



NOTIFICATION FOR EMPLOYER PICKUP OF EMPLOYEE CONTRIBUTIONS

This notification must be filed with STRS Ohio when an employer elects to pick up all or a portion of the required employee contributions stipulated in Section 3307.26, Revised Code, or when an existing employer pickup plan is amended. **Important:** A copy of the board action authorizing the pickup must be submitted with this notification.

Employer _____ Employer no. _____

Address _____

City _____ ZIP code _____

Effective date of pickup is _____

Employee group covered:

School District

College/University

Superintendent

President

Administrator

Administrative faculty

Teacher

Teaching faculty

Employee contributions for earned compensation required under Section 3307.26, R.C., will be accounted for as follows:

Employee Contributions

Salary reduction pickup..... _____%

Pickup paid by employer in addition to regular contract salary _____%

Is this amount included in compensation for retirement purposes? Yes No

Total STRS Ohio contributions required under Section 3307.26, R.C. ... _____ 14% _____

I understand this notification will remain in effect until a notice of change or termination is filed with STRS Ohio. I also understand all of the *guidelines listed on the reverse side* of this notification have been met or acknowledged.

Treasurer/CFO signature _____ Date _____



Guidelines for Implementing Employer Pickup of Employee Contributions

1. The employer elects to pick up all or a portion of the required employee contributions in accordance with applicable federal and state rulings.
2. A resolution approved by your board must include these two items:
 - Contributions, although designated as employee contributions, are employer-paid.

AND

- Employees may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked up by the employer and paid to STRS Ohio.

A sample board resolution is available on the STRS Ohio Employer Website.

3. An employer electing to pick up all or a portion of the required employee contributions set forth in Section 3307.26, R.C., must file a notification form provided by STRS Ohio. Changes in the amount of pickup must be filed with STRS Ohio in advance of the effective date.
4. Pickup must be a condition of employment for each employee group and not optional for individual employees.
5. All personnel classified in the employee category designated on the notification form must be included. (For pickup purposes, all employees who are active members of STRS Ohio must be eligible under one of the three employee categories listed on the notification form as determined by the employer.)
6. The amount picked up by the employer on behalf of the employee does not discharge, relieve or reduce the employer contributions required by Section 3307.28, R.C.
7. The amount picked up by the employer is applied toward employee contributions under Section 3307.26, R.C. All statutory and regulatory requirements applicable to Sections 3307.26 and 3307.01, R.C., must also apply to the pickup.
8. When preparing the annual report, the employer must report picked-up (tax-deferred) contributions separately from regular (taxed) contributions.
9. STRS Ohio agrees to account for the amount of the pickup but otherwise assumes no further liability. The current taxation or deferred taxation of the pickup is determined solely by the IRS, and compliance with the guidelines set forth above does not guarantee that the tax on the pickup will be deferred. STRS Ohio may refuse to accept pickups if so directed by the IRS, if guidelines based upon the changing state of the law are not followed, or if the qualified plan status of STRS Ohio is placed in jeopardy.