

TTU Contribution for Benefits	Note: The fringe benefits rate is not negotiated with the Division of Cost Allocation in the U.S. Department of Health and Human Services but is based on actual benefits paid as a percentage of total actual salaries paid.				
Health Premiums	Visit Partners for Health website for current premium levels.				
Retirement	Employees Hired Before July 1, 2014				
<ul style="list-style-type: none"> • TCRS • ORP • 401(k) if participating • FICA (Federal Insurance Contribution) 	<ul style="list-style-type: none"> • 20.23% (effective 7/1/2020) • 10% (11% if the employee goes over the Social Security maximum) • \$20-\$50/month • 7.65% 				
Employees Hired After July 1, 2014, and no previous state employment					
<ul style="list-style-type: none"> • TCRS • ORP 	<ul style="list-style-type: none"> • 9% • 9% 				
Retirement					
Employee Benefits	FICA%	Employment PRIOR to July 1, 2014		Employment AFTER June 30, 2014	
		TCRS%	ORP (Note that this rate is 11% if employee goes over the Social Security maximum)	TCRS%	ORP
Administrative, Regular; Including Research Associates					
Regular Salary	7.65	19.66 (effective 7/1/19)	10.00	9.00	9.00
Extra Pay	7.65	19.66 (effective 7/1/19)	10.00	9.00	9.00
Faculty; 9 or 12 month, Regular					
Regular Salary	7.65	18.87 (effective 7/1/19)	10.00	9.00	9.00
Summer Pay	7.65	18.87 (effective 7/1/19)	10.00	9.00	9.00
Extra Pay	7.65	18.87 (effective 7/1/19)	10.00	9.00	9.00

Clerical and Supporting					
Regular Salary	7.65	18.87 (effective 7/1/19)	10.00	9.00	9.00
Regular Part-Time Employees					
Less than 80% full time	7.65	18.87 (effective 7/1/19)		9.00	
80% or more full time	7.65	18.87 (effective 7/1/19)		9.00	
Temporary Employees					
Less than six months	7.65				
Full time or part time	7.65				
Student Workers					
Undergraduate Hourly	Students taking less than 6 hours FICA of 7.65% is paid.				
Graduate Assistants	Students taking 6 hours or more, nothing other than rate is paid.				