

STAFF BENEFITS RATES FY 24-25

Revised 12/4/23

FICA/MEDICARE:	<u>Effective Date</u>					
	01/24	OASDI	6.20%	\$168,600		maximum salary
		Medicare	1.45%			no maximum
RETIREMENT:	07/24	TCRS	22.22%	10/22	CSRS	<u>ded</u> / <u>cont</u> 7.0 / 7.0%
		JCRS	31.95%		OFFS	0.8 / 7.0%
		ORP	10/11%		FERS	0.8 / 18.4%
					FERC	0.8 / 11.2%
	07/24	TCRS Hybrid	8.93%	10/15	CSRS	7.0 / 7.0%
		ORP Hybrid	9.00%		OFFS	0.8 / 7.0%
				FERS	0.8 / 13.7%	
INSURANCE: (Including Basic Life)	12/23	EE only	\$ 607.00	12/24	EE only	\$ 634.00
		EE + spouse	1,335.00		EE + spouse	1,427.00
		EE + child	910.00		EE + child	951.00
		EE + SP + CH	1,578.00		EE + SP + CH	1,648.00
DENTAL	12/24	CIGNA EE only	\$ 7.10	DELTA EE only	\$ 10.01	
		CIGNA EE + SP	12.58	DELTA EE + SP	19.69	
		CIGNA EE + CH	14.74	DELTA EE + child	26.62	
		CIGNA EE + SP + CH	17.29	DELTA EE + SP + CH	40.77	

LONG TERM DISABILITY - \$.0278 per \$100 of covered monthly salary

BASIC TERM LIFE / AD&D

Salary	Levels of Coverage		Employer Premium Rates		
	Basic Term Life	Basic AD&D	Basic Term Life	Basic AD&D	Total Premium
12000.00	50000.00	50000.00	8.10	0.95	9.05
15200.00	50000.00	50000.00	8.10	0.95	9.05
24152.00	50000.00	50000.00	8.10	0.95	9.05
30057.00	50000.00	50000.00	8.10	0.95	9.05
71000.00	71000.00	71000.00	11.502	1.349	12.85
125000.00	125000.00	125000.00	20.250	2.375	22.63
288545.00	250000.00	250000.00	40.500	4.750	45.25

OPEB Normal cost 7/24 \$120.58 (regular 75% or greater employees hired
7/23 \$105.99 prior to 7/1/15 and under the age of 65)

WORKERS COMP: 01/01/23 0.22% All campuses (except leased employees)

LONGEVITY: 07/06 \$100 per year - 30 year maximum

UNEMPLOYMENT: Rates by Personnel Sub-area (\$7,000 max CY gross)

01/23	1010	0.0612%	1110	0.0500%	1170	0.1387%
	1020	0.3542	1120	0.0557	1180	0.0500
	1040	0.1252	1130	0.1279	1200	0.4668
	1050	0.0656	1140	0.0500	1881	0.1723
	1060	0.0000	1150	0.0500	1882	0.1723
	1070	0.2224	1160	0.0000	1883	0.1723

401-K: 07/24 \$50 per month FY maximum \$600 (\$1 contributed for every \$1)
07/23 \$100 per month FY maximum \$1200 (\$1 contributed for every \$1)

GRAD HEALTH INS: 08/24 \$244 per month * Knox area and UTSl only
08/23 \$240 per month