## FY 2015 Fringe

### To Calculate Fringe Benefit Costs

**Full-Time & Benefit Eligible Part-Time Professional & Faculty Employees**

Multiply Annual Salary by 20.79% then add $10,550

Example: $40,000 x .2079 + 10,550 = $18,886 Total Fringe Benefit Costs

To be eligible for benefits an employee must work at least 20 hours per week for five consecutive months.

**Full-Time & Benefit Eligible Part-Time Classified Employees**

Multiply Annual Salary by 21.57% then add $10,550

Example: $40,000 x .2157 + 10,550 = $19,178 Total Fringe Benefit Costs

To be eligible for benefits an employee must work at least 20 hours per week for five consecutive months.

**Facilities, Trades & Custodial Employees ONLY** (due to higher Workers Compensation rates)

Multiply Annual Salary by 25.40% then add $10,550

Example: $40,000 x .2540 + 10,550 = $20,710 Total Fringe Benefit Costs

**Temporary & Part-Time Employees** (Non-Benefit Eligible)

Multiply Annual Salary by 9.0%

Example: $20,000 x .09 = $1,800 Total Fringe Benefit Costs

**Student Employees** (Non-Benefit Eligible)

Multiply Annual Salary by 4.0%

Example: $10,000 x .04 = $400 Total Fringe Benefit Costs

---

### FRINGE BENEFIT RATES

<table>
<thead>
<tr>
<th>Variable Benefits (calculated as percent of salary)</th>
<th>% of Salary</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>420500 - Life Insurance</td>
<td>0.68%</td>
<td>0.68%</td>
<td>0.68%</td>
<td></td>
</tr>
<tr>
<td>421500 - Workers Compensation</td>
<td>0.67%</td>
<td>0.67%</td>
<td>4.50%</td>
<td></td>
</tr>
<tr>
<td>422500 - Employer Retirement Contribution</td>
<td>10.84%</td>
<td>11.32%</td>
<td>11.32%</td>
<td></td>
</tr>
<tr>
<td>423000 - Retirement Sick Leave</td>
<td>0.65%</td>
<td>0.65%</td>
<td>0.65%</td>
<td></td>
</tr>
<tr>
<td>425000 - State Division of Human Resources</td>
<td>0.00%</td>
<td>0.31%</td>
<td>0.31%</td>
<td></td>
</tr>
<tr>
<td>425500 - Unemployment Insurance</td>
<td>0.30%</td>
<td>0.30%</td>
<td>0.30%</td>
<td></td>
</tr>
<tr>
<td>426000 - Social Security &amp; Medicare (FICA SSDI &amp; SSHI)</td>
<td>7.65%</td>
<td>7.65%</td>
<td>7.65%</td>
<td></td>
</tr>
</tbody>
</table>

**Total Variable Benefit Rate**  
20.79%  
21.57%  
25.40%  
9.00%  
4.00%

### Fixed Benefits (constant for all benefit eligible positions) Per Position

| 421000 - Health Insurance: Medical, Dental, Mental | $ 10,550.00 | $ 10,550.00 | $ 10,550.00 | $  -  |

Prepared by Budget Office 7/16/2014