

**Personnel Fringe Benefits
For FY2020 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	11.9400%	10.8400%	11.9400%	10.8400%
Retirement Sick Leave	0.6500%	0.6500%	0.6500%	0.6500%
Workman's Compensation	0.4680%	0.4680%	4.2843%	4.2843%
Unemployment Insurance	0.1300%	0.1300%	0.1300%	0.1300%
Life Insurance	0.7210%	0.7210%	0.7210%	0.7210%
Total Times Salary	21.5590%	20.4590%	25.3753%	24.2753%
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	11.9400%		11.9400%	
Retirement Sick Leave	0.6500%		0.6500%	
Workman's Compensation	0.4680%		4.2843%	
Unemployment Insurance	0.1300%		0.1300%	
Life Insurance	0.7210%		0.7210%	
Personnel Commission	0.1530%		0.1530%	
Total Times Salary	21.7120%		25.5283%	
Plus Hlth Ins per Person	11,650.00		11,650.00	
<i>Family Practice/Dental Residents</i>				
FICA	7.6500%			
Workman's Compensation	0.4680%			
Unemployment Insurance	0.1300%			
Life Insurance	0.7210%			
Total X Salary	8.9690%			
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	0.4680%		4.2843%	
Unemployment Insurance	0.1300%		0.1300%	
Total X Salary	8.2480%		12.0643%	
<i>GTA/FT Student Employees-12 credits +</i>				
Workman's Compensation	0.4680%		4.2843%	

* 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.