

FY 26 Benefit Rates

Employee Category	Object Code(s)	Group Insurance Benefits (5625)	FICA (5760)	Retirement (5772) (5773)	Terminal Pay (5774)	Total Rate
ACADEMIC:						
Exempt	2000, 2005, 2008, 2280, 2288	20.14%	6.68%	9.51%		36.33%
Retirement Ineligible (Summer)	2010	20.14%	6.68%			26.82%
Overload	2170		6.68%			6.68%
Admin. Supplement	2200		6.68%			6.68%
Residents	2290		6.68%			6.68%
OTHER ACADEMIC:						
Non-Student	2300-2310, 2333-34, 2342-44, 2362-64, 2392-94		6.68%			6.68%
Student	2331-32, 2340-41, 2350-61, 2370-91					0.00%
PROFESSIONAL:						
Exempt	2400, 2405, 2408	20.14%	6.68%	9.51%	1.46%	37.79%
Non-Exempt	2480, 2488	20.14%	6.68%	9.51%	1.46%	37.79%
Overload	2420, 2428		6.68%			6.68%
NON-EXEMPT STAFF:						
PERF & Retirement Savings Eligible	2500, 2504	20.14%	6.68%	12.16%	0.97%	39.95%
TEMPORARY:						
Temporary Regular - HRR	3000, 3150		6.68%			6.68%
Temp w/Retirement Overtime Hours	3250		6.68%			6.68%
Temporary w/Retirement - HRP	3050		6.68%	12.16%		18.84%
Non-Exempt Staff Premium Hours	3100		6.68%	12.16%		18.84%
Non-Exempt Staff Overtime	3200		6.68%	12.16%		18.84%
Salaried Overtime Hours - .50 rate	3205		6.68%	12.16%		18.84%
Non-Eligible Overtime Hours	3210		6.68%	12.16%		18.84%
Student Work Study	3950-51, 3300-01, 3390-91, 3400-01, 3800-01, 3850-51, 3940-41, 3960-61, 3970-71					0.00%
Non-Student Work Study	3302-04, 3392-94, 3402-04, 3802-04, 3852-54, 3942-44, 3952-54, 3962-64, 3972-74		6.68%			6.68%
Temporary Student - HRR	3500					0.00%
Student Premium/Overtime	3600, 3700					0.00%
Supplemental Pay	4580, 4588		6.68%			6.68%
Digital Voice - DVA	4586					0.00%
Foreign Honorarium	4581					0.00%
Retired	4582					0.00%
Supplemental/additional student pay	4590 through 5821					0.00%