RSCCD 2027-2028 Cost of Position

COST OF NEW POSITION - CLASSIFIED CONTRACT

HELPDESK ANALYST			
GRADE & STEP	MONTHLY RATE	NO OF MONTHS	ANNUAL COST
13/Step3	$ 7,174.197	12	**$ 86,090.36**

SALARY RELATED TAX/BENEFITS	BENEFIT RATE	BENEFIT COST	
PERS	26.400%	22,727.86	
SOCIAL SECURITY	6.200%	5,337.60	
MEDICARE	1.450%	1,248.31	
UNEMPLOYMENT	0.050%	43.05	
WORKERS COMP	2.200%	1,893.99	
ACTIVE RET. INS. COST	0.000%	-	
TOTAL TAX & BENEFIT COST	**36.300%**	**$ 31,250.81**	**$ 31,250.81**
TOTAL SALARY & BENEFIT COST			**$ 117,341.17**

FRINGE BENEFITS COST	BENEFIT RATE	BENEFIT COST	
FRINGE BENEFITS (CSEA only)		1,500.00	
SOCIAL SECURITY	6.200%	93.00	
MEDICARE	1.450%	21.75	
UNEMPLOYMENT	0.050%	0.75	
WORKERS COMP	2.200%	33.00	
ACTIVE RET. INS. COST	0.000%	-	
TOTAL FRINGE BENEFIT COST	9.900%	$ 1,648.50	**$ 1,648.50**

INSURANCE BENEFITS			
LIFE INSURANCE (ANNUAL OR $50,000 minimum)			
(Annual Life Insurance X $0.075/1000 X 12 Months)	$ 86,090.36	77.48	
MEDICAL INSURANCE (see below)		23,230.07	
TOTAL INSURANCE COST		23,307.55	**$ 23,307.55**

TOTAL COST OF POSITION	**$ 142,297.22**

BENEFITS =	**$ 56,206.86**
BENEFIT COST AS A PERCENT OF CONTRACT =	**65.29%**

CSEA	Max	**39,550.96**	**23,230.07**	**AVERAGE**

NOTE: WHEN CALCULATING A VACANT POSITION PLEASE USE AVERAGE $$ FOR H&W