

Texas Public Higher Education Retirement Contributions
(as a percentage of Salary)

Fiscal Year	TRS		ORP	
	Employee	State	Employee	State
FY69	6% (of first \$8,400)	6% (of first \$8,400)	6% (of first \$8,400)	6% (of first \$8,400)
FY70-FY77	6% (of first \$25,000)	6% (of first \$25,000)	6% (of first \$25,000)	6% (of first \$25,000)
FY78-FY79	6.65% (of first \$25,000)	7.5% (of first \$25,000)	6.65% (of first \$25,000)	7.5% (of first \$25,000)
FY80-FY83	6.65%	8.5%	6.65%	8.5%
FY84-FY85	6.0%	7.1%	6.65%	8.5%
FY86-FY87	6.4%	8.0%	6.65%	8.5%
FY88-FY89	6.4%	7.2%	6.65%	8.5%
FY90-FY91	6.4%	7.65%	6.65%	8.5%
FY92-FY95	6.4%	7.31%	6.65%	7.31%*
FY96-FY07	6.4%	6.0%	6.65%	6.0%*
FY08-FY09	6.4%	6.58%	6.65%	6.58%*
FY10-FY11	6.4%	6.644%	6.65%	6.4%*
FY12 / FY13	6.4%	6.0% / 6.4%	6.65%	6.0%*
FY14 / FY15	6.4% / 6.7%	6.8%	6.65%	6.6%
FY16 / FY17	7.2% / 7.7%	6.8%	6.65%	6.6%
FY18 / FY19	7.7%	6.8%	6.65%	6.6%
FY20	7.7%	7.5%	6.65%	6.6%

*Institutions may supplement the state base rate for ORP up to a maximum employer contribution rate of 8.5%.