10/20

**If you have a Retirement Program for your employees, do you require them to contribute to the plan or is their contributing optional?**

Answered "Optional" - 18

Answered "Employees contribute" - 1

Answered "Employees are required to contribute" - 4

Answered "Do not have a retirement program" - 2

Answered "Agency requires employees to contribute and the agency matches" - 2

Answered "Agency provides full contribution" - 3

Other comments:

Employees are required to participate.  They contribute 6% and we match at 8%.

We used to get 13% all agency paid but then the board changed several years ago employee 4.5% and agency 8.5%.

Yes, we are part of the County and receive the County retirement.  Mandatory contribution.

The current retirement plan is not mandatory and is effective after 12 months of service.  There is no match if there is no contribution. However, we are considering a move to TCDRS and it would be mandatory.

We have a 401(a) Plan with ICMA.  All full time employees are required to contribute after six months of employment.  That is the only way the contributions can be pre-tax.  Employees contribute 5.5% and CTHC contributes 7%.  We have used ICMA for many years and are pleased with them.  We also offer an optional 457 Plan if employees want to contribute additional money towards retirement.

mandatory; 51/2 to 10 by PHA

Employee must contribute minimum of 5%. Housing Authority contributes 7%.

Their contribution is optional.  We contribute regardless.

Employee contribution is optional. Employer contributes 8% of wages

They contribute to plan 5.5 per of monthly income.  Mandatory

All full time working employees must participate in the HA sponsored retirement program upon the first month following completion of 12 months of service. Board of Commissioners has adopted contributions to be a 5.5% contribution by employee and 7.5% contributed by DHA, figured on employee’s annual base salary.  Retirement is: (1) Five (5) years vested and age sixty (60) OR (2) Twenty-five (25) years of service at any age.  \*\*Employee may contributed additional to their own account\*\*

Contributing to the retirement plan is completely voluntary, however employees do contribute to the life insurance portion of the plan.

RHA requires staff contribute 6% every pay period.  RHA matches 8.5% every pay period.

HA puts in 15 %, employees do not

It's a requirement with our agency.  Since we are a part of the City, we contribute to the Texas Municipal Retirement System every paycheck.

We use Texas County and District Retirement and they require all permanent employees, full or part time, to participate.

Require 3% but they can contribute more.

Employees can contribute if they want to, otherwise we pay in all contributions at rate of 12% of each paycheck.

Employees contribute 5%, housing contributes 6.75%

We require 5%.

We have TCDRS Retirement and we do require our employees to contribute.

It is optional but we do not put our percentage in for them if they do not participate themselves.

We have one and after a year they must be part of it.

We have a plan through One America. Employees are not required to contribute.

BHA contributes 5% of the employees salary into a 401(a) plan without any participation required from the employee.    In addition, employees can contribute to a 457 plan, and BHA will match up to 3% of the employees contribution.

We contribute 12% of annual salary.

There is a mandatory requirement that all employees contribute 5% of their compensation, and HACEP matches 7%.

Required employee contribution 5%