

FY 2020 (FINAL RATES)

COMPONENT	EXEMPT	CLASSIFIED	IRREGULAR HELP ²
FICA (SOCIAL SECURITY) ¹	7.65%	7.65%	7.65%
UNEMPLOYMENT INSURANCE	0.13%	0.13%	0.13%
LIFE INS., AD&D, DISAB. INS.	0.72%	0.72%	0.00%
RETIREMENT	10.84%	11.94%	0.00%
SICK LEAVE	0.65%	0.65%	0.00%
WORKMAN'S COMPENSATION	0.81%	0.81%	0.81%
PERSONNEL COMMISSION	0.00%	0.28%	0.00%
SUBTOTAL, SALARY-DRIVEN	20.80%	22.18%	8.59%
PLUS HEALTH INSURANCE ³	\$11,650.00	\$11,650.00	

¹For FY2020, estimated FICA maximum is \$128,400

²Applies to non-benefit eligible positions, including part-time staff and part-time students

³ The amount of \$11,650 is the annual health insurance amount for full-time employees (30-40 hrs/wk). The annual health insurance amount for part-time employees is \$9,320 (20-29.9 hrs/wk).

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.