

TO: Administrative Council Members

FROM: Mary Habib

DATE: 11/17/2025

RE: Current 2025-26 and Estimated 2026-27 Fringe Rates

<u>Fringe Description</u>	<u>Budgeted 2025-26</u>	<u>Actual</u>	<u>Estimated 2026-27</u>	<u>% change</u>
ERS (810)	16.75%	16.25%	17.00%	4.4%
TRS (820)	10.50%	9.59%	10.00%	4.1%
Social Security/Medicare (830)	7.65%	7.65%	7.65%	0.0%
Retiree Health Insurance (841)	\$7,500/Per Salaried Person	\$7,500/Per Salaried Person	\$7,700/Per Salaried Person	2.7%
Compensated Absences (844)	1.00%	0.80%	0.80%	0.0%
Unemployment (850)	1.00%	0.50%	0.50%	0.0%
Worker's Comp (860)	2.00%	1.50%	1.50%	0.0%

	<u>Budgeted 2025-26 Annual</u>	<u>Actual</u>	<u>Estimated 2026-27 Annual</u>	8% Increase
<u>Health/Dental Insurance (840)</u>				
COMBO - Individual	\$ 9,467	\$ 9,251	\$ 9,918	
COMBO - Family	\$ 22,501	\$ 21,987	23,571	
Mid-Level/Non Rep - Individual	\$ 9,794	\$ 9,570	10,260	
Mid-Level/Non Rep - Family	\$ 23,824	\$ 23,280	\$ 24,958	
OCMBFT/Term - Individual	\$ 9,794	\$ 9,570	10,260	
OCMBFT/Term - Family	\$ 23,824	\$ 23,280	\$ 24,958	

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

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