

# FY 2017 Fringe Benefits Calculation

Effective: September 1, 2016 - August 31, 2017

To determine the complete annual cost of employee fringe: calculate the total monthly fringe benefits, then add the university's portion of health insurance, and multiply the sum by 12.

| Fringe Benefits Calculation              |  |
|--|--|
| <b>TRS (Teacher Retirement System)</b>   | <i>Benefits-Eligible Employees Only –</i><br>Multiply monthly salary & state longevity by 6.8% |
| <b>ORP (Optional Retirement Program)</b> | <i>Benefits-Eligible Employees Only –</i><br>Multiply monthly salary & state longevity by 6.6% |
| <b>1% Payroll Charge (ERS)</b>           | <i>Benefits-Eligible Employees Only –</i><br>Multiply monthly salary (only) by 1%              |
| <b>FICA/Medicare</b>                     | Multiply monthly salary & state longevity by 7.65%   |
| <b>Benefit Surcharge</b>                 | Multiply monthly salary & state longevity by 1.25%   |
| <b>TOTAL FRINGE BENEFITS</b>             | Add each applicable benefit to get the monthly total   |

**ORP**  
Grandfathered ORP recipients (in ORP before 9/1/95) receive 8.5%.

**Benefits Surcharge**  
Includes Workers' Comp and Unemployment and is used for vacation payouts.

## Health Insurance Cost

| Full-Time Employees (75-100% FTE)<br><i>Note: These premiums are paid monthly and include a basic term life rate of \$2.22.</i> |                |                        |                      | Part-Time (50-74% FTE) & Graduate Student Employees<br><i>Note: These premiums are paid monthly and include a basic term life rate of \$2.22.</i> |                |                        |                      |
|---|----------------|------------------------|----------------------|---|----------------|------------------------|----------------------|
| <b>HealthSelect of Texas</b>  |                |                        |                      | <b>HealthSelect of Texas</b>  |                |                        |                      |
| <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> | <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> |
| Member Only   | \$617.30       | \$617.30               | \$0.00               | Member Only   | \$617.30       | \$308.65               | \$308.65             |
| Member & Spouse   | \$1,324.66     | \$970.98               | \$353.68             | Member & Spouse   | \$1,324.66     | \$485.49               | \$839.17             |
| Member & Children   | \$1,090.90     | \$854.10               | \$236.80             | Member & Children   | \$1,090.90     | \$427.05               | \$663.85             |
| Family  | \$1,798.26     | \$1,207.78             | \$590.48             | Family  | \$1,798.26     | \$603.89               | \$1,194.37           |
| <b>Consumer Directed HealthSelect</b>   |                |                        |                      | <b>Consumer Directed HealthSelect</b>   |                |                        |                      |
| <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> | <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> |
| Member Only   | \$617.30       | \$617.30               | \$0.00               | Member Only   | \$617.30       | \$308.65               | \$308.65             |
| Member & Spouse   | \$1,289.30     | \$970.98               | \$318.32             | Member & Spouse   | \$1,289.30     | \$485.49               | \$803.81             |
| Member & Children   | \$1,067.22     | \$854.10               | \$213.12             | Member & Children   | \$1,067.22     | \$427.05               | \$640.17             |
| Family  | \$1,739.22     | \$1,207.78             | \$531.44             | Family  | \$1,739.22     | \$603.89               | \$1,135.33           |
| <b>Community First</b>  |                |                        |                      | <b>Community First</b>  |                |                        |                      |
| <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> | <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> |
| Member Only   | \$511.50       | \$511.50               | \$0.00               | Member Only   | \$511.50       | \$255.75               | \$255.75             |
| Member & Spouse   | \$1,097.18     | \$804.34               | \$292.84             | Member & Spouse   | \$1,097.18     | \$402.17               | \$695.01             |
| Member & Children   | \$903.66       | \$707.58               | \$196.08             | Member & Children   | \$903.66       | \$353.79               | \$549.87             |
| Family  | \$1,489.34     | \$1,000.42             | \$488.92             | Family  | \$1,489.34     | \$500.21               | \$989.13             |
| <b>Kelsey Care</b>  |                |                        |                      | <b>Kelsey Care</b>  |                |                        |                      |
| <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> | <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> |
| Member Only   | \$483.98       | \$483.98               | \$0.00               | Member Only   | \$483.98       | \$241.99               | \$241.99             |
| Member & Spouse   | \$1,038.02     | \$761.00               | \$277.02             | Member & Spouse   | \$1,038.02     | \$380.50               | \$657.52             |
| Member & Children   | \$854.94       | \$669.46               | \$185.48             | Member & Children   | \$854.94       | \$334.73               | \$520.21             |
| Family  | \$1,408.98     | \$946.48               | \$462.50             | Family  | \$1,408.98     | \$473.24               | \$935.74             |
| <b>Scott &amp; White</b>  |                |                        |                      | <b>Scott &amp; White</b>  |                |                        |                      |
| <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> | <b>Coverage</b>   | <b>Premium</b> | <b>University Pays</b> | <b>Employee Pays</b> |
| Member Only   | \$610.18       | \$610.18               | \$0.00               | Member Only   | \$610.18       | \$305.09               | \$305.09             |
| Member & Spouse   | \$1,309.34     | \$959.76               | \$349.58             | Member & Spouse   | \$1,309.34     | \$479.88               | \$829.46             |
| Member & Children   | \$1,078.30     | \$844.24               | \$234.06             | Member & Children   | \$1,078.30     | \$422.12               | \$656.18             |
| Family  | \$1,777.46     | \$1,193.82             | \$583.64             | Family  | \$1,777.46     | \$596.91               | \$1,180.55           |