

17B1023
3-6-25

Revenue Sources to Fund Administrative Expenses

Defined Benefit Retirement & RHIC Programs

- Contributions - % of pay

Defined Contribution

- Administrative Fees - reduced from 6 bps to 1 bps 12/2021
- Unvested Employer Contribution Forfeitures

Group Insurance

- Administrative Fees - \$2.80 per health insurance contract
- Reserves

FlexComp

- FICA Savings – 7.65% (employer share of elective deferrals)
- Employee Forfeitures

457 Deferred Compensation

- Main Funding Source – FICA Savings
- Secondary Funding Source – DB Contributions & Insurance Reserves (50% each)