

UNIVERSITY OF NORTH TEXAS SYSTEM
FY '19 ESTIMATED EMPLOYEE FRINGE BENEFIT COMPONENTS

When the University pays salaries or wages to regular employees, it must also make associated fringe benefit payments. Fringe Benefits include the following:

Employee Type	Employees Eligible for BRP (Benefit Replacement Pay)					Employees Not Eligible for BRP (Benefit Replacement Pay)				
	Regular Faculty and Staff including Adjunct Faculty at 50% or more FTE		Salaried Graduate students ¹	Hourly Student employees	Non-Student Hourly and other salaried appointments ²	Regular Faculty and Staff including Adjunct Faculty at 50% or more FTE		Salaried Graduate Students ¹	Hourly Student employees	Non-Student Hourly and other salaried appointments ²
Retirement Plan	TRS	ORP	N/A	N/A	N/A	TRS	ORP	N/A	N/A	N/A
Retirement Plan Contribution	6.80%	6.6% or 8.5% ³	N/A	N/A	N/A	6.80%	6.6% or 8.5% ³	N/A	N/A	N/A
FICA - UNT employer portion on wages to \$128,400 for 2018 ⁴	7.65%	7.65%	0% or 7.65% ⁵	0% or 7.65% ⁵	7.65%	7.65%	7.65%	0% or 7.65% ⁵	0% or 7.65% ⁵	7.65%
Benefit Replacement Pay (BRP) see explanation on page 2	6.25% max \$1031.25	6.27% max. \$1034.01	5.85% max. \$965.25	5.85% max. \$965.25	5.85% max. \$965.25	N/A	N/A	N/A	N/A	N/A
Texas Unemployment Compensation & Worker's Compensation ⁶	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Total estimated fringe benefits	21.7% + Insurance	21.52% or 23.42% + Insurance	6.85% or 14.5% + Insurance	6.85% or 14.5%	14.50%	15.45% + Insurance	15.25% or 17.15% + Insurance	1.0% or 8.65% + Insurance	1.0% or 8.65%	8.65%

¹ Position must require graduate status, be at least 50% FTE, and be authorized for at least 4.5 months (i.e. teaching fellows, teaching assistants, research assistants, graduate practicum, graduate services assistant)

² In addition to hourly non-faculty assignments, these appointments include non-contract adjunct faculty at less than 50% FTE. Contact HR for assistance regarding benefits costs for return to work retirees.

³ 8.5% contribution rate applies to employees enrolled in OPR plan prior to September 1995.

⁴ Only OASDI taxes (6.2%) are subjected to the limit of \$128,400. Medicare taxes (1.45%) do not have a maximum.

⁵ Exemption from FICA for student employees is determined by IRS criteria. Student employees who become ineligible for FICA exemption will subject the employing department to the full 7.65% employer FICA expense in payroll periods for which they are ineligible. For proposal purposes it may be advisable to estimate some FICA expense for student employees; consult with Grant Accounting for assistance

⁶ Auxiliary departments are charged 1.5% for Texas Unemployment and Workers Compensation for all categories of employment.

For proposals, regular employee fringe benefits may be estimated according to the table above as a percentage of base salary (plus insurance contributions below). Actual costs against the payroll account(s) when payment is made WILL vary depending on the individual circumstances at the time of payment. For example, Benefit Replacement Pay may be estimated as a percentage of base salary but is only payable until the individual's maximum contribution amount is reached (the individual's maximum may be less than the maximums stated above.) See also the information below regarding assessment of insurance contributions from sponsored project accounts.

Benefit Replacement Pay: Benefit Replacement Pay (BRP) eligibility is determined as follows: State of Texas employees who were on the payroll as of August 31, 1995 and who either continue State employment or leave State employment and return to State employment within 1 month. The employee's compensation as of October 31, 1995 determines the amount of BRP.

Insurance Contribution Rates: The Texas Legislature requires the following contributions by the University toward the cost of employee insurance.

Fiscal Year 18 (9/1/17 through 8/31/18)					
Insurance Rates for Regular Faculty, Staff and Salaried Graduate Students					
(75% - 100% FTE)			(50% - 74% FTE)		
Coverage level	Employee Cost	State/Employer Cost	Coverage level	Employee Cost	State/Employer Cost
HealthSelect of Texas					
Employee Only	\$0.00	\$624.82	Employee Only	\$312.41	\$312.41
Employee & Spouse	\$358.00	\$982.82	Employee & Spouse	\$849.41	\$491.41
Employee & Child	\$239.70	\$864.52	Employee & Child	\$671.96	\$432.26
Employee & Family	\$597.70	\$1222.52	Employee & Family	\$1208.96	\$611.26
Consumer Directed HealthSelect of Texas					
Employee Only	\$0.00	\$624.82	Employee Only	\$312.41	\$312.41
Employee & Spouse	\$322.20	\$982.82	Employee & Spouse	\$813.61	\$491.41
Employee & Child	\$215.72	\$864.52	Employee & Child	\$647.98	\$432.26
Employee & Family	\$537.92	\$1222.52	Employee & Family	\$1,149.18	\$611.26

Assessment of Insurance Contributions: When partial salaries are paid from sponsored project or other local accounts, the pro-rated share of these insurance premium costs must also be paid from those accounts. When paying all or part of an employee's salary for an insurance-eligible position from a sponsored project account, you must budget for insurance coverage for that employee.

Longevity Pay: REVISED EFFECTIVE 9-1-05 An individual in a full-time staff position is entitled to State Longevity Pay, payable as \$20 per month for every 2 years of applicable State service (maximum 42 years of service.)

Leave Eligibility and Entitlements: Employees who work on sponsored projects may be eligible to accrue vacation, sick leave, compensatory time as applicable, and all other forms of applicable paid and unpaid leave as allowed under University Policy No. 03.613.

Stipends: Payment of fringe benefits is required only when an individual is paid a salary or wage. If an individual is paid a true stipend (i.e., a "gift" for which no work is required), then fringe benefits are not applicable. However, some agencies use the word "stipend" when work is actually being performed, therefore the use of the word "stipend" should not be automatically assumed to mean that fringe benefits do not apply. Contact the Payroll Office for assistance.

Supplemental Compensation Policy: Refer to University Policy No. 03.504 Supplemental Compensation, for information relevant to the compensation and benefits of regular faculty and staff when paid from sponsored project accounts.