

TO: Administrative Council Members

FROM: Mary Habib

DATE: 12/27/2024

RE: Current 2024-25 and Estimated 2025-26 Fringe Rates

<u>Fringe Description</u>	<u>Budgeted 2024-25</u>	<u>Actual</u>	<u>Estimated 2025-26</u>
ERS (810)	15.00%	15.20%	16.75%
TRS (820)	10.00%	10.11%	10.50%
Social Security/Medicare (830)	7.65%	7.65%	7.65%
Retiree Health Insurance (841)	\$7,300/Per Salaried Person		\$7,500/Per Salaried Person
Compensated Absences (844)	0.80%	0.80%	1.00%
Unemployment (850)	0.25%	0.25%	1.00%
Worker's Comp (860)	1.50%	1.50%	2.00%

<u>Health/Dental Insurance (840)</u>	<u>Budgeted 2024-25 Annual</u>	<u>Actual</u>	<u>Estimated 2025-26 Annual</u>	6% Increase
COMBO - Individual	\$ 8,950	\$ 8,932	\$ 9,467	
COMBO - Family	\$ 21,269	\$ 21,227	\$ 22,501	
Mid-Level/Non Rep - Individual	\$ 9,258	\$ 9,238	\$ 9,794	
Mid-Level/Non Rep - Family	\$ 22,520	\$ 22,476	\$ 23,824	
OCMBFT/Term - Individual	\$ 9,258	\$ 9,238	\$ 9,794	
OCMBFT/Term - Family	\$ 22,520	\$ 22,476	\$ 23,824	

Note: 2025-26 Health/Dental Insurance amounts reflect a 6% rate increase

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