

**Lewis-Clark State College Personnel Benefit Rates**

Issued:

10/8/2020

**FY 2022 (Proposed Pending Legislative Action)**

<sup>1</sup>For FY2022, estimated FICA maximum is \$137,700

<sup>2</sup>Applies to non-benefit eligible positions, including part-time staff and part-time students

<sup>3</sup> The amount of \$12,930 is the annual health insurance amount for full-time employees (30-40 hrs/wk). The annual health insurance amount for part-time employees is \$10,344 (20-29.9 hrs/wk).

COMPONENT	EXEMPT	CLASSIFIED	IRREGULAR HELP <sup>2</sup>
FICA (SOCIAL SECURITY) <sup>1</sup>	7.65%	7.65%	7.65%
UNEMPLOYMENT INSURANCE	0.49%	0.49%	0.49%
LIFE INS., AD&D, DISAB. INS.	0.72%	0.72%	0.00%
RETIREMENT	10.84%	11.94%	0.00%
SICK LEAVE	0.00%	0.00%	0.00%
WORKMAN'S COMPENSATION	0.80%	0.80%	0.80%
PERSONNEL COMMISSION	0.00%	0.55%	0.00%
SUBTOTAL, SALARY-DRIVEN	20.50%	22.15%	8.94%
PLUS HEALTH INSURANCE <sup>3</sup>	\$12,930.00	\$12,930.00	

Effective in November 2009, the Idaho Department of Administration implemented changes to the health insurance benefits for part-year/part-time employees. Based upon the number of hours worked per week, part-year/part-time employees are now required to pay a portion of the State's contribution for their group health insurance benefits.

Please contact HRS or the Budget Office for information regarding part-time/part-year employee health insurance benefits.

End of worksheet