

Lewis-Clark State College Personnel Benefit Rates

Issued: 8/23/2018

FY 2019 (FINAL)

¹For FY2019, estimated FICA maximum is \$127,200

²Applies to non-benefit eligible positions, including part-time staff and part-time students

³ The amount of \$11,650 is the annual health insurance amount for full-time employees (30-40 hrs/wk). The annual health insurance amount for part-time employees is \$9,320 (20-29.9 hrs/wk).

COMPONENT	EXEMPT	CLASSIFIED	IRREGULAR
			HELP ²
FICA (SOCIAL SECURITY) ¹	7.65%	7.65%	7.65%
UNEMPLOYMENT INSURANCE	0.15%	0.15%	0.15%
LIFE INS., AD&D, DISAB. INS.	0.72%	0.72%	0.00%
RETIREMENT	10.84%	11.32%	0.00%
SICK LEAVE	0.65%	0.65%	0.00%
WORKMAN'S COMPENSATION	0.90%	0.90%	0.90%
PERSONNEL COMMISSION	0.00%	0.55%	0.00%
SUBTOTAL, SALARY-DRIVEN	20.91%	21.94%	8.70%
PLUS HEALTH INSURANCE ³	\$11,650.00	\$11,650.00	\$0.00

Effective in November 2009, the Idaho Department of Administration implemented changes to the health insurance benefits for part-year/part-time employees. Based upon the number of hours worked per week, part-year/part-time employees are now required to pay a portion of the State's contribution for their group health insurance benefits.

Please contact HRS or the Budget Office for information regarding part-time/part-year employee health insurance benefits.

End of worksheet

FY2019 Fringe Benefit Costs

Full-time Exempt Staff/Faculty

Effective July 1, 2018

*Exempt Staff Minimum

Annual Salary	FICA 7.65%	Unemp. 0.15%	Life, ADD Disab. 0.72%	Retirement 10.84%	Sick Leave 0.65%	Workman's Comp 0.90%	Pers. Comm. 0.00%	Health \$932.50/mtf	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
30,000	2,295	45	216	3,252	195	270	0	11,650	17,923	47,923	60%
30,805	2,357	46	222	3,339	200	277	0	11,650	18,092	48,897	59%
31,000	2,372	47	224	3,360	202	279	0	11,650	18,132	49,132	58%
32,000	2,448	48	231	3,469	208	288	0	11,650	18,342	50,342	57%
33,000	2,525	50	238	3,577	215	297	0	11,650	18,551	51,551	56%
34,000	2,601	51	245	3,686	221	306	0	11,650	18,760	52,760	55%
35,000	2,678	53	252	3,794	228	315	0	11,650	18,969	53,969	54%
36,000	2,754	54	260	3,902	234	324	0	11,650	19,178	55,178	53%
37,000	2,831	56	267	4,011	241	333	0	11,650	19,387	56,387	52%
38,000	2,907	57	274	4,119	247	342	0	11,650	19,596	57,596	52%
*38,085	2,914	57	275	4,128	248	343	0	11,650	19,614	57,699	52%
39,000	2,984	59	281	4,228	254	351	0	11,650	19,805	58,805	51%
40,000	3,060	60	288	4,336	260	360	0	11,650	20,014	60,014	50%
41,000	3,137	62	296	4,444	267	369	0	11,650	20,224	61,224	49%
42,000	3,213	63	303	4,553	273	378	0	11,650	20,433	62,433	49%
43,000	3,290	65	310	4,661	280	387	0	11,650	20,642	63,642	48%
44,000	3,366	66	317	4,770	286	396	0	11,650	20,851	64,851	47%
45,000	3,443	68	324	4,878	293	405	0	11,650	21,060	66,060	47%
46,000	3,519	69	332	4,986	299	414	0	11,650	21,269	67,269	46%
47,000	3,596	71	339	5,095	306	423	0	11,650	21,478	68,478	46%
48,000	3,672	72	346	5,203	312	432	0	11,650	21,687	69,687	45%
49,000	3,749	74	353	5,312	319	441	0	11,650	21,896	70,896	45%
50,000	3,825	75	361	5,420	325	450	0	11,650	22,106	72,106	44%
51,000	3,902	77	368	5,528	332	459	0	11,650	22,315	73,315	44%
52,000	3,978	78	375	5,637	338	468	0	11,650	22,524	74,524	43%
53,000	4,055	80	382	5,745	345	477	0	11,650	22,733	75,733	43%
54,000	4,131	81	389	5,854	351	486	0	11,650	22,942	76,942	42%
55,000	4,208	83	397	5,962	358	495	0	11,650	23,151	78,151	42%
56,000	4,284	84	404	6,070	364	504	0	11,650	23,360	79,360	42%
57,000	4,361	86	411	6,179	371	513	0	11,650	23,569	80,569	41%
58,000	4,437	87	418	6,287	377	522	0	11,650	23,778	81,778	41%
59,000	4,514	89	425	6,396	384	531	0	11,650	23,987	82,987	41%
60,000	4,590	90	433	6,504	390	540	0	11,650	24,197	84,197	40%
61,000	4,667	92	440	6,612	397	549	0	11,650	24,406	85,406	40%
62,000	4,743	93	447	6,721	403	558	0	11,650	24,615	86,615	40%
63,000	4,820	95	454	6,829	410	567	0	11,650	24,824	87,824	39%
64,000	4,896	96	461	6,938	416	576	0	11,650	25,033	89,033	39%
65,000	4,973	98	469	7,046	423	585	0	11,650	25,242	90,242	39%
66,000	5,049	99	476	7,154	429	594	0	11,650	25,451	91,451	39%
67,000	5,126	101	483	7,263	436	603	0	11,650	25,660	92,660	38%
68,000	5,202	102	490	7,371	442	612	0	11,650	25,869	93,869	38%
69,000	5,279	104	497	7,480	449	621	0	11,650	26,079	95,079	38%
70,000	5,355	105	505	7,588	455	630	0	11,650	26,288	96,288	38%

