



**Faculty & Administrative Professional
 Retirement Plan Comparison Chart – WSURP and PERS/TRS 3**

FEATURE	WSURP	TRS 3/PERS 3
Type of Plan	Defined Contribution Plan	Hybrid plan: Defined Benefit funded by employer contribution. Defined Contribution benefit funded by employee contributions.
Employee Contributions	Under 35 - 5% of salary 35 & over - 7.5% 50 & over – 10% (optional)	6 options to choose from ranging from 5% to 15% Irrevocable decision once selected
Employer Contributions	Equal match to employee	Currently 10.25%
Vesting	Immediate vesting upon participation in the plan.	•Defined benefit: After 10 years of service in most cases; or after 5 years of service, depending on age and when service credit was earned.
		•Defined contribution: Vesting does not apply. Eligible to withdraw/access account balance upon separation from employment.
Vendor	TIAA	•Defined benefit: Administered by the State of Washington’s Department of Retirement Systems.
		Defined contribution: VOYA Retirement has been contracted by DRS for both investment education and record-keeping services for Plan 3 member accounts.
Investment Options	Self-Directed Investment options with varying degrees of risk and return.	•Defined benefit: Managed by the Washington State Investment Program.
		•Defined contribution: Choice between the Washington State Investment Program or Self-Directed Investment Program options with varying degrees of risk and return.



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Retirement Age	<p>In order to be eligible for certain retirement benefits under the WSURP, a participant needs to be age 62 or otherwise eligible to draw a retirement benefits under Section 403(b) of the Internal Revenue Code.</p> <p>In terms of being able to access contributions from the plan vendor, as a 403b plan there is no specific age requirement. Accessing money is allowed following separation from employment and subject to Internal Revenue Code regulations.</p>	<p>•Defined benefit: Reduced benefit: Age 55 with 10 years of service.</p> <p>Normal benefit: Age 65 or older with 10 service credit years; or age 65 or older, with at least 5 service credit years if at least 12 of those months were earned after the age of 44.</p>
		<p>•Defined contribution: No specific age requirement. Accessing money is allowed following separation from employment and subject to Internal Revenue Code regulations.</p>
Benefit	<p>Benefit amount determined by amount of accumulated funds (based on investment choices).</p>	<p>•Defined benefit: 1% multiplied by years of service and average Final compensation (average salary of highest 60 consecutive month salary)</p>
		<p>•Defined contribution benefit amount determined by amount of accumulated funds</p>
Cost of Living Adjustment (COLA)	<p>No, although you may choose an annuity option that is designed to reduce the impact of inflation.</p>	<p>Maximum 3% per year on Defined Benefit. No COLA on the Defined Contribution benefit.</p>
Death Benefits	<p>Entire accumulation to beneficiary</p> <p>Beneficiary has various payout options</p>	<p>•Pension if vested (10 years of service) (Defined benefit)</p>
		<p>•Entire accumulation to beneficiary (Defined contributions)</p>
Years of Service Credit	<p>Not applicable.</p>	<p>Limited to number of years of participation in plan.</p>