### Schedule I

FY 2024 Basic Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting

All rates apply to Annual Salary

General Guideline and new employee categories effective January 1, 2024:

(Effective 07/01/2024, Faculty-TSERS rate of 34.510%, Faculty-ORP rate of 23.580%)**

#### FIXED HEALTH INSURANCE AMOUNTS

**Health Insurance for EHRA/SHRA Permanent**
- (effective 07/01/2024)
  - HMO Health Plans (ConnectCarolina Account 515530) $7,557.00

**Other-Health Insurance**
- (effective 07/01/2024)
  - Postdoctoral Research Associates (ConnectCarolina Account 515510) $6,086.52
  - Postdoctoral Trainees $6,086.52
  - (effective 08/01/2023 - 07/31/2024)
    - Graduate Student Health Insurance (ConnectCarolina Account 515540/569220) $5,096.04

#### VARIABLE RATES (PERCENTAGE)

**Social Security (ConnectCarolina Account 515120)**
- For the Old Age, Survivors and Disability Insurance portion (OASDI)
  - Calendar Year 2023 Taxable salary base (maximum) $160,200.00
  - Contribution rate 6.2000%
  - Calendar Year 2023 maximum contribution $9,932.40

**Social Security Medicare (ConnectCarolina Account 515130)**
- Calendar Year 2023 (no change from Calendar Year 2022)
  - 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 01/01/2023)
    - Employed prior to 01/01/1996 $490,000.00
    - Employed on or after 01/01/1996 $330,000.00
  - Employer Contribution paid to pension fund (effective 07/01/2023)
    - Retiree Health, Disability, and Death Benefits (effective 07/01/2023) 17.64%
  - Overall Contribution rate: 25.02%

**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 01/01/2023)
    - Employed prior to 07/01/1996 $490,000.00
    - Employed on or after 07/01/1996 $330,000.00
  - Employer Contribution paid to ORP (effective 07/01/2024)
    - Retiree Health and Disability Benefits (effective 07/01/2023) 7.25%
  - Overall Contribution rate: 14.09%

**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)
  - 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 07/01/2022) 1.4000%

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

### CY 2023 Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting

All Rates apply to Annual Salary  
(General Guideline: Average rate of 4.75% of Annual Salary plus $2,011.80 of Supplemental Health Benefits)

### FIXED HEALTH INSURANCE AMOUNTS

**Supplemental Medical Insurance** (ConnectCarolina Account 515860 formerly FRS Object Code 1808)  
Annual Amount (effective 01/01/2023) $1,356.00

**Dental Insurance** (ConnectCarolina Account 515860 formerly FRS Object Code 1808)  
Annual Amount (effective 01/01/2023) $577.32

**Vision** (ConnectCarolina Account 515850 formerly FRS Object Code 1806)  
(effective 01/01/2023)  
Annual Amount $78.48

Total Fixed Amounts for Supplemental Health Benefits $2,011.80

### VARIABLE RATES (PERCENTAGE)

**Retirement** (ConnectCarolina Account 515830 formerly FRS Object Code 1804)  
(effective 01/01/2012)  
Annual Rate 3.5000%

Maximum compensation subject to retirement  
- Hired prior to 7/1/96: no limit  
- Hired on or after 7/1/96: $330,000.00  
(effective 01/01/2023)

**Group Term Life Insurance** (ConnectCarolina Account 515810 formerly FRS Object Code 1801)  
(effective 01/01/2023)  
Annual Rate 0.4848%

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)  
(effective 01/01/2012)  
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)  
(effective 01/01/2023)  
Annual Rate 0.6470%

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

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

**7Note:** 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).