

**FY 2020 (FINAL RATES)**

<sup>1</sup>For FY2020, estimated FICA maximum is \$128,400

<sup>2</sup>Applies to non-benefit eligible positions, including part-time staff and part-time students

<sup>3</sup> 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	IRREGULAR		
	EXEMPT	CLASSIFIED	HELP <sup>2</sup>
FICA (SOCIAL SECURITY) <sup>1</sup>	7.65%	7.65%	7.65%
UNEMPLOYMENT INSURANCE	0.13%	0.13%	0.13%
LIFE INS., AD&D, DISAB. INS.	0.72%	0.72%	0.00%
RETIREMENT	10.84%	11.94%	0.00%
SICK LEAVE	0.65%	0.65%	0.00%
WORKMAN'S COMPENSATION	0.81%	0.81%	0.81%
PERSONNEL COMMISSION	0.00%	0.28%	0.00%
SUBTOTAL, SALARY-DRIVEN	<u>20.80%</u>	<u>22.18%</u>	<u>8.59%</u>
PLUS HEALTH INSURANCE <sup>3</sup>	\$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

# FY2020 Fringe Benefit Costs

## Full-time Exempt Staff/Faculty

Effective July 1, 2019

### \*Exempt Staff Minimum

Annual Salary	FICA 7.65%	Unemp. 0.13%	Life, ADD Disab. 0.72%	Retirement 10.84%	Sick Leave 0.65%	Workman's Comp 0.81%	Pers. Comm. 0.00%	Health \$970.83/mtf	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
30,000	2,295	39	216	3,252	195	243	0	11,650	17,890	47,890	60%
30,805	2,357	40	222	3,339	200	250	0	11,650	18,058	48,863	59%
31,000	2,372	40	224	3,360	202	251	0	11,650	18,098	49,098	58%
32,000	2,448	42	231	3,469	208	259	0	11,650	18,306	50,306	57%
33,000	2,525	43	238	3,577	215	267	0	11,650	18,514	51,514	56%
34,000	2,601	44	245	3,686	221	275	0	11,650	18,722	52,722	55%
35,000	2,678	46	252	3,794	228	284	0	11,650	18,930	53,930	54%
36,000	2,754	47	260	3,902	234	292	0	11,650	19,138	55,138	53%
37,000	2,831	48	267	4,011	241	300	0	11,650	19,346	56,346	52%
38,000	2,907	49	274	4,119	247	308	0	11,650	19,554	57,554	51%
<b>*38,085</b>	<b>2,914</b>	<b>50</b>	<b>275</b>	<b>4,128</b>	<b>248</b>	<b>308</b>	<b>0</b>	<b>11,650</b>	<b>19,572</b>	<b>57,657</b>	<b>51%</b>
39,000	2,984	51	281	4,228	254	316	0	11,650	19,762	58,762	51%
40,000	3,060	52	288	4,336	260	324	0	11,650	19,970	59,970	50%
41,000	3,137	53	296	4,444	267	332	0	11,650	20,178	61,178	49%
42,000	3,213	55	303	4,553	273	340	0	11,650	20,386	62,386	49%
43,000	3,290	56	310	4,661	280	348	0	11,650	20,594	63,594	48%
44,000	3,366	57	317	4,770	286	356	0	11,650	20,802	64,802	47%
45,000	3,443	59	324	4,878	293	365	0	11,650	21,010	66,010	47%
46,000	3,519	60	332	4,986	299	373	0	11,650	21,218	67,218	46%
47,000	3,596	61	339	5,095	306	381	0	11,650	21,426	68,426	46%
48,000	3,672	62	346	5,203	312	389	0	11,650	21,634	69,634	45%
49,000	3,749	64	353	5,312	319	397	0	11,650	21,842	70,842	45%
50,000	3,825	65	361	5,420	325	405	0	11,650	22,051	72,051	44%
51,000	3,902	66	368	5,528	332	413	0	11,650	22,259	73,259	44%
52,000	3,978	68	375	5,637	338	421	0	11,650	22,467	74,467	43%
53,000	4,055	69	382	5,745	345	429	0	11,650	22,675	75,675	43%
54,000	4,131	70	389	5,854	351	437	0	11,650	22,883	76,883	42%
55,000	4,208	72	397	5,962	358	446	0	11,650	23,091	78,091	42%
56,000	4,284	73	404	6,070	364	454	0	11,650	23,299	79,299	42%
57,000	4,361	74	411	6,179	371	462	0	11,650	23,507	80,507	41%
58,000	4,437	75	418	6,287	377	470	0	11,650	23,715	81,715	41%
59,000	4,514	77	425	6,396	384	478	0	11,650	23,923	82,923	41%
60,000	4,590	78	433	6,504	390	486	0	11,650	24,131	84,131	40%
61,000	4,667	79	440	6,612	397	494	0	11,650	24,339	85,339	40%
62,000	4,743	81	447	6,721	403	502	0	11,650	24,547	86,547	40%
63,000	4,820	82	454	6,829	410	510	0	11,650	24,755	87,755	39%
64,000	4,896	83	461	6,938	416	518	0	11,650	24,963	88,963	39%
65,000	4,973	85	469	7,046	423	527	0	11,650	25,171	90,171	39%
66,000	5,049	86	476	7,154	429	535	0	11,650	25,379	91,379	38%
67,000	5,126	87	483	7,263	436	543	0	11,650	25,587	92,587	38%
68,000	5,202	88	490	7,371	442	551	0	11,650	25,795	93,795	38%
69,000	5,279	90	497	7,480	449	559	0	11,650	26,003	95,003	38%
70,000	5,355	91	505	7,588	455	567	0	11,650	26,211	96,211	37%

