

## 2018/19 BENEFITS RATES

F/T & P/T EMP :	FT ACADEMIC	PT ACADEMIC	FT CLASSIFIED	PT CLASSIFIED	PART-TIME	Student Assistants
	w/ STRS	w/ STRS	w/ PERS	w/ PERS	w/ PARS	
Retirement Rate (PERS/STRS/PARS)	16.28%	16.28%	18.062%	18.062%	1.30%	
OASDI			6.20%	6.20%		
Medicare	1.45%	1.45%			1.45%	
SUI	0.05%	0.05%	0.05%	0.05%	0.05%	
Worker's Comp	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Active Ret Ins (H & W)	3.63%	3.63%	3.63%	3.63%	3.63%	3.63%
<b>Total Percentages:</b>	<b>23.66%</b>	<b>23.66%</b>	<b>31.642%</b>	<b>31.642%</b>	<b>8.68%</b>	<b>5.88%</b>

### Cash fringe

F/T CL: Cash Fringe - \$1,500/Yr    \$125/mo (12-mo)

F/T CE: Cash Fringe - \$1,750/yr    \$175/mo (10-mo)

Object Code	Object Code	Description	Percentage
Instructional	Non Instructional		
3111	3115	STRS	16.280%
3211	3215	PERS	18.062%
3331	3335	PARS	1.30%
3311	3315	OASDI	6.20%
3321	3325	MEDICARE	1.45%
3511	3515	SUI	0.05%
3611	3615	WORKER'S COMP	2.25%
3431	3435	ACTIVE RET INS ( H & W)	3.63%
3911	3915	<b>CASH FRINGE BENEFIT</b> -F/T Classified \$1,500/yr    \$125/mo (12-months) -F/T Certificated \$1,750/yr    \$175/mo (10-months)	
3411	3415	* HEALTH AND WELFARE (varies by individual) * Annual Life Insurance (depends on salary)	

\* H & W Contact Payroll or the SAC Budget Office for this information for current employees

Health & Welfare average benefits calculation for new positions	FY 18/19
CSEA (Does not include life insurance benefits)	17,839
FARSCCD (Does not include life insurance benefits)	19,300
ACADEMIC ADMINISTRATOR (No life insurance, amount Includes Fringe benefits)	23,243