


Reporting process: contributions

Retirement Benefits Training
Fiscal year 2025



Serving those who serve South Carolina

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Employer reporting representatives

- PEBA's Member Account Services has staff assigned to each employer to help with:
 - Monthly deposits;
 - Quarterly payroll reports;
 - Service credit and contract lengths; and
 - Supplemental reports.
- Select *EES Assistance* in EES for your representative's name and contact information.

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Employer and member contributions

- Participating employers and members are required to contribute to SCRS, PORS or State ORP, depending on the plan in which a member enrolls.
- Employers contribute based on members' plan and earnable compensation.
- Members contribute a portion of their earnable compensation based on their plan.
- Contribution rates for employers are subject to change each July 1.
- Currently, member contributions are fixed by statute and not scheduled to change.

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Fiscal year 2025 employer contributions

- Employers are required to remit contributions based on compensation for:
 - Contributing SCRS and PORS members.
 - State ORP participants.
 - Return-to-work SCRS and PORS retired members.
 - Incidental death benefit coverage, if covered.
 - Accidental Death Program coverage, if covered (PORS only).
- State agencies, public higher education institutions, public school districts and charter schools that participate in retirement are required to pay insurance surcharge to share the cost of retiree insurance.
- Employer contributions are not placed in member accounts.

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Fiscal year 2025 employer contribution rates

Effective for all wages paid on and after July 1, 2024.

Retirement plan	Employer contribution	Incidental death benefit contribution ¹	Accidental death contribution ¹	Total employer rate	Insurance surcharge ¹
SCRS	18.41%	0.15%	N/A	18.56%	6.35%
State ORP ²	18.41%	0.15%	N/A	18.56%	6.35%
PORS	20.84%	0.20%	0.20%	21.24%	6.35%

¹Rates are applicable only to employers covered under these programs.
²For State ORP participants, 5% of the employer contribution is remitted directly to the participant's State ORP service provider.

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Employee contributions effective July 1, 2024

SCRS and State ORP

9%

PORS

9.75%

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Employee contributions

- Contributions are tax-deferred.
- Member contributions credited to member's account.
- In retirement, monthly benefit payments continue even when member's account is exhausted.
- Refund of unexhausted contributions payable only if there is no survivor benefit due.
 - If monthly survivor benefit is payable, there is no refund of contributions.

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Return-to-work retired member contributions

- Retired member contributes same rate as active member.
- Retired member does not accrue additional service credit.
- Contributions must be made to system from which the member retired.
- Retired member receiving both SCRS and PORS benefit:
 - Contributions based on rate for any other active member in the same position.
- Refer to the [Working retirees](#) training resource.

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Limit on wages subject to contributions

- Applies to employees who became members after December 31, 1995.
- Limit on compensation subject to contributions for 2024 is \$345,000.
- Cannot withhold contributions on compensation over the limit; however, must continue to report compensation to PEBA with a Contract Length 20.
- These members fall into a special reporting category to ensure earned service is credited to their account.
 - See Contract Length 20 in the Reporting section of the [Covered Employer Procedures Manual](#).

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Wages subject to contributions

- Gross salary or wages:
 - Before taxes withheld; and
 - Before other deductions.
- Wages paid while on sick, annual and general leave.
- Overtime/compensatory time (must be employer-mandated for SCRS):
 - Authorized, approved overtime pay is considered employer-mandated and earnable compensation for AFC purposes. As such, the employer will deduct and remit retirement contributions.
- Unused annual leave (Class Two members only):
 - Contributions deductible for up to and including 45 days of termination pay for unused annual/general leave.
 - Payment at retirement is included in average final compensation.

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Wages not subject to contributions

- Termination pay for more than 45 days of unused annual leave (Class Two members only).
- Termination pay for unused annual leave (Class Three members only).
- Special payments:
 - One-time bonus and incentive-type payments; and
 - Retirement incentive payments.
- Lump-sum payments for unused sick leave.
- Long-term disability benefits.

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