

KPERs State and School Comparison

Fiscal Year	Employee Contribution Rate		Employer Statutory Rate		Employer Actuarially Required Contribution		Statutory Multiplier		Normal Retirement Age		Final Average Salary	
	State	School	State	School	State	School	State	School	State	School	State	School
1962	4.00%	-	5.35%	-	0.00%	-	1.00%	-	Age 65	-	FAS capped at \$10,000	1.0% of FAS multiplied by years of service
1963	4.00%	-	5.35%	-	0.00%	-	1.00%	-	Age 65	-	FAS capped at \$10,000	1.0% of FAS multiplied by years of service
1964	4.00%	-	5.35%	-	0.00%	-	1.00%	-	Age 65	-	FAS capped at \$10,000	1.0% of FAS multiplied by years of service
1965	4.00%	-	0.00%	-	4.00%	-	1.00%	-	Age 65	-	FAS capped at \$10,000	1.0% of FAS multiplied by years of service
1966	4.00%	-	0.00%	-	4.00%	-	1.00%	-	Age 65	-	FAS capped at \$10,000	1.0% of FAS multiplied by years of service
1967	4.00%	-	0.00%	-	4.50%	-	1.00%	-	Age 65	-	FAS cap eliminated	1.0% of FAS multiplied by years of service
1968	4.00%	-	0.00%	-	4.50%	-	1.25%	-	Age 65	-	FAS cap eliminated	1.0% of FAS multiplied by years of service
1969	4.00%	-	0.00%	-	4.50%	-	1.25%	-	Age 65	-	FAS cap eliminated	1.0% of FAS multiplied by years of service
1970	4.00%	-	0.00%	-	5.80%	-	1.25%	-	Age 65 or 60 with 10 years	-	FAS cap eliminated	1.0% of FAS multiplied by years of service
1971	4.00%	4.00%	0.00%	5.05%	6.10%	0.00%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1972	4.00%	4.00%	0.00%	5.05%	6.10%	0.00%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1973	4.00%	4.00%	0.00%	0.00%	6.00%	4.40%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1974	4.00%	4.00%	0.00%	0.00%	6.40%	4.70%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1975	4.00%	4.00%	0.00%	0.00%	7.10%	5.60%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1976	4.00%	4.00%	0.00%	0.00%	7.40%	5.80%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1977	4.00%	4.00%	0.00%	0.00%	7.30%	7.90%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1978	4.00%	4.00%	0.00%	0.00%	6.70%	7.30%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1979	4.00%	4.00%	0.00%	0.00%	6.20%	6.10%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1980	4.00%	4.00%	0.00%	0.00%	6.20%	6.30%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1981	4.00%	4.00%	0.00%	0.00%	5.50%	5.20%	1.25%	1.25%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1982	4.00%	4.00%	4.80%	0.00%	0.00%	4.70%	1.40%	1.40%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	1.0% of FAS multiplied by years of service	1.0% of FAS multiplied by years of service
1983	4.00%	4.00%	4.80%	4.50%	0.00%	0.00%	1.40%	1.40%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	Average of highest 5	Average of highest 5
1984	4.00%	4.00%	4.60%	4.40%	0.00%	0.00%	1.40%	1.40%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	Average of highest 5	Average of highest 5
1985	4.00%	4.00%	0.00%	0.00%	4.60%	4.40%	1.40%	1.40%	Age 65 or 60 with 10 years	Age 65 or 60 with 10 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date

