

Summary of IPERS and TIAA

*Retirement plan selection is a one-time decision.
Once you select either IPERS or TIAA, you cannot later change plans.
Employees have 60 days to elect a plan or they will default to IPERS.*

IPERS

- Defined Benefit Plan.
- Employee and Employer contribution – See chart at bottom of page.
- If you leave Kirkwood employment, you get back your contributions and a portion of employers based on years of service with IPERS.
- Contributions are made on a before tax basis.
- State/public program.
- Benefits are determined by years of service.
- Benefits are a guaranteed, predictable amount.
- You must be in public service 30 years to maximize your benefit.
- You become vested if by July 1, 2012 you have four (4) years of service in IPERS or by attaining age 55, whichever comes first. If you are not vested by 7/1/2012, you become vested after seven (7) years of service in IPERS or by attaining age 65, whichever comes first.
- Effective 7/1/2012, employees of area agencies on aging are subject to mandatory enrollment in IPERS (per senate file 446 Division IX – Aging).
- Under Iowa code, if you enroll or default to IPERS, Kirkwood is required to collect contributions back to your retirement eligibility date (date of hire for full-time employees; date of hire for most part-time employees; or date of eligibility for those who qualify at a later date due to change in employment status). This deduction will be made on the first pay check in which IPERS benefits begin.

TIAA

- Defined Contribution Plan.
- Employee and Employer contribution – See chart at bottom of page.
- If you leave Kirkwood employment, you get back your contributions and interest as well as Kirkwood's contributions.
- Contributions are made on a before tax basis.
- Your annual retirement benefit will depend on how much you have accumulated in TIAA Traditional and/or the TIAA and CREF accounts.
- Both your own and the College's contributions are fully and immediately vested at the time they are made.
- If you enroll in TIAA, collection of contributions back to your retirement eligibility date is **not** mandated.

Contribution Levels – Same contribution for IPERS and TIAA

| | Pre-7/1/2007 | 7/1/2007 | 7/1/2008 | 7/1/2009 | 7/1/2010 | 7/1/2011 | 7/1/2012 | 7/1/2013 | 7/1/2014 | 7/1/2015 | 7/1/2016 |
|---------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Employer | 5.75% | 6.05% | 6.35% | 6.65% | 6.95% | 8.07% | 8.67% | 8.93% | 8.93% | 8.93% | 8.93% |
| Employee | 3.70% | 3.90% | 4.10% | 4.30% | 4.50% | 5.38% | 5.78% | 5.95% | 5.95% | 5.95% | 5.95% |
| Combined Rate | 9.45% | 9.95% | 10.45% | 10.95% | 11.45% | 13.45% | 14.45% | 14.88% | 14.88% | 14.88% | 14.88% |

Enrollment

Employees have 60 days from their date of eligibility to enroll in IPERS or TIAA. If no election form is received for TIAA or IPERS on your due date, you will default to IPERS and contributions will begin the first pay check after the 60 day election periods and we will deduct contributions back to the eligibility date. If you do not wish to be enrolled in IPERS, you must return your TIAA application by your retirement enrollment deadline.