

# University of South Carolina Fringe Benefit Rates

## Fringe Benefits (Effective 07/01/20 - 12/31/20)

<b>A.</b>	State Retirement	21.81%
<b>B.</b>	FICA (Social Security)	7.65%
<b>C.</b>	Unemployment Compensation	.03%
<b>D.</b>	Worker's Compensation	.60%
	Total	30.09%

## Calculation of Fringe Benefits

A. Faculty, Staff and Postdoctoral Associates	$(\text{Monthly Salary} \times \text{Effort Months} \times 30.09\%) + (\text{Monthly Health Insurance} \times \text{Effort Months})$	$30.09\% \times \text{Salary calculation} + \text{Health Insurance Calculation}$
B. Faculty Summer Salary Only	$(\text{Monthly Salary} \times \text{Effort Months}) \times 30.09\%$	$30.09\% \times \text{Salary Calculation}$
C. Students - Graduate and Undergraduate when enrolled and regularly attending classes	$\text{Workers' Compensation} \times \text{Salary}$	$.60\% \times \text{Salary}$
D. Temporary Help*, Unclassified, Students during summer (when not enrolled and attending classes)	$\text{FICA} + \text{Unemployment Compensation} + \text{Workers' Compensation} \times \text{Salary}$	$8.28\% \times \text{Salary}$

**\*Temporary Help (non-student) may elect to participate in the SC Retirement System.**

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### Health Insurance - (all rates effective 07/01/2020 - 12/31/20)

Coverage Type	State Health Plan	Dental	Total Per Month (12 mo. appt.)	Total Annual
Employee Only	\$ 406.24	\$ 13.48	\$ 419.72	\$ 5,037
Employee / Spouse	\$ 801.22	\$ 13.48	\$ 814.70	\$ 9,776
Employee / Child	\$ 621.60	\$ 13.48	\$ 635.08	\$ 7,621
Full Family	\$1,002.26	\$ 13.48	\$1,015.74	\$ 12,189

### Health insurance: nine-month appointment

Coverage Type	Total / Month
Employee Only	\$ 559.63
Employee / Spouse	\$ 1,086.27
Employee / Child	\$ 846.77
Full Family	\$ 1,354.32