

Lewis-Clark State College Personnel Benefit Rates

Issued: 3/18/2020

FY 2021

¹For FY2021, estimated FICA maximum is \$132,900

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	0.00%	0.00%	0.00%
LIFE INS., AD&D, DISAB. INS.	0.72%	0.72%	0.00%
RETIREMENT	10.84%	11.94%	0.00%
SICK LEAVE	0.00%	0.00%	0.00%
WORKMAN'S COMPENSATION	0.76%	0.76%	0.76%
PERSONNEL COMMISSION	0.00%	0.55%	0.00%
SUBTOTAL, SALARY-DRIVEN	19.97%	21.62%	8.41%
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

FY2021 Fringe Benefit Costs

Full-time Exempt Staff/Faculty

Effective July 1, 2020

*Exempt Staff Minimum

Annual Salary	FICA 7.65%	Unemp. 0.00%	Life, ADD Disab. 0.55%	Retirement 10.84%	Sick Leave 0.00%	Workman's Comp 0.76%	Pers. Comm. 0.00%	Health \$970.83/mth	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
30,000	2,295	0	166	3,252	0	228	0	11,650	17,591	47,591	59%
30,805	2,357	0	171	3,339	0	234	0	11,650	17,750	48,555	58%
31,000	2,372	0	172	3,360	0	236	0	11,650	17,789	48,789	57%
32,000	2,448	0	177	3,469	0	243	0	11,650	17,987	49,987	56%
33,000	2,525	0	183	3,577	0	251	0	11,650	18,185	51,185	55%
34,000	2,601	0	188	3,686	0	258	0	11,650	18,383	52,383	54%
35,000	2,678	0	194	3,794	0	266	0	11,650	18,581	53,581	53%
36,000	2,754	0	199	3,902	0	274	0	11,650	18,779	54,779	52%
37,000	2,831	0	205	4,011	0	281	0	11,650	18,977	55,977	51%
38,000	2,907	0	210	4,119	0	289	0	11,650	19,175	57,175	50%
39,000	2,984	0	216	4,228	0	296	0	11,650	19,373	58,373	50%
*39,229	3,001	0	217	4,252	0	298	0	11,650	19,419	58,648	50%
40,000	3,060	0	221	4,336	0	304	0	11,650	19,571	59,571	49%
41,000	3,137	0	227	4,444	0	312	0	11,650	19,769	60,769	48%
42,000	3,213	0	232	4,553	0	319	0	11,650	19,967	61,967	48%
43,000	3,290	0	238	4,661	0	327	0	11,650	20,166	63,166	47%
44,000	3,366	0	244	4,770	0	334	0	11,650	20,364	64,364	46%
45,000	3,443	0	249	4,878	0	342	0	11,650	20,562	65,562	46%
46,000	3,519	0	255	4,986	0	350	0	11,650	20,760	66,760	45%
47,000	3,596	0	260	5,095	0	357	0	11,650	20,958	67,958	45%
48,000	3,672	0	266	5,203	0	365	0	11,650	21,156	69,156	44%
49,000	3,749	0	271	5,312	0	372	0	11,650	21,354	70,354	44%
50,000	3,825	0	277	5,420	0	380	0	11,650	21,552	71,552	43%
51,000	3,902	0	282	5,528	0	388	0	11,650	21,750	72,750	43%
52,000	3,978	0	288	5,637	0	395	0	11,650	21,948	73,948	42%
53,000	4,055	0	293	5,745	0	403	0	11,650	22,146	75,146	42%
54,000	4,131	0	299	5,854	0	410	0	11,650	22,344	76,344	41%
55,000	4,208	0	304	5,962	0	418	0	11,650	22,542	77,542	41%
56,000	4,284	0	310	6,070	0	426	0	11,650	22,740	78,740	41%
57,000	4,361	0	315	6,179	0	433	0	11,650	22,938	79,938	40%
58,000	4,437	0	321	6,287	0	441	0	11,650	23,136	81,136	40%
59,000	4,514	0	327	6,396	0	448	0	11,650	23,334	82,334	40%
60,000	4,590	0	332	6,504	0	456	0	11,650	23,532	83,532	39%
61,000	4,667	0	338	6,612	0	464	0	11,650	23,730	84,730	39%
62,000	4,743	0	343	6,721	0	471	0	11,650	23,928	85,928	39%
63,000	4,820	0	349	6,829	0	479	0	11,650	24,126	87,126	38%
64,000	4,896	0	354	6,938	0	486	0	11,650	24,324	88,324	38%
65,000	4,973	0	360	7,046	0	494	0	11,650	24,522	89,522	38%
66,000	5,049	0	365	7,154	0	502	0	11,650	24,720	90,720	37%
67,000	5,126	0	371	7,263	0	509	0	11,650	24,918	91,918	37%
68,000	5,202	0	376	7,371	0	517	0	11,650	25,116	93,116	37%
69,000	5,279	0	382	7,480	0	524	0	11,650	25,314	94,314	37%
70,000	5,355	0	387	7,588	0	532	0	11,650	25,512	95,512	36%

