FIXED HEALTH INSURANCE AMOUNTS

Health Insurance for EHRA/SHRA Permanent
(effective 07/01/2019) $6,306.00
HMO Health Plans (ConnectCarolina Account 515530)

Other Health Insurance
(effective 07/01/2019)
Postdoctoral Research Associates (ConnectCarolina Account 515510) $4,600.44
Postdoctoral Trainees $4,600.44
(effective 08/01/2019 - 07/31/2020)
Graduate Student Health Insurance (ConnectCarolina Account 515540/569220) $4,036.08

VARIABLE RATES (PERCENTAGE)

Social Security (ConnectCarolina Account 515120)
For the Old Age, Survivors and Disability Insurance portion (OASDI)
Calendar Year 2019 Taxable salary base (maximum) $132,900.00
Contribution rate 6.2000%
Calendar Year 2019 maximum contribution $8,239.80

Social Security Medicare (ConnectCarolina Account 515130)
Calendar Year 2019 (no change from Calendar Year 2017)
Taxable salary base (maximum) no limit
Contribution rate 1.4500%

State Retirement (ConnectCarolina Account 515210)
Salary base: Gross wages paid by UNC-CH
Compensation subject to retirement (maximum) (effective 01/01/2019)
Employed prior to 01/01/1996 $415,000.00
Employed on or after 01/01/1996 $280,000.00
Employer Contribution paid to pension fund (effective 07/01/2019) 12.9700%
Retiree Health, Disability, and Death Benefits (effective 07/01/2019) 6.7300%
Overall Contribution rate: 19.7000%

Optional Retirement Programs
TIAA (ConnectCarolina Account 515410)
Fidelity (ConnectCarolina Account 515450)
Salary base: Gross wages paid by UNC-CH
Compensation subject to retirement (maximum) (effective 01/01/2019)
Employed prior to 07/01/1996 $415,000.00
Employed on or after 07/01/1996 $280,000.00
Employer Contribution paid to ORP (effective 07/01/2018) 6.8400%
Retiree Health and Disability Benefits (ConnectCarolina Account 515420, effective 07/01/2019) 6.5700%
Overall Contribution rate: 13.4100%

Severance Pay (ConnectCarolina Account 512510)
Salary base: SHRA Salaries (Account Range 512120 - 512190) paid from all Funds except 20xxx, 21xxx, and 22xxx
Contribution rate (effective 07/01/2015) 1.0000%

Composite Benefit Fund (ConnectCarolina Account 516120)
Covers unemployment, workers compensation, short-term disability pay, and health insurance while on
professional leave. Salary base: EHRA and SHRA salaries (Account Ranges 511120 - 512420 and 512610 - 514730)
paid from all Funds except 20xxx, 21xxx and 22xxx
Contribution rate (effective 09/01/2015) 0.5000%

On-Campus Transit Fee (ConnectCarolina Account 521110)
Salary Base: All Salaries paid from all funds (Account Ranges 511120 - 512420 and 512610 - 514730)
Rate (effective 07/01/2015) 0.3000%

Communication Technologies Core Fee (ConnectCarolina Account 521210)
Salary Base: All Salaries paid from all funds (Account Ranges 511120 - 512420 and 512610 - 514730)
Rate (effective 01/01/2013) 0.5400%

Terminal Leave Payout (ConnectCarolina Account 516130)
Salary base: SHRA and EHRA Non-Faculty Salaries
Contribution rate (effective 10/01/2019) 1.3000%

Note: Due to state, federal and provider adjustments, rates and premiums may change throughout the fiscal year.
### Schedule II

FY 2020 Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting  
All Rates apply to Annual Salary  
(General Guideline: Average rate of 4.907% of Annual Salary plus $2,165.28 of Supplemental Health Benefits)

#### FIXED HEALTH INSURANCE AMOUNTS

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Account/FRS Code</th>
<th>Annual Amount (effective 01/01/2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplemental Medical Insurance</td>
<td>ConnectCarolina 515860</td>
<td>$1,392.00</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>ConnectCarolina 515860</td>
<td>$670.20</td>
</tr>
<tr>
<td>Vision</td>
<td>ConnectCarolina 515850</td>
<td>$103.08</td>
</tr>
</tbody>
</table>

**Total Fixed Amounts for Supplemental Health Benefits**: $2,165.28

#### VARIABLE RATES (PERCENTAGE)

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Account/FRS Code</th>
<th>Rate</th>
<th>Salary Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement</td>
<td>ConnectCarolina 515830</td>
<td>3.5000%</td>
<td>Hired prior to 7/1/96: no limit,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hired on or after 7/1/96: $280,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(effective 01/01/2019)</td>
</tr>
<tr>
<td>Group Term Life Insurance</td>
<td>ConnectCarolina 515810</td>
<td>0.5520%</td>
<td>Coverage Amount = four times annual salary</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Minimum coverage amount: $1,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Maximum coverage amount: $1,000,000.00</td>
</tr>
<tr>
<td>Accidental Death and Dismemberment</td>
<td>ConnectCarolina 515810</td>
<td>0.1152%</td>
<td>Coverage Amount = four times annual salary (rounded to next higher multiple of $1,000)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Minimum coverage amount: $1,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Maximum coverage amount: $1,000,000.00</td>
</tr>
<tr>
<td>Long Term Disability</td>
<td>ConnectCarolina 515840</td>
<td>0.7400%</td>
<td>(up to maximum monthly salary of $25,000)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>LTD Benefit (60% of annual salary):</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Maximum Benefit (per month): $15,000.00</td>
</tr>
</tbody>
</table>

**Note**: Due to state, federal and provider adjustments, rates and premiums may change throughout the fiscal year.