

FY 2010 BUDGETED FRINGE BENEFIT RATES – Employers Portion

Description	Unclassified	Classified	Student	Temp
Retirement:				
TIAA	8.500%	0.000%	0.000%	0.000%
KPERS	0.000%	7.570%	0.000%	0.000%
Death & Disability	1.000%	1.000%	0.000%	0.000%
FICA & Medicare				
FICA – CY09, \$106,800 max salary limit	6.200%	6.200%	0.000%	6.200%
Medicare (no maximum salary limit)	1.450%	1.450%	0.000%	1.450%
Workman’s Comp	0.661%	0.661%	0.661%	0.661%
Unemployment Comp	0.120%	0.120%	0.120%	0.120%
State Leave Payment	0.570%	0.570%	0.570%	0.570%
FRINGE BENEFITS TOTAL without Health Insurance	18.501%	17.571%	1.351%	9.001%

Health Insurance (HI) is budgeted at a flat rate based on FTE that is added to the above fringe benefits. The rate for FY 2010 for 100.0% FTE = \$5,657

The actual Health Insurance cost to the University depends on the employees FTE and the type of coverage selected by the employee (single or family). The cost is the same for Unclassified and Classified employees. Employees are eligible for Health Insurance benefits if they have FTE of 50% or above. Student and temporary positions are not eligible for Health Insurance benefits.

Full-Time Employee	FY 2010
Single Coverage	\$ 5,029.32
Family Coverage	\$ 7,356.72
Part-Time Employee	FY 2010
Single Coverage	\$ 4,006.08
Family Coverage	\$ 5,846.40