, and survivor benefits. Specific eligibility criteria must be met.
Impact on Social Security Benefits	If eligible, there may be a reduction in your Social Security benefit.		
Other Considerations	The above comparison is not a comprehensive list. You should carefully consider your retirement options and personal needs when selecting a retirement plan.		

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