End of worksheet

FY2019 Fringe Benefit Costs

Full-time Classified Staff

Effective July 1, 2018

Annual Salary	FICA 7.65%	Unemp. 0.15%	Life, ADD Disab. 0.72%	Retirement 11.32%	Sick Leave 0.65%	Workman's Comp 0.90%	Pers. Comm. 0.55%	Health \$932.50/mth	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
15,000	1,148	23	108	1,698	98	135	83	11,650	14,942	29,942	100%
16,000	1,224	24	115	1,811	104	144	89	11,650	15,161	31,161	95%
17,000	1,301	26	123	1,924	111	153	94	11,650	15,381	32,381	90%
18,000	1,377	27	130	2,038	117	162	100	11,650	15,600	33,600	87%
19,000	1,454	29	137	2,151	124	171	105	11,650	15,819	34,819	83%
20,000	1,530	30	144	2,264	130	180	111	11,650	16,039	36,039	80%
21,000	1,607	32	151	2,377	137	189	116	11,650	16,258	37,258	77%
22,000	1,683	33	159	2,490	143	198	122	11,650	16,478	38,478	75%
23,000	1,760	35	166	2,604	150	207	127	11,650	16,697	39,697	73%
24,000	1,836	36	173	2,717	156	216	133	11,650	16,917	40,917	70%
25,000	1,913	38	180	2,830	163	225	138	11,650	17,136	42,136	69%
26,000	1,989	39	187	2,943	169	234	144	11,650	17,356	43,356	67%
27,000	2,066	41	195	3,056	176	243	149	11,650	17,575	44,575	65%
28,000	2,142	42	202	3,170	182	252	155	11,650	17,794	45,794	64%
29,000	2,219	44	209	3,283	189	261	161	11,650	18,014	47,014	62%
30,000	2,295	45	216	3,396	195	270	166	11,650	18,233	48,233	61%
31,000	2,372	47	224	3,509	202	279	172	11,650	18,453	49,453	60%
32,000	2,448	48	231	3,622	208	288	177	11,650	18,672	50,672	58%
33,000	2,525	50	238	3,736	215	297	183	11,650	18,892	51,892	57%
34,000	2,601	51	245	3,849	221	306	188	11,650	19,111	53,111	56%
35,000	2,678	53	252	3,962	228	315	194	11,650	19,331	54,331	55%
36,000	2,754	54	260	4,075	234	324	199	11,650	19,550	55,550	54%
37,000	2,831	56	267	4,188	241	333	205	11,650	19,769	56,769	53%
38,000	2,907	57	274	4,302	247	342	210	11,650	19,989	57,989	53%
39,000	2,984	59	281	4,415	254	351	216	11,650	20,208	59,208	52%
40,000	3,060	60	288	4,528	260	360	221	11,650	20,428	60,428	51%
41,000	3,137	62	296	4,641	267	369	227	11,650	20,647	61,647	50%
42,000	3,213	63	303	4,754	273	378	232	11,650	20,867	62,867	50%
43,000	3,290	65	310	4,868	280	387	238	11,650	21,086	64,086	49%
44,000	3,366	66	317	4,981	286	396	244	11,650	21,306	65,306	48%
45,000	3,443	68	324	5,094	293	405	249	11,650	21,525	66,525	48%
46,000	3,519	69	332	5,207	299	414	255	11,650	21,744	67,744	47%
47,000	3,596	71	339	5,320	306	423	260	11,650	21,964	68,964	47%
48,000	3,672	72	346	5,434	312	432	266	11,650	22,183	70,183	46%
49,000	3,749	74	353	5,547	319	441	271	11,650	22,403	71,403	46%
50,000	3,825	75	361	5,660	325	450	277	11,650	22,622	72,622	45%
51,000	3,902	77	368	5,773	332	459	282	11,650	22,842	73,842	45%
52,000	3,978	78	375	5,886	338	468	288	11,650	23,061	75,061	44%
53,000	4,055	80	382	6,000	345	477	293	11,650	23,281	76,281	44%
54,000	4,131	81	389	6,113	351	486	299	11,650	23,500	77,500	44%
55,000	4,208	83	397	6,226	358	495	304	11,650	23,719	78,719	43%
56,000	4,284	84	404	6,339	364	504	310	11,650	23,939	79,939	43%
57,000	4,361	86	411	6,452	371	513	315	11,650	24,158	81,158	42%
58,000	4,437	87	418	6,566	377	522	321	11,650	24,378	82,378	42%
59,000	4,514	89	425	6,679	384	531	327	11,650	24,597	83,597	42%
60,000	4,590	90	433	6,792	390	540	332	11,650	24,817	84,817	41%

End of worksheet