



Understanding Your Texas State RETIREMENT PROGRAMS

Teacher Retirement System (TRS)

Social Security Program

Optional Retirement Program

Retiree Health Insurance



Teacher Retirement System

The [Teacher Retirement System](#) is financed through an employee tax sheltered payroll deduction. All regular employees are eligible for membership in the Teacher Retirement System of Texas (TRS). *

How much of my paycheck is contributed to TRS?

7.7% of your gross annual salary is deducted and contributed to TRS.

How much does Texas State University contribute?

Texas State University contributes an additional 7.5% to the retirement system.

How are my monthly retirement payments calculated?

Standard annuity benefit formula: $2.3\% \times \text{years of service} \times \text{average of top 5 salaries}$

Higher salaries and more years of service will mean a greater retirement benefit. The benefits of membership include:

- [Death and survivor benefits](#)
- [Disability retirement](#) annuity

For new members to the TRS system retirement age is: 65 with 5 or more years of service **or** age plus years of service credit = 80, **with** at least 5 years of service credit, **and** the member is at least age 62.

Social Security Program

All Texas State University employees participate in Social Security. Texas State University participates in the Federal Social Security and Old Age Survivor and Disability Insurance Programs (OASDI). Contributions are specified by the federal government and paid by employees and Texas State University as required.

**Full-time faculty members and certain professional administrative staff members (including librarians, athletic coaches, physicians, lawyers) may be eligible to elect to participate in the Optional Retirement Program (ORP) in lieu of TRS. Eligibility laws and rules and a list of specific job titles eligible for ORP are available in Human Resources.*

Optional Retirement Program

Eligible employees selecting the Optional Retirement Program (ORP) must do so within ninety (90) calendar days from their date of eligibility or automatically and permanently become a member of the Teacher Retirement System (TRS).

- **Employee contribution:** 6.65% of employee's gross monthly salary (tax deferred)
- **Employer contribution:** 6.6% of the employee's gross monthly salary. Members of Texas ORP prior to 9/1/95 may be eligible for a total employer contribution of 8.5%. Contact Human Resources for details.
- **Vesting:** Participants vest after one year and one day of participation

ORP contributions are deposited with the ORP carrier selected by the employee from Texas State University's list of authorized carriers and representatives.

Retiree Health Insurance

Retiree health insurance benefits are available through the [Employees Retirement System \(ERS\)](#) to employees at 65 years of age with 10 years of service or when the Rule of 80 is met.

Still have questions?

Email hr@txstate.edu or call 512.245.2557 for more information.