



FACT SHEET

How are retirement contribution rates set?

- The State of Nevada sets retirement contribution rates for public employees through the Nevada Revised Statutes (NRS).
- The NRS includes a mechanism to ensure the NV PERS plan is appropriately funded to pay the future retirement benefits of current employees.
- The NV PERS employee and employer contribution rates govern the NSHE RPA contribution rates (see NRS 286.808 below).

Nevada Public Employees Retirement System (NV PERS) Statutes:

NRS 286.410 Amount of contribution by members of System; deduction from payroll; return of contributions; members with disabilities.

1. The employee contribution rate must be:
 - (a) The matching contribution rate for employees and employers that is actuarially determined for police officers and firefighters and for regular members, depending upon the retirement fund in which the member is participating.
 - (b) Except as otherwise provided in subsection 2, adjusted on the first monthly retirement reporting period commencing on or after July 1 of each odd-numbered year based on the actuarially determined contribution rate indicated in the biennial actuarial valuation and report of the immediately preceding year. The adjusted rate must be rounded to the nearest one-quarter of 1 percent.
2. The employee's portion of the matching contribution rate for employees and employers must not be adjusted in accordance with the provisions of paragraph (b) of subsection 1 if:
 - (a) The existing rate is lower than the actuarially determined rate but within one-quarter of 1 percent of the actuarially determined rate.
 - (b) The existing rate is higher than the actuarially determined rate but is within 1 percent of the actuarially determined rate. If the existing rate is more than 1 percent higher than the actuarially determined rate, the existing rate must be reduced by the amount by which it exceeds 1 percent above the actuarially determined rate.
3. From each payroll during the period of the employee's membership, the employer shall deduct the amount of the member's contributions and transmit the deduction to the Board at intervals designated and upon forms prescribed by the Board. The contributions must be paid on compensation earned by a member from the member's first day of service.

NRS 286.450 Rate of contributions by public employer.

1. The employer contribution rate must be:
 - (a) The matching contribution rate for employees and employers that is actuarially determined for police officers and firefighters and for regular members, depending upon the retirement fund in which the member is participating.

(b) Except as otherwise provided in subsection 2, adjusted on the first monthly retirement reporting period commencing on or after July 1 of each odd-numbered year based on the actuarially determined contribution rate indicated in the biennial actuarial valuation and report of the immediately preceding year. The adjusted rate must be rounded to the nearest one-quarter of 1 percent.

2. The employer's portion of the matching contribution rate for employees and employers must not be adjusted in accordance with the provisions of paragraph (b) of subsection 1 if:

(a) The existing rate is lower than the actuarially determined rate but is within one-quarter of 1 percent of the actuarially determined rate.

(b) The existing rate is higher than the actuarially determined rate but is within 1 percent of the actuarially determined rate. If the existing rate is more than 1 percent higher than the actuarially determined rate, the existing rate must be reduced by the amount by which it exceeds 1 percent above the actuarially determined rate.

University of Nevada Retirement Program (NSHE RPA) Statutes:

NRS 286.808 Contributions; payment by Board of Regents on behalf of participant.

1. The Board of Regents of the University of Nevada shall contribute on behalf of each participant an amount equal to 10 percent of the participant's gross compensation during continuance of employment. Each participant shall also contribute 10 percent of the participant's gross compensation, but the contributions required by this section must not be less than those authorized by [NRS 286.410](#) and [286.450](#). Payment of the contributions required by this section must be made by the disbursing officer for the Nevada System of Higher Education to the designated investment entities for the benefit of each participant.

2. The Board of Regents of the University of Nevada may, on behalf of each participant, pay the contribution required to be paid by the participant in subsection 1. Any such payment must be:

(a) Made in lieu of an equivalent increase in the basic salary or in the cost of living for the participant, or both; or

(b) Counterbalanced by an equivalent reduction in the participant's salary.