

Schedule I

FY 2021 Basic Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting

All rates apply to Annual Salary

(General Guideline: Average rate of 25.889% of annual salary plus health insurance for appropriate employee category)

FIXED HEALTH INSURANCE AMOUNTS

Health Insurance for EHRA/SHRA Permanent

HMO Health Plans (ConnectCarolina Account 515530) (effective 07/01/2020) \$6,512.00¹

Other-Health Insurance

Postdoctoral Research Associates (ConnectCarolina Account 515510) (effective 07/01/2020) \$4,808.76

Postdoctoral Trainees (effective 07/01/2020) \$4,808.76

Graduate Student Health Insurance (ConnectCarolina Account 515540/569220) (effective 08/01/2020 - 07/31/2021) \$4,137.60

VARIABLE RATES (PERCENTAGE)

Social Security (ConnectCarolina Account 515120)

For the Old Age, Survivors and Disability Insurance portion (OASDI)

Calendar Year 2021 Taxable salary base (maximum) \$142,800.00

Contribution rate 6.2000%

Calendar Year 2021 maximum contribution \$8,853.60

Social Security Medicare (ConnectCarolina Account 515130)

Calendar Year 2021 (no change from Calendar Year 2020)

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 01/01/2021)

Employed prior to 01/01/1996 \$430,000.00

Employed on or after 01/01/1996 \$290,000.00

Employer Contribution paid to pension fund (effective 07/01/2020) 14.7800%

Retiree Health, Disability, and Death Benefits (effective 07/01/2020) 6.9000%

Overall Contribution rate: 21.6800%

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 01/01/2021)

Employed prior to 07/01/1996 \$430,000.00

Employed on or after 07/01/1996 \$290,000.00

Employer Contribution paid to ORP (effective 07/01/2018) 6.8400%

Retiree Health and Disability Benefits (ConnectCarolina Account 515420, (effective 07/01/2020) 6.7700%

Overall Contribution rate: 13.6100%

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 07/01/2020) 1.0000%

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.

¹**Note:** Starting 01/01/2021, UNC Faculty and Physicians (FP) Practice Plan members with an FTE below .75, will be responsible for 1/2 of the premiums for their State Health Plan (Schedule I, Account 515530), Supplemental Medical (Schedule II, Account 515860), Dental (Schedule II, Account 515860), and Vision (Schedule II, Account 515850).

Schedule II

FY 2021 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 \$2,003.16 of Supplemental Health Benefits)

FIXED HEALTH INSURANCE AMOUNTS

Supplemental Medical Insurance (ConnectCarolina Account 515860 formerly FRS Object Code 1808)

Annual Amount (effective 01/01/2021) \$1,308.00¹

Dental Insurance (ConnectCarolina Account 515860 formerly FRS Object Code 1808)

Annual Amount (effective 01/01/2021) \$592.08¹

Vision (ConnectCarolina Account 515850 formerly FRS Object Code 1806)

Annual Amount (effective 01/01/2021) \$103.08¹

Total Fixed Amounts for Supplemental Health Benefits \$2,003.16

VARIABLE RATES (PERCENTAGE)

Retirement (ConnectCarolina Account 515830 formerly FRS Object Code 1804)

Annual Rate (effective 01/01/2012) 3.5000%

Maximum compensation subject to retirement

Hired prior to 7/1/96	no limit	
Hired on or after 7/1/96	\$290,000.00	(effective 01/01/2021)

Group Term Life Insurance (ConnectCarolina Account 515810 formerly FRS Object Code 1801)

Annual Rate (effective 01/01/2020) 0.5520%

Coverage Amount = four times annual salary

Minimum coverage amount	\$1,000.00
Maximum coverage amount	\$1,000,000.00

Accidental Death and Dismemberment (ConnectCarolina Account 515810 formerly FRS Object code 1801)

Annual Rate (effective 01/01/2012) 0.1152%

Coverage Amount = four times annual salary (rounded to next higher multiple of \$1,000)

Minimum coverage amount	\$1,000.00
Maximum coverage amount	\$1,000,000.00

Long Term Disability (ConnectCarolina Account 515840 formerly FRS Object Code 1805)

Annual Rate (up to maximum monthly salary of \$25,000) (effective 01/01/2018) 0.7400%

LTD Benefit (60% of annual salary)	
Maximum Benefit (per month)	\$15,000.00

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

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