

State	DBP employer %	Required Match %				
Hawaii	0.00	8.00	No defined contribution plan, employer contribution not listed, pens			
Massachusetts	5.00	11.00	Multiple additional benefits, defined benefit plan very competative			
Missouri	5.00	7.00	** this does not include employer funded pension that everyone get			
Florida	5.14	3.00				
Louisiana	5.95	8.00	Employer contribution not uniform, LSU's numbers used			
Montana	5.96	7.04				
South Dakota	6.00	6.00				
West Virginia	6.00	6.00				
Connecticut	6.50	6.50				
Texas	6.60	6.65				
Wisconsin	6.80	6.80	Pension type			
North Carolina	6.84	6.00				
U. of Arizona	7.00	7.00	Complex rules, pension much better			
Maryland	7.50	0.00				
Washington	7.50	7.50	under 35 only 5%, over 50 elective 10%			
Illinois	7.60	8.00				
California	8.00	7.00				
Nebraska	8.00	5.50	401a plan with match second tier			
New Jersey	8.00	5.00	Rutgers			
Oregon	8.00	0.00				
Nevada	8.30	8.30	Complicated by having SS included			
Kansas	8.50	5.50				
Virginia	8.90	5.00	matched 457 plan in addition			
Indiana	9.00	4.00	Not state uniform, Blend of Perdue and IU			
Oklahoma	9.00	0.00	401a, no match required			
Rhode Island	9.00	5.00				
South Carolina	9.00	5.00				
Tennessee	9.00	5.00				
Georgia	9.24	6.00				
Idaho	9.26	6.79				
Pennsylvania	9.29	5.00	Penn State			
Arkansas	10.00	10.00	Maching required to get maximum from employer			
Colorado	10.00	5.00				

Iowa	10.00	5.00			
Kentucky	10.00	5.00	Not state uniform, UK and Louisville blend		
Maine	10.00	4.00	State wide, but different contracts for faculty and staff		
Michigan	10.00	5.00	U of Michigan		
Minnesota	10.00	5.50			
New Hampshire	10.00	6.00	Maximizing match in 403b plan		
New York	10.00	6.00	see details		
Vermont	10.00	3.00			
Delaware	11.00	4.00			
North Dakota	13.00	5.00	Tier by years of service, 10+ years		
Mississippi	13.12	9.00			
New Mexico	13.90	10.70			
Wyoming	13.94	2.68			
Ohio	14.00	0.00	4 different options, Ohio State		
Utah	14.20	0.00			
Alabama	15.00	12.50	**10% employer and 7.5% employee from TRS		
Alaska	19.65	8.00	**7.65% from employer in pension plan		
Average	9.07	5.68			
Average without zero	9.26	6.31			

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