

# Rates for fiscal year 2021

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

<b>ASRS</b>	<b>Employer</b> (last change July 1, 2020)	<b>12.040%</b>	<b>.1204</b>
<b>ASRS</b>	<b>Employee</b> (last change July 1, 2020)	<b>12.040%</b>	<b>.1204</b>
<b>ASRS LTD</b>	<b>Employer</b> (last change July 1, 2020)	<b>.18%</b>	<b>.0018</b>
<b>ASRS LTD</b>	<b>Employee</b> (last change July 1, 2020)	<b>.18%</b>	<b>.0018</b>
<b>ASRS ACR</b>	<b>Employee</b> (last change July 1, 2019) ASRS Retiree returns to work at NAU	<b>10.21%</b>	<b>.1021</b>
<b>LTD for ORP</b>	<b>Employer only</b> (last change January 1, 2015)	<b>.192%</b>	<b>.00192</b>
<b>** If there is no biweekly on the compensation panel, LTD for ORP will NOT take.</b>			
<b>Workers Comp</b>	<b>Employer only</b> (last change July 1, 2017)	<b>.37%</b>	<b>.0037</b>
<b>Retiree SICK</b>	<b>Employer only</b>	<b>.4%</b>	<b>.004</b>
<b>SUT -</b> (State Unemployment Tax) rate changed 01/01/15	<b>Employer only</b> (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 - Updated 8/10/2020</i>	<b>2.0%</b> <i>Arizona Rate</i>	<b>.02</b> <i>Arizona Rate</i>
<b>FICA-OASDI</b>	<b>Employee &amp; Employee</b> \$137,700 maximum for calendar year 2020	<b>6.2%</b>	<b>.062</b>
<b>FICA - Medi</b>	<b>Employer &amp; Employee</b>	<b>1.45%</b>	<b>.0145</b>
PSPRS Tier 1 PSPRS Tier 2 PSPRS Tier 3 (DB) PST3DC (Legacy) LTDDC (PSPRSLTD)	<b>Employer</b> (last change July 1, 2020) Contact the Benefits Team to determine what tier a new employee may be on and/or what plan they may elect	53.60% 53.60% 52.87% 42.93% 1.41%	.5360 .5360 .5287 .4293 .0141
PSPRS Tier 1 PSPRS Tier 2 PSPRS Tier 3(DB) PST3DC (Legacy) LTDDC (PSPRSLTD)	<b>Employee</b> (last change July 1, 2020) 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% 1.41%	.0765 .1165 .0994 .0000 .0141
<b>PSPRS ACR</b>	<b>Employer</b> (last change July 1, 2020)	<b>42.93%</b>	<b>.4293</b>
ORP's	(Optional Retirement Plans)		
<b>Fidelity</b>	<b>Employer &amp; Employee</b>	<b>7.0%</b>	<b>.07</b>
<b>TIAA/CREF</b>	<b>Employer &amp; Employee</b>	<b>7.0%</b>	<b>.07</b>
<b>Basic Life</b>	<b>Employer</b>	<b>\$0.28</b>	Per Pay Period

