



UNIVERSITY OF NORTH ALABAMA

Clinical Assistant/Clinical Supervisor Benefits Summary

Retirement Plans

Pension Plan

The TRS is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code. Eligible employees are categorized by the TRS as Tier 1 (member prior to 01/01/2013) or Tier 2 (member on or after 01/01/2013). As explained in the TRS Member Handbooks, the plan provides disability and service retirement benefits to members and survivor benefits to qualified beneficiaries. Participation is not applicable unless currently a member of the Teachers' Retirement System of Alabama.



rsa-al.gov
877-517-0020

Tier I to Tier II Retirement Comparison (Act 2012-377)		
	TIER 1 EMPLOYEE	TIER 2 EMPLOYEE
DATE OF EMPLOYMENT	Prior to January 1, 2013	On or After January 1, 2013
MEMBER CONTRIBUTION RATE	7.5% for Regular Employees 8.5% for FLC* Employees	6.0% for Regular Employees 7.0% for FLC* Employees
EMPLOYER CONTRIBUTION RATE	12.43%	11.34%
RETIREMENT ELIGIBILITY	25 years of service at any age 10 years of service at the age of 60	NO 25 year retirement 10 years of service at the age of 62 (56 for FLC Employees)
RETIREMENT FACTOR	2.0125%	1.6500%
AVERAGE FINAL SALARY	Average of the highest three years of the last ten years	Average of the highest five years of the last ten years
BENEFIT CAP	None	80% of Average Final Salary
RETIREMENT CONTRIBUTIONS ON OVERTIME PAY	Earnable Compensation cannot exceed 120% of base pay	Earnable Compensation cannot exceed 125% of base pay

**FLC - Firefighters, Law Enforcement, and Correctional Officers*

Tuition Remission

Faculty: Full-time and adjunct faculty are eligible for full remission of tuition and fees for up to six graduate or undergraduate credit hours during any school term under this benefit. Courses under this benefit are provided only on a space available basis and must be registered for during late registration.

QUESTIONS?

For questions regarding this information, please contact:

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HOLIDAY SCHEDULE

- Martin Luther King Day
- Winter Break
- Spring Break
- Good Friday
- Memorial Day
- 4th of July
- Labor Day
- Fall Break
- Thanksgiving
- Christmas

MISCELLANEOUS BENEFITS

- Access to University Facilities
- Free parking decals
- University Health Services Access
- Direct Deposit