# Wyoming Retirement System and TIAA

## Wyoming Retirement System

- University of Wyoming contributes 14.315% of gross pay. Employee contributes 2.305% for a total of 16.62%.
- Defined Benefit -- Guaranteed monthly pension based on a formula (number of years of service times 2% per yr. times average of 5 highest years of salary).*
- Vested after four years (48 months).
- Investment decisions for the fund are made by an eleven-member board.
- Only found in Wyoming.
- May purchase additional years of service credit.
- Includes a disability provision after contributing for ten years if under age 60.

### At termination:

- Eligible for a full pension if vested and age 65, or if meet the Rule of 85. Eligible for reduced pension if vested and age 55, or have 25 years of service.*
- May leave on deposit.
- May rollover a portion to a qualified plan (8.25% of gross wages plus interest).
- May withdraw a portion of funds (8.25% of gross wages plus interest). Must pay applicable income taxes.
- 10% percent IRS penalty if withdrawal is made when under age 59 ½.

*Applicable to employees hired September 1, 2012 or later. For details applicable to employees hired prior to 9/1/2012, check the Wyoming Retirement System website.

## TIAA

- University of Wyoming contributes 14.315% of gross pay. Employee contributes 2.305% for a total of 16.62%.
- Defined Contribution -- Retirement payments based on deposits plus interest and dividends earned.
- Vested immediately.
- Employee decides how to invest the money. Numerous funds from which to choose.
- Thousands of participating institutions nationwide.
- Years of service do not matter.
- Disability provision is not available.

### At termination:

- No guaranteed pension. Retirement income is based on investment performance and payout option(s) elected (periodic withdrawals, annuities, etc.).
- May leave on deposit.
- May rollover to a qualified plan (16.62% of gross wages plus earnings).
- May withdraw funds (16.62% of gross wages plus earnings). Must pay applicable income taxes.
- 10% percent IRS penalty if withdrawal is made when under age 59 ½.