

May 19, 2005

MEMORANDUM
TO: Deans, Directors, and Department Chairs

FROM: Kyle J. Cavanaugh
 Vice President for Human Resources

SUBJECT: **Employer's Costs for Grant/Contract Funded Positions – Fiscal Year 2005-2006**

The University of Florida provides a competitive benefits package to all salaried employees. To help with year 2005-2006 budget planning, the Division of Human Resources has prepared a list of employer costs for benefits and retirement as well as federal and state mandated charges that are incurred with all payroll activities.

- **Salaried Positions**—Employer (Grant) Costs of required benefits:

Retirement	FRS (regular class)	7.83%	ORP	10.43%	DROP	9.33%
Social Security-FICA		7.65%		7.65%		7.65%
Workers' Compensation		.82%		.82%		.82%
Unemployment Compensation		.10%		.10%		.10%
<i>Total Employer Cost</i>	FRS (regular class)	16.40%	ORP	19.00%	DROP	17.90%

- **Salaried Positions**—Employer (Grant) Costs of employee option benefits:

 State Employees' Group **Health Plan**
Now through December 2005

<u>Coverage</u>	<u>Monthly</u>	<u>Annually</u>
Individual	\$322.44	\$3,869.28
Family	\$666.84	\$8,002.08
Spouse Plan	\$420.99	\$5,051.88

Effective January 2006

<u>Coverage</u>	<u>Monthly</u>	<u>Annually</u>
Individual	\$346.16	\$4,153.92
Family	\$715.92	\$8,591.04
Spouse Plan	\$447.96	\$5,375.52

 State of Florida Group **Term Life Insurance**
Employer Cost: Approximately .45% of the employee's salary

- **Post Doctoral Associates**

Social Security-FICA	7.65%
Workers' Compensation	.82%
Unemployment Compensation	.10%

Total Employer Cost: 8.57% **plus** employee option for **State Employees' Group Health Plan** and **State Term Life** employer cost (see rates above).

- **Graduate Assistants**
 - Graduate assistants on appointments are eligible for a **subsidized health insurance benefit** for which the maximum annual cost is \$400.
 - **Tuition remission** for continuing graduate assistants for 9 hours will be \$1,813.86 for Fall 2005 and Spring 2006. Tuition remission for new graduate assistants will be set by the UBOT this summer.
 - **Workers' compensation** charges of .82% also apply

- **Non-Student OPS**—Employer (Grant) Cost of Required Benefits:

Social Security – FICA	7.65%
Worker's Compensation	.82%
Unemployment Compensation	.10%
<i>Total employer cost</i>	<i>8.57%</i>

- **Student OPS employees** are covered by Workers' Compensation. Charges of .82% will be assessed to Operating Expense accounts at regular intervals by Contracts & Grants Accounting Services.

- **Personnel Service Assessment for support staff**: No longer assessed to universities