

## **Fringe Benefits Components based on annual salary of \$40,000:**

### **Effective 8/31/20**

Social Security	6.20%	of the first \$137,700 earned (effective January 2020)
Medicare	1.45%	(no limit)
State Retirement	17.40%	of the first \$280,000 (effective July 1, 2020)
State Health Insurance	11.67%	(\$389 premium per month)
State Life Insurance	0.22%	(\$.09 times 80 units = \$7.20 divided by \$3,333.33) (Covers twice annual salary up to \$100,000)
Flex Spending Fee	0.04%	(\$1.40 per month/\$3,333.33 per month-based on \$40,000/yr)
Unemployment Insurance	0.07%	(Rate 0.4204% of the first \$7,000 earned)
Workers Compensation	0.35%	of salary per month
Terminal Leave Rate	0.60%	of salary per month
<b>New Rate</b>	<b><u>38.00%</u></b>	

### **Student Rate 0.35%**

Which includes the following categories:

Workers Compensation	0.35%	of salary per month
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### **Retiree Rate 25.47%**

Which includes the following categories:

Social Security	6.20%	of the first \$137,700 earned (effective January 2020)
Medicare	1.45%	(no limit)
State Retirement	17.40%	of the first \$280,000 (effective July 1, 2020)
Unemployment Insurance	0.07%	Rate 0.4204% of the first \$7,000 earned
Workers Compensation	0.35%	of salary per month

### **Other Intermittent Worker Rate 8.07%**

Which includes the following categories:

Social Security	6.20%	of the first \$137,700 earned (effective January 2020)
Medicare	1.45%	(no limit)
Unemployment Insurance	0.07%	Rate 0.0736% of the first \$7,000 earned
Workers Compensation	0.35%	of salary per month

### **9-Month Summer Rate 25.40%**

Which includes the following categories:

Social Security	6.20%	of the first \$137,700 earned (effective January 2020)
Medicare	1.45%	(no limit)
State Retirement	17.40%	of the first \$280,000 (effective July 1, 2020)
Workers Compensation	0.35%	of salary per month