

**From:** HR-Benefits  
**Sent:** Tuesday, April 11, 2017 9:32 AM  
**To:** hr\_mailing\_list@wright.edu  
**Cc:** HR-Benefits <hr-benefits@wright.edu>  
**Subject:** Important Notice - Changes to OPERS Mitigating Rate  
**Importance:** High

OPERS is changing the mitigating rate for Alternative Retirement plan (ARP) Participants effective July 1, 2017. In addition, OPERS had previously announced, which we communicated, changes to the mitigating rate for the OPERS Member Directed and OPERS Combined Plans, with the next increase effective January 1, 2018.

As a reminder, the mitigating rate is a fee is charged to members in OPERS defined contribution plans (member directed and combined) and ARP to lessen the impact on the OPERS Traditional Plan of people opting out for the defined contribution plans or ARP. The mitigating rate is deducted from the employer contributions. OPERS is making this change to maintain the financial stability and integrity of the Traditional Plan.

The university will update the mitigating rate automatically as directed by OPERS. Employees do not need to take any action regarding these changes. The changes will not impact your pay. However, the changes do impact the total amount contributed to your retirement account.

*For those employees in the OPERS Traditional Plan, the mitigating rate does not apply.*

### **Alternative Retirement Plan Participants**

OPERS just recently announced changes to the mitigating rate for the Alternative Retirement Plan (ARP). The current mitigating rate of 0.77 percent has remained unchanged since 2009, a period of more than nine years. This rate will increase to 2.44 percent on July 1, 2017. The change will apply to all Alternative Retirement Plan (ARP) participants.

A full explanation of changes is available at: <https://www.opers.org/pubs-archive/employers/notices/2017/03302017%20EN.pdf>

### **OPERS Member Directed & Combined Plan Participants**

OPERS previously announced changes to the mitigating rate for the OPERS Member Directed and OPERS Combined Plans that were communicated last year. The current mitigating rate of 1.5 percent and will increase to 2 percent on January 1, 2018. The change will apply to all OPERS Member Directed and OPERS Combined Plan participants.

A full explanation of changes is available at: <https://www.opers.org/pubs-archive/members/memberdirected/DC%20Summary%20Change%20Chart.pdf>

The chart below reflects the impact of these upcoming changes:

	OPERS Traditional Plan		OPERS Member Directed & Combined Plans		Alternative Retirement Plan (ARP)	
	Current	Jan 2018	Current	Jan 2018	Current	July 2017
<b>Contributions</b>						
Employee Contribution to your Retirement Account	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
WSU Contribution to your Retirement Account	14.0%	14.0%	12.5%	12.0%	13.23%	11.56%
<i>Total Contribution to Your Retirement Plan</i>	24.0%	24.0%	22.5%	22.0%	23.23%	21.56%
WSU Contribution to OPERS Mitigating Rate	--	--	1.5%	2.0%	.77%	2.44%
<b>Total Contribution</b>	<b>24.0%</b>	<b>24.0%</b>	<b>24.00%</b>	<b>24.00%</b>	<b>24.00%</b>	<b>24.00%</b>

If you have any questions about this information, please contact OPERS at 800-222-7377.