

Lewis-Clark State College  
 Personnel Benefit Rates  
**FY 2011 (PROPOSED)**

Issued: 10/27/2009

COMPONENT	EXEMPT	CLASSIFIED	IRREGULAR HELP <sup>2</sup>
FICA (SOCIAL SECURITY) <sup>1</sup>	7.65%	7.65%	7.65%
UNEMPLOYMENT INSURANCE	0.40%	0.40%	0.40%
LIFE INS., AD&D, DISAB. INS.	0.85%	0.85%	0.00%
RETIREMENT	10.39%	10.39%	0.00%
SICK LEAVE	0.65%	0.65%	0.65%
WORKMAN'S COMPENSATION	0.63%	0.63%	0.63%
PERSONNEL COMMISSION	0.00%	0.56%	0.00%
<b>SUBTOTAL, SALARY-DRIVEN</b>	<b>20.57%</b>	<b>21.13%</b>	<b>9.33%</b>
PLUS HEALTH INSURANCE <sup>3</sup>	\$9,300.00	\$9,300.00	

<sup>1</sup>For FY2011, estimated FICA maximum is \$110,700

<sup>2</sup>Applies to appointments less than half time, including part-time staff and part-time students

<sup>3</sup> Health insurance is the proposed annual amount for full-time employees. The State of Idaho is implementing changes to part-time employee health benefits effective with the Nov. 13, 2009 pay date. Please contact HRS or the Budget Office to discuss these changes.