House Pensions & Benefits
 Date: 1/30/2013
 Attachment # 4

Attachment # 4

Fiscal Year	Employee Contribution Rate		Employer Statutory Rate		Employer Actuarially Required Contribution		Statutory Multiplier		Normal Retirement Age		Final Average Salary	
	State	School	State	School	State	School	State	School	State	School	State	School
1986	4.00%	4.00%	4.30%	4.00%	0.00%	0.00%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1987	4.00%	4.00%	0.00%	0.00%	3.90%	4.10%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1988	4.00%	4.00%	0.00%	0.00%	3.04%	3.04%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1989	4.00%	4.00%	0.00%	0.00%	3.04%	3.04%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1990	4.00%	4.00%	0.00%	0.00%	3.10%	3.10%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1991	4.00%	4.00%	0.00%	0.00%	3.20%	3.20%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1992	4.00%	4.00%	3.30%	3.30%	3.64%	3.64%	1.40%	1.40%	Age 65, 60 with 35 year, or any age with 40 years	Age 65, 60 with 35 year, or any age with 40 years	Average of highest 5 or 4 years of service depending on retirement date	Average of highest 5 or 4 years of service depending on retirement date
1993	4.00%	4.00%	3.30%	3.30%	3.32%	3.32%	1.75%	1.75%	Age 65, 62 with 30, or 85 pts	Age 65, 62 with 30, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1994	4.00%	4.00%	3.10%	3.10%	3.16%	3.16%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1995	4.00%	4.00%	3.20%	3.20%	3.14%	3.14%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1996	4.00%	4.00%	3.30%	3.30%	4.11%	4.11%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1997	4.00%	4.00%	3.59%	3.59%	5.17%	5.17%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1998	4.00%	4.00%	3.79%	3.79%	5.23%	5.23%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
1999	4.00%	4.00%	3.99%	3.99%	5.33%	5.33%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
2000	4.00%	4.00%	4.19%	4.19%	5.27%	5.27%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
2001	4.00%	4.00%	4.58%	4.58%	6.15%	6.15%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL
2002	4.00%	4.00%	4.78%	4.78%	6.00%	6.00%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL Post 93 highest 3 w/o SL & AL

Fiscal Year	Employee Contribution Rate		Employer Statutory Rate		Employer Actuality Required Contribution		Statutory Multiplier		Normal Retirement Age		Final Average Salary	
	State	School	State	School	State	School	State	School	State	School	State	School
2003	4.00%	4.00%	4.98%	4.98%	6.17%	6.17%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2004	4.00%	4.00%	5.18%	5.18%	7.65%	7.65%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2005	4.00%	4.00%	5.38%	5.38%	8.29%	8.29%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2006	4.00%	4.00%	5.27%	5.27%	6.69%	10.98%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2007	4.00%	4.00%	5.77%	5.77%	6.84%	10.75%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2008	4.00%	4.00%	6.37%	6.37%	7.99%	12.47%	1.75%	1.75%	Age 65, 62 with 10, or 85 pts	Age 65, 62 with 10, or 85 pts	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL	Prior to 93, highest 3 w/o SL & AL or 4 with SL/AL. Post 93 highest 3 w/o SL & AL
2009	4.00%	4.00%	6.97%	6.97%	8.35%	13.95%	1.75%	1.75%	Age 65 or age 60 with 30	Age 65 or age 60 with 30	Highest 5 years	Highest 5 years
2010	4.00%	4.00%	8.57%	8.57%	8.34%	12.07%	1.75%	1.75%	Age 65 or age 60 with 30	Age 65 or age 60 with 30	Highest 5 years	Highest 5 years
2011	4.00%	4.00%	9.17%	9.17%	7.39%	12.48%	1.75%	1.75%	Age 65 or age 60 with 30	Age 65 or age 60 with 30	Highest 5 years	Highest 5 years
2012	4.00%	4.00%	9.77%	9.77%	11.13%	14.96%	1.75%	1.75%	Age 65 or age 60 with 30	Age 65 or age 60 with 30	Highest 5 years	Highest 5 years

Retirement Age - Tier 1: Age 65; age 62 with ten years of service, or when an individual's combination age and years of service reach 95. Tier 2: Age 65 with at least five years of service credit, or when age 60 with 30 years of service credit.

Final Average Salary - Tier 1: For individuals employed prior to July 1, 1993, average highest 4 years with accrued sick and annual leave or highest 3 years excluding sick and annual leave. Employed after July 1, 1993, highest 3 years excluding sick and annual leave. Tier 2: Highest 5 years excluding sick

