

**Personnel Fringe Benefits
For FY2019 Budget Development**

	PERSI & Usual WC	ORP (Fac) * & Usual WC	Emp with High WC Rates	
			PERSI & WC M&O,SUB	ORP * WC M&O,SUB
Appointments Half-Time or More				
<i>Exempt Employees</i>				
FICA	7.6500%	7.6500%	7.6500%	7.6500%
Retirement	11.3200%	10.8400%	11.3200%	10.8400%
Retirement Sick Leave	0.6500%	0.6500%	0.6500%	0.6500%
Workman's Compensation	0.5052%	0.5052%	4.7148%	4.7148%
Unemployment Insurance	0.1500%	0.1500%	0.1500%	0.1500%
Life Insurance	0.7210%	0.7210%	0.7210%	0.7210%
Total Times Salary	20.9962%	20.5162%	25.2058%	24.7258%
Plus Hlth Ins per Person	11,650.00	11,650.00	11,650.00	11,650.00
<i>Classified Employees</i>				
FICA	7.6500%		7.6500%	
Retirement	11.3200%		11.3200%	
Retirement Sick Leave	0.6500%		0.6500%	
Workman's Compensation	0.5052%		4.7148%	
Unemployment Insurance	0.1500%		0.1500%	
Life Insurance	0.7210%		0.7210%	
Personnel Commission	0.3060%		0.3060%	
Total Times Salary	21.3022%		25.5118%	
Plus Hlth Ins per Person	11,650.00		11,650.00	
<i>Family Practice/Dental Residents</i>				
FICA	7.6500%			
Workman's Compensation	0.5052%			
Unemployment Insurance	0.1500%			
Life Insurance	0.7210%			
Total X Salary	9.0262%			
Plus Hlth Ins per Person (Do not earn vacation leave)	11,650.00			
Appointments Less Than Half-Time				
<i>Part-Time Employees/PT Students</i>				
FICA	7.6500%		7.6500%	
Workman's Compensation	0.5052%		4.7148%	
Unemployment Insurance	0.1500%		0.1500%	
Total X Salary	8.3052%		12.5148%	
<i>GTA/FT Student Employees-12 credits +</i>				
Workman's Compensation	0.5052%		4.7148%	

* 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.