

Rates for fiscal year 2020

⇒ Remember: All rates subject to change at the beginning of each new fiscal year or calendar year.

ASRS	Employer (last change July 1, 2019)	11.940%	.1194
ASRS	Employee (last change July 1, 2019)	11.940%	.1194
ASRS LTD	Employer (last change July 1, 2019)	.17%	.0017
ASRS LTD	Employee (last change July 1, 2019)	.17%	.0017
ASRS ACR	Employee (last change July 1, 2019) ASRS Retiree returns to work at NAU	10.41%	.1041
LTD for ORP	Employer only (last change January 1, 2015)	.27%	.0027
** If there is no biweekly on the compensation panel, LTD for ORP will NOT take.			
Workers Comp	Employer only (last change July 1, 2017)	.37%	.0037
Retiree SICK	Employer only	.4%	.004
SUT - (State Unemployment Tax) rate changed 01/01/15	Employer only (only on the first \$7000.00 of the calendar year) <i>This UI information applies only to employees who work for NAU in Arizona; rates vary from state to state</i>	.150% <i>Arizona Rate</i>	.0015 <i>Arizona Rate</i>
FICA-OASDI	Employee & Employee \$132,900 maximum for calendar year 2019	6.2%	.062
FICA – Medi	Employer & Employee	1.45%	.0145
PSPRS Tier 1 PSPRS Tier 2 PSPRS Tier 3 (DB) PST3DC (Legacy) LTDDC (PSPRSLTD)	Employer (last change July 1, 2019) Contact the Benefits Team to determine what tier a new employee may be on and/or what plan they may elect	65.93% 65.93% 63.49% 53.55% 1.51%	.6593 .6593 .6349 .5355 .0151
PSPRS Tier 1 PSPRS Tier 2 PSPRS Tier 3(DB) PST3DC (Legacy) LTDDC (PSPRSLTD)	Employee (last change July 1, 2019) Contact the Benefits Team to determine what tier a new employee may be on and/or what plan they may elect	7.65% 11.65% 9.94% 0.00% 1.51%	.0765 .1165 .0994 .0000 .0151
PSPRS ACR	Employer (last change July 1, 2018)	53.55%	.5355
ORP's	(Optional Retirement Plans)		
Fidelity	Employer & Employee	7.0%	.07
TIAA/CREF	Employer & Employee	7.0%	.07
Basic Life	Employer	\$0.69	Per Pay Period

