

**Personnel Fringe Benefits  
For FY2013 Budget Development**

	PERSI & Usual WC	ORP (Fac) * & Usual WC	Emp with High WC Rates	
			PERSI & WC M&O,SUB	ORP * WC M&O,SUB
<b>Appointments Half-Time or More Exempt Employees</b>				
FICA	7.6500%	7.6500%	7.6500%	7.6500%
Retirement	10.3900%	10.8400%	10.3900%	10.8400%
Retirement Sick Leave	0.6500%	0.6500%	0.6500%	0.6500%
Workman's Compensation	0.4168%	0.4168%	3.7122%	3.7122%
Unemployment Insurance	0.4000%	0.4000%	0.4000%	0.4000%
Life Insurance	0.8500%	0.8500%	0.8500%	0.8500%
Total Times Salary	20.3568%	20.8068%	23.6522%	24.1022%
Plus Hlth Ins per Person	8,550.00	8,550.00	8,550.00	8,550.00
<b>Classified Employees</b>				
FICA	7.6500%		7.6500%	
Retirement	10.3900%		10.3900%	
Retirement Sick Leave	0.6500%		0.6500%	
Workman's Compensation	0.4168%		3.7122%	
Unemployment Insurance	0.4000%		0.4000%	
Life Insurance	0.8500%		0.8500%	
Personnel Commission	0.3400%		0.3400%	
Total Times Salary	20.6968%		23.9922%	
Plus Hlth Ins per Person	8,550.00		8,550.00	
<b>Family Practice/Dental Residents</b>				
FICA	7.6500%			
Workman's Compensation	0.4168%			
Unemployment Insurance	0.4000%			
Life Insurance	0.8500%			
Total X Salary	9.3168%			
Plus Hlth Ins per Person (Do not earn vacation leave)	8,550.00			
<b>Appointments Less Than Half-Time Part-Time Employees/PT Students</b>				
FICA	7.6500%		7.6500%	
Workman's Compensation	0.4168%		3.7122%	
Unemployment Insurance	0.4000%		0.4000%	
Total X Salary	8.4668%		11.7622%	
<b>GTA/FT Student Employees-12 credits +</b>				
Workman's Compensation	0.4168%		3.7122%	

\* This rate applies only to faculty & exempt staff signed up for other (non-PERSI) retirement plans. All faculty and exempt staff hired after 7/90 must sign up under ORP retirement plans.