

2009-10 Benefit Calculation Chart

Employment Percentage and Employment Duration	Faculty and Professional Staff			Administrative Clerical and Support Staff			Students/ Graduate Assistants
	100% of Full-Time for 1 semester or more/faculty or 6 months or more/professional staff	99-70% of Full-Time for 1 semester or more/faculty or 6 months or more/professional staff	<70% of Full-Time for less than 1 semester for faculty or less than 6 months for professional staff	37.5 or more hours per week for 6 months or more	25-37.5 hours per week for 6 months or more	< 25 hours per week for less than 6 months	ALL
FICA	salary x 7.65%	salary x 7.65%	salary x 7.65%	salary x 7.65%	salary x 7.65%	salary x 7.65%	salary x 7.65%
KTRS	salary x 13.84%	salary x 13.84%	N/A	N/A	N/A	N/A	N/A
KERS	N/A	N/A	N/A	salary x 11.61%	salary x 11.61%	N/A	N/A
ORP	salary x 13.84%	salary x 13.84%	N/A	N/A	N/A	N/A	N/A
Workers Compensation **	salary x .93%	salary x .93%	salary x .93%	salary x .93%	salary x .93%	salary x .93%	salary x .93%
General Fringes**	salary x .85%	salary x .85%	N/A	salary x .85%	salary x .85%	N/A	N/A
Subtotal Fringes	salary X 23.27%	salary X 23.27%	salary X 8.58%	salary X 21.04%	salary X 21.04%	salary X 8.58%	salary X 8.58%
Health Insurance *	\$803.50/ month - family \$304.00/month - single	N/A N/A	N/A N/A	\$803.50/ month - family \$304.00/month - single	N/A N/A	N/A N/A	N/A N/A
Life Insurance	\$3.00/month	N/A	N/A	\$3.00/month	N/A	N/A	N/A

Notes

- Salary = Gross Wages
- KTRS = Kentucky Teachers Retirement System
- KERS = Kentucky Educational Retirement System
- ORP = Optional Retirement Plan
- Graduate Assistants and regular student employees receive no benefits. FICA will not be withheld if the student is currently enrolled in classes on a half-time basis. Students not enrolled at least half-time will be subject to FICA withholding of 7.65%, which the grant will match.
- The FICA maximum for the **calendar year 2009** is as follows:
 - For taxable earnings up to \$106,800 the FICA rate is 7.65%. (\$106,800 x 7.65% = \$7,458.75)
 - For taxable earnings over \$106,800 the FICA rate is 1.45%.
- When budgeting for vacant or new positions, it is suggested that the family coverage rate for health insurance be used if the position is eligible for this benefit (full-time).

A FEW ITEMS THAT NEED CLARIFICATION ARE AS FOLLOWS:

- If an employee works for more than one account the staff benefits will be prorated, based upon salary, to each account.
- All release time salaries should include the University's share of all fringe benefits.
- Any additional taxes related to payment of nonresident aliens, both students and regular employees, will be charged to the grant.
- *Health Insurance is calculated from January 2009 - December 2009
- ** Workers compensation and General Fringe rate is effective July 1, 2006