

**Personnel Fringe Benefits
For FY2021 Budget Development**

Sponsored Programs Only

	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	0.0000%	0.0000%	0.0000%	0.0000%
Workman's Compensation	0.4864%	0.4864%	4.6165%	4.6165%
*** Unemployment Insurance	0.0000%	0.0000%	0.0000%	0.0000%
Life Insurance	0.7210%	0.7210%	0.7210%	0.7210%
Total Times Salary	20.7974%	19.6974%	24.9275%	23.8275%
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	0.0000%		0.0000%	
Workman's Compensation	0.4864%		4.6165%	
*** Unemployment Insurance	0.0000%		0.0000%	
Life Insurance	0.7210%		0.7210%	
Personnel Commission	0.3060%		0.3060%	
Total Times Salary	21.1034%		25.2335%	
Plus Hlth Ins per Person	11,650.00		11,650.00	
<i>Family Practice/Dental Residents</i>				
FICA	7.6500%			
Workman's Compensation	0.4864%			
*** Unemployment Insurance	0.0000%			
Life Insurance	0.7210%			
Total X Salary	8.8574%			
Plus Hlth Ins per Person	11,650.00			
(Do not earn vacation leave)				
Appointments Less Than Half-Time				
<i>Part-Time Employees/PT Students</i>				
FICA	7.6500%		7.6500%	
Workman's Compensation	0.4864%		4.6165%	
*** Unemployment Insurance	0.0000%		0.0000%	
Total X Salary	8.1364%		12.2665%	
<i>GTA/FT Student Employees-12 credits +</i>				
Workman's Compensation	0.4864%		4.6165%	

* 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.

** Retirement Sick Leave is 0% for FY21 per Governor.

*** Unemployment Insurance is 0% per FY21 Budget Development Manual