FIXED HEALTH INSURANCE AMOUNTS

Health Insurance for EHRA/SHRA Permanent
  (effective 07/01/2021)
  HMO Health Plans (ConnectCarolina Account 515530) $7,019.00

Other-Health Insurance
  (effective 07/01/2021)
  Postdoctoral Research Associates (ConnectCarolina Account 515510) $4,829.16
  Postdoctoral Trainees $4,829.16
  (effective 08/01/2021 - 07/31/2022)
  Graduate Student Health Insurance (ConnectCarolina Account 515540/569220) $4,223.04

VARIABLE RATES (PERCENTAGE)

Social Security (ConnectCarolina Account 515120)
  For the Old Age, Survivors and Disability Insurance portion (OASDI)
  Calendar Year 2022 Taxable salary base (maximum) $147,000.00
  Contribution rate 6.2000%
  Calendar Year 2022 maximum contribution $9,114.00

Social Security Medicare (ConnectCarolina Account 515130)
  Calendar Year 2022 (no change from Calendar Year 2021)
  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 01/01/2022)
    Employed prior to 01/01/1996 $450,000.00
    Employed on or after 01/01/1996 $305,000.00
  Employer Contribution paid to pension fund (effective 07/01/2021) 17.9800%
  Retiree Health, Disability, and Death Benefits (effective 07/01/2021) 6.1200%
  Overall Contribution rate: 24.1000%

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 01/01/2022)
    Employed prior to 07/01/1996 $450,000.00
    Employed on or after 07/01/1996 $305,000.00
  Employer Contribution paid to ORP (effective 07/01/2021) 6.8400%
  Retiree Health and Disability Benefits (ConnectCarolina Account 515420, effective 07/01/2021) 6.3800%
  Overall Contribution rate: 13.2200%

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 07/01/2020) 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.

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 2022 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 $1,943.76 of Supplemental Health Benefits)

### FIXED HEALTH INSURANCE AMOUNTS

**Supplemental Medical Insurance** (ConnectCarolina Account 515860 formerly FRS Object Code 1808)
- Annual Amount (effective 01/01/2022) $1,308.00

**Dental Insurance** (ConnectCarolina Account 515860 formerly FRS Object Code 1808)
- Annual Amount (effective 01/01/2022) $557.28

**Vision** (ConnectCarolina Account 515850 formerly FRS Object Code 1806)
- Annual Amount $78.48

Total Fixed Amounts for Supplemental Health Benefits $1,943.76

### VARIABLE RATES (PERCENTAGE)

**Retirement** (ConnectCarolina Account 515830 formerly FRS Object Code 1804)
- Annual Rate 3.500%

Maximum compensation subject to retirement
- Hired prior to 7/1/96 no limit
- Hired on or after 7/1/96 $305,000.00 (effective 01/01/2022)

**Group Term Life Insurance** (ConnectCarolina Account 515810 formerly FRS Object Code 1801)
- Annual Rate 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 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 0.7400%

(up to maximum monthly salary of $25,000)
- 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.

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).