



RETIREMENT CONTRIBUTION POLICY

Due to the current retirement contribution policies of the Arkansas Public Employee Retirement System and the Arkansas Teacher Retirement System, SAU is required to withhold from faculty and staff pay (if applicable) and contribute matching amounts on salary payments made to SAU employees. These retirement contributions will include all forms of pay that the faculty or staff member may receive including:

- Base
- Overloads
- Summer
- Grants
- Other pay adjustments processed through the university
- Career Service (if applicable)

TIAA/CREF and Fidelity Investments

SAU will not discriminate based on the retirement selection made by each faculty or staff member so this same policy will be applied to:

- TIAA/CREF
- Fidelity Investments

The annual selection of amounts to be withheld and matched made by each faculty or staff member will remain the same regardless of the pay form.

Career Service/Supplemental Contributions-TIAA/CREF and Fidelity Investments

If an individual has added a supplemental retirement contribution to their TIAA/CREF or Fidelity Investments account, the individual will need to indicate their preference (in writing to HR) by selecting one of the following:

- Apply my supplemental contribution to my career service payment or
- Do not apply my supplemental contribution to my career service payment