

Did You Know?

KPERS Facts, Figures and Impact

Retirement Benefits Matter to Those Serving SPS Students

1,637

PARTICIPATION

1,637 Salina Public Schools (SPS) employees benefit from KPERS (Kansas Public Employees Retirement System).

BENEFITS DIFFER

KPERS has 3 tiers with different levels of benefits based on the year an employee was hired. The work is the same, but the retirement value varies.

**3
Tiers**

55.8%

RETIREMENT BENEFITS

The newer the employee, the lower the retirement benefit. 55.8% of SPS employees are tier 3, the lowest benefit level.

BENEFIT ADEQUACY

KPERS does not provide the same retirement security for new employees that it once did.



**\$92,000
Surcharge**

KPERS SURCHARGE

SPS paid nearly \$92,000 last year in KPERS surcharges for employees who are retired and returned to work for us.

EMPLOYEE CONTRIBUTION

SPS employees contribute 6% of their gross salary to KPERS.

6%

**Wait
Period**

WORKING AFTER RETIREMENT

KPERS regulations require retirees to wait 60 to 180 days before returning to work. This wait time is a barrier to hiring employees at a time when staffing is a challenge.