The OASI taxable maximum is $160,200 for calendar year 2023. Rates are updated in January by the Social Security Administration.

Eligible Faculty and AP employees are offered the WSURP (TIAA as the vendor) and TRS3/PERS3 as retirement plans. If the WSURP is selected, participants up to 35 years contribute 5%; aged 35 and above contribute 7.5%; and at age 50, participants have the option of contributing 10%. Eligibility for retirement participation requires a 50% appointment for at least one semester, or the equivalency thereof.

Rates are per the Washington State Actuarial Services Projected Employer Contribution Rates Schedule. PERS plans are the primary plans for classified employees, eligible hourly employees, and also a plan choice for AP employees.

Medical Aid/Worker’s Compensation is a per hour cost of .3466; monthly maximum hours are 160, for a monthly maximum of $55.46. The rate applies to productive hours, so a person working full-time on a 9-month appointment would expense $55.46 x 9 = $499.14 annually.

A rate of 0.0541 applies to student volunteers.

Some employees with a lengthy employment history of state service may be covered by the Washington State Teachers Retirement Systems Plan 1. New faculty hired on or after 7/1/11 have the option to select TRS3/PERS3 as a plan choice in addition to the WSURP. New employees with prior state service under TRS 1 or TRS 3 may have the option to elect these plans. (Rates effective 9/1 to 8/31 each year).

OWS and Medicare will be taken for all non-student employees for any non-business related meals reimbursed for non-overnight travel.

Non-Permanent employees become eligible for PERS if they work, or are anticipated to work, 70 or more hours per month in any five months of a 12-month period. The WSU contributions are absorbed by the departments in in Workday spend category SC00011.

Eligibility for retirement participation requires a 50% appointment for at least one semester, or the equivalency thereof.

Please refer to the Graduate Student Pay section on the Payroll Services website for information.

The WSU health contributions for non-permanent employees who become eligible for benefits are charged to their departments in Workday spend category SC00013. Eligibility for benefits can be achieved 1) upon their initial appointment, 2) through actual work pattern, or 3) if they are employed on a recurring seasonal basis. Details on eligibility can be found at: https://hrs.wsu.edu/temporary-seasonal-employee-benefits/

For questions about benefit and retirement eligibility, please contact:
Human Resource Services at (509) 335-4521 or hrs@wsu.edu.

Please contact HRS for eligibility questions.

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