

UNC at Chapel Hill
Fringe Benefits approved by NC DHHS
FY 2021

Benefit Type		Employee Type				
		State Employee	University Employee	UNC Faculty Physicians ¹	Clinical Services ³	Graduate Students
Retirement	Teachers & State Employees Retirement	21.680%	-	-		-
	University Employees Optional Retirement		13.610%	13.610%	13.610%	-
	Additional Retirement Plans/disability/life ins. ²	-	-	4.907%	5.118% ⁴	-
Social Security	FICA ²	7.650%	7.650%	7.650%	7.650%	7.650%
Health Insurance	State Health Plan ³	\$ 6,512.00	\$ 6,512.00	\$ 6,512.00	\$ 8,640.00	-
	Supplemental Health Plan ^{2,3}	-	-	\$ 1,428.00	\$ 4,128.00	-
	Dental Insurance ^{2,3}			\$ 609.72	\$ 1,926.72	
	Vision ^{2,3}			\$ 103.08	\$ 258.84	
	Graduate Student Health Plan	-	-	-		\$ 4,137.60
	Post Doctoral Health Plan	-	-	-		\$ 4,808.76
Miscellaneous	Composite Benefits	1.000%	1.000%	1.000%	1.000%	1.000%
	Severance/Terminal Leave	1.000%	0.000%	0.000%	0.000%	0.000%
	On Campus Transit Fee	0.300%	0.300%	0.300%	0.300%	0.300%
	Communication Technology Core Fee	0.540%	0.540%	0.540%	0.540%	0.540%
	Terminal Leave Payout Pool Fee (Staff and Non Faculty Only)	1.300%	1.300%	0.000%	0.000%	0.000%
	Tuition (<i>In State Only</i>) for Academic Year					See below ⁵
<p>¹ Note: UNC FP column is employee only rates. ² Calendar Year 2020 ³ Clinical Services column includes reimbursement of dependent premiums. ⁴ A fixed amount of \$39.28 should be added in addition to the 5.118% to budget for the fixed annual premium for dependent coverage related to accidental death and dismemberment insurance. ⁵ https://cashier.unc.edu/tuition-fees/</p>		(see complete tuition schedule for individual rates by College)				