

FY 2010 Fringe Rates

To Calculate Fringe Benefit Costs	
Full-Time & Benefit Eligible Part-Time Professional & Faculty Employees	
Multiply Annual Salary by 20.41% then add \$8,440	
<i>Example: \$40,000 x .2041 + 8,440 = \$16,604 Total Fringe Benefit Costs</i>	
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 20.84% then add \$8,440	
<i>Example: \$40,000 x .2084 + 8,440 = \$16,776 Total Fringe Benefit Costs</i>	
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 24.62% then add \$8,440	
<i>Example: \$40,000 x .2462 + 8,440 = \$18,288 Total Fringe Benefit Costs</i>	
Temporary & Part-Time Employees (Non-Benefit Eligible)	
Multiply Annual Salary by 9.0%	
<i>Example: \$20,000 x .09 = \$1,800 Total Fringe Benefit Costs</i>	
Student Employees (Non-Benefit Eligible)	
Multiply Annual Salary by 4.0%	
<i>Example: \$10,000 x .04 = \$400 Total Fringe Benefit Costs</i>	

FRINGE BENEFIT RATES						
		Professional / Faculty Employees <small>(includes benefit eligible temporary employees)</small>	Classified Employees <small>(includes benefit eligible temporary employees)</small>	Classified - Facilities, Trades & Custodial Employees	Non-Benefit Eligible Temporary Employees	Student Employees
Variable Benefits (calculated as percent of salary)	% of Salary					
420500 - Life Insurance	0.90%	0.90%	0.90%	0.90%		
421500 - Workers Compensation	0.63%	0.72%	4.50%	4.50%		
422500 - Employer Retirement Contribution	10.39%	10.39%	10.39%	10.39%		
423000 - Retirement Sick Leave	0.65%	0.65%	0.65%	0.65%		
425000 - State Division of Human Resources	0.00%	0.34%	0.34%	0.34%		
425500 - Unemployment Insurance	0.19%	0.19%	0.19%	0.19%		
426000 - Social Security & Medicare (FICA SSDI & SSHI)	7.65%	7.65%	7.65%	7.65%		
Total Variable Benefit Rate	20.41%	20.84%	24.62%	24.62%	9.00%	4.00%
Fixed Benefits (constant for all benefit eligible positions)	Per Position					
421000 - Health Insurance: Medical, Dental, Mental	\$ 8,440.00	\$ 8,440.00	\$ 8,440.00	\$ 8,440.00	\$ -	\$ -