End of worksheet

## FY2020 Fringe Benefit Costs

### Full-time Classified Staff

Effective July 1, 2019

Annual Salary	FICA 7.65%	Unemp. 0.13%	Life, ADD			Sick Leave 0.65%	Workman's Comp 0.81%	Pers. Comm. 0.28%	Health \$970.83/mtl	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
			Disab. 0.72%	Retirement 11.94%								
15,000	1,148	20	108	1,791	98	122	42	11,650	14,977	29,977	100%	
16,000	1,224	21	115	1,910	104	130	44	11,650	15,198	31,198	95%	
17,000	1,301	22	123	2,030	111	138	47	11,650	15,420	32,420	91%	
18,000	1,377	23	130	2,149	117	146	50	11,650	15,642	33,642	87%	
19,000	1,454	25	137	2,269	124	154	53	11,650	15,864	34,864	83%	
20,000	1,530	26	144	2,388	130	162	55	11,650	16,086	36,086	80%	
21,000	1,607	27	151	2,507	137	170	58	11,650	16,307	37,307	78%	
22,000	1,683	29	159	2,627	143	178	61	11,650	16,529	38,529	75%	
23,000	1,760	30	166	2,746	150	186	64	11,650	16,751	39,751	73%	
24,000	1,836	31	173	2,866	156	194	66	11,650	16,973	40,973	71%	
25,000	1,913	33	180	2,985	163	203	69	11,650	17,194	42,194	69%	
26,000	1,989	34	187	3,104	169	211	72	11,650	17,416	43,416	67%	
27,000	2,066	35	195	3,224	176	219	75	11,650	17,638	44,638	65%	
28,000	2,142	36	202	3,343	182	227	77	11,650	17,860	45,860	64%	
29,000	2,219	38	209	3,463	189	235	80	11,650	18,082	47,082	62%	
30,000	2,295	39	216	3,582	195	243	83	11,650	18,303	48,303	61%	
31,000	2,372	40	224	3,701	202	251	86	11,650	18,525	49,525	60%	
32,000	2,448	42	231	3,821	208	259	89	11,650	18,747	50,747	59%	
33,000	2,525	43	238	3,940	215	267	91	11,650	18,969	51,969	57%	
34,000	2,601	44	245	4,060	221	275	94	11,650	19,190	53,190	56%	
35,000	2,678	46	252	4,179	228	284	97	11,650	19,412	54,412	55%	
36,000	2,754	47	260	4,298	234	292	100	11,650	19,634	55,634	55%	
37,000	2,831	48	267	4,418	241	300	102	11,650	19,856	56,856	54%	
38,000	2,907	49	274	4,537	247	308	105	11,650	20,078	58,078	53%	
39,000	2,984	51	281	4,657	254	316	108	11,650	20,299	59,299	52%	
40,000	3,060	52	288	4,776	260	324	111	11,650	20,521	60,521	51%	
41,000	3,137	53	296	4,895	267	332	113	11,650	20,743	61,743	51%	
42,000	3,213	55	303	5,015	273	340	116	11,650	20,965	62,965	50%	
43,000	3,290	56	310	5,134	280	348	119	11,650	21,186	64,186	49%	
44,000	3,366	57	317	5,254	286	356	122	11,650	21,408	65,408	49%	
45,000	3,443	59	324	5,373	293	365	125	11,650	21,630	66,630	48%	
46,000	3,519	60	332	5,492	299	373	127	11,650	21,852	67,852	48%	
47,000	3,596	61	339	5,612	306	381	130	11,650	22,074	69,074	47%	
48,000	3,672	62	346	5,731	312	389	133	11,650	22,295	70,295	46%	
49,000	3,749	64	353	5,851	319	397	136	11,650	22,517	71,517	46%	
50,000	3,825	65	361	5,970	325	405	138	11,650	22,739	72,739	45%	
51,000	3,902	66	368	6,089	332	413	141	11,650	22,961	73,961	45%	
52,000	3,978	68	375	6,209	338	421	144	11,650	23,182	75,182	45%	
53,000	4,055	69	382	6,328	345	429	147	11,650	23,404	76,404	44%	
54,000	4,131	70	389	6,448	351	437	149	11,650	23,626	77,626	44%	
55,000	4,208	72	397	6,567	358	446	152	11,650	23,848	78,848	43%	
56,000	4,284	73	404	6,686	364	454	155	11,650	24,070	80,070	43%	
57,000	4,361	74	411	6,806	371	462	158	11,650	24,291	81,291	43%	
58,000	4,437	75	418	6,925	377	470	161	11,650	24,513	82,513	42%	
59,000	4,514	77	425	7,045	384	478	163	11,650	24,735	83,735	42%	
60,000	4,590	78	433	7,164	390	486	166	11,650	24,957	84,957	42%	

End of worksheet