End of worksheet

FY2021 Fringe Benefit Costs

Full-time Classified Staff

Effective July 1, 2020

Annual Salary	FICA 7.65%	Unemp. 0.00%	Life, ADD Disab. 0.72%	Retirement 11.94%	Sick Leave 0.00%	Workman's Comp 0.76%	Pers. Comm. 0.55%	Health \$970.83/mth	Total Fringe	Total Personnel Cost	Fringe As % of Annual Salary
15,000	1,148	0	108	1,791	0	114	83	11,650	14,894	29,894	99%
16,000	1,224	0	115	1,910	0	122	89	11,650	15,110	31,110	94%
17,000	1,301	0	123	2,030	0	129	94	11,650	15,326	32,326	90%
18,000	1,377	0	130	2,149	0	137	100	11,650	15,542	33,542	86%
19,000	1,454	0	137	2,269	0	144	105	11,650	15,759	34,759	83%
20,000	1,530	0	144	2,388	0	152	111	11,650	15,975	35,975	80%
21,000	1,607	0	151	2,507	0	160	116	11,650	16,191	37,191	77%
22,000	1,683	0	159	2,627	0	167	122	11,650	16,407	38,407	75%
23,000	1,760	0	166	2,746	0	175	127	11,650	16,624	39,624	72%
24,000	1,836	0	173	2,866	0	182	133	11,650	16,840	40,840	70%
25,000	1,913	0	180	2,985	0	190	138	11,650	17,056	42,056	68%
26,000	1,989	0	187	3,104	0	198	144	11,650	17,272	43,272	66%
27,000	2,066	0	195	3,224	0	205	149	11,650	17,489	44,489	65%
28,000	2,142	0	202	3,343	0	213	155	11,650	17,705	45,705	63%
29,000	2,219	0	209	3,463	0	220	161	11,650	17,921	46,921	62%
30,000	2,295	0	216	3,582	0	228	166	11,650	18,137	48,137	60%
31,000	2,372	0	224	3,701	0	236	172	11,650	18,354	49,354	59%
32,000	2,448	0	231	3,821	0	243	177	11,650	18,570	50,570	58%
33,000	2,525	0	238	3,940	0	251	183	11,650	18,786	51,786	57%
34,000	2,601	0	245	4,060	0	258	188	11,650	19,002	53,002	56%
35,000	2,678	0	252	4,179	0	266	194	11,650	19,219	54,219	55%
36,000	2,754	0	260	4,298	0	274	199	11,650	19,435	55,435	54%
37,000	2,831	0	267	4,418	0	281	205	11,650	19,651	56,651	53%
38,000	2,907	0	274	4,537	0	289	210	11,650	19,867	57,867	52%
39,000	2,984	0	281	4,657	0	296	216	11,650	20,084	59,084	51%
40,000	3,060	0	288	4,776	0	304	221	11,650	20,300	60,300	51%
41,000	3,137	0	296	4,895	0	312	227	11,650	20,516	61,516	50%
42,000	3,213	0	303	5,015	0	319	232	11,650	20,732	62,732	49%
43,000	3,290	0	310	5,134	0	327	238	11,650	20,949	63,949	49%
44,000	3,366	0	317	5,254	0	334	244	11,650	21,165	65,165	48%
45,000	3,443	0	324	5,373	0	342	249	11,650	21,381	66,381	48%
46,000	3,519	0	332	5,492	0	350	255	11,650	21,597	67,597	47%
47,000	3,596	0	339	5,612	0	357	260	11,650	21,814	68,814	46%
48,000	3,672	0	346	5,731	0	365	266	11,650	22,030	70,030	46%
49,000	3,749	0	353	5,851	0	372	271	11,650	22,246	71,246	45%
50,000	3,825	0	361	5,970	0	380	277	11,650	22,462	72,462	45%
51,000	3,902	0	368	6,089	0	388	282	11,650	22,678	73,678	44%
52,000	3,978	0	375	6,209	0	395	288	11,650	22,895	74,895	44%
53,000	4,055	0	382	6,328	0	403	293	11,650	23,111	76,111	44%
54,000	4,131	0	389	6,448	0	410	299	11,650	23,327	77,327	43%
55,000	4,208	0	397	6,567	0	418	304	11,650	23,543	78,543	43%
56,000	4,284	0	404	6,686	0	426	310	11,650	23,760	79,760	42%
57,000	4,361	0	411	6,806	0	433	315	11,650	23,976	80,976	42%
58,000	4,437	0	418	6,925	0	441	321	11,650	24,192	82,192	42%
59,000	4,514	0	425	7,045	0	448	327	11,650	24,408	83,408	41%
60,000	4,590	0	433	7,164	0	456	332	11,650	24,625	84,625	41%

End or worksheet