

TO: Administrative Council Members
 FROM: Mary Habib
 DATE: December 14, 2023
 RE: Current 2023-24 and Estimated 2024-25 Fringe Rates

<u>Fringe Description</u>	<u>Budgeted 2023-24</u>	<u>Actual</u>	<u>Estimated 2024-25</u>
ERS (810)	15.00%	14.90%	15.00%
TRS (820)	10.25%	9.76%	10.00%
Social Security/Medicare (830)	7.65%	7.65%	7.65%
Unemployment (850)	0.00%	0.00%	0.25%
Worker's Comp (860)	1.5%	1.50%	1.5%
Compensated Absences (844)	0.8%	0.80%	0.8%
Retiree Health Insurance (841)	\$7,000/Per Salaried Person		\$7,300/Per Salaried Person

<u>Health/Dental Insurance (840)</u>	<u>Budgeted 2023-24 Annual</u>	<u>Actual 2023-24 Annual</u>	<u>Estimated 2024-25 Annual</u>
COMBO - Individual	\$ 8,453	\$ 8,420	\$ 8,950
COMBO - Family	\$ 20,090	\$ 20,101	\$ 21,269
Mid-Level/Non Rep - Individual	\$ 8,745	\$ 8,710	\$ 9,258
Mid-Level/Non Rep - Family	\$ 21,272	\$ 21,188	\$ 22,520
OCMBFT/Term - Individual	\$ 8,745	\$ 8,710	\$ 9,258
OCMBFT/Term - Family	\$ 21,272	\$ 21,188	\$ 22,520

Note: 2024-25 Health/Dental Insurance amounts reflect a 6.25% rate increase

Dental - Individual	\$ 225	\$ 225	\$ 225
Dental - Family	\$ 275	\$ 275	\$ 275