

UNC at Chapel Hill
Fringe Benefits approved by NC DHHS
FY 2024

Benefit Type		Employee Type						
		State Employee	University Employee	UNC Faculty Physicians - TSERS ¹	UNC Faculty Physicians - ORP ¹	Clinical Services - TSERS ³	Clinical Services - ORP ³	Graduate Students
Retirement	Teachers & State Employees Retirement (TSERS)	25.020%	-	25.020%	-	25.020%		-
	University Employees Optional Retirement (ORP)		14.090%		14.090%		14.090%	-
	Additional Retirement Plans/disability/life ins. ²	-	-	4.747%	4.747%	5.118% ⁴	5.118% ⁴	-
Social Security	FICA ²	7.650%	7.650%	7.650%	7.650%	7.650%	7.650%	7.650%
Health Insurance	State Health Plan ³	\$ 7,557.00	\$7,557.00	\$7,557.00	\$7,557.00	\$8,640.00	\$ 8,640.00	-
	Supplemental Health Plan ^{2,3}	-	-	\$1,356.00	\$1,356.00	\$3,936.00	\$ 3,936.00	-
	Dental Insurance ^{2,3}			\$ 577.32	\$ 577.32	\$1,824.12	\$ 1,824.12	
	Vision ^{2,3}			\$ 78.48	\$ 78.48	\$ 196.92	\$ 196.92	
	Graduate Student Health Plan	-	-		-			\$ 5,096.04
	Post Doctoral Health Plan	-	-		-			\$ 6,086.52
Miscellaneous	Composite Benefits	1.000%	1.000%	1.000%	1.000%	1.000%	1.000%	1.000%
	Severance/Terminal Leave	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%
	On Campus Transit Fee	0.300%	0.300%	0.300%	0.300%	0.300%	0.300%	0.300%
	Communication Technology Core Fee	0.540%	0.540%	0.540%	0.540%	0.540%	0.540%	0.540%
	Terminal Leave Payout Pool Fee (Staff and Non Faculty Only)	1.400%	1.400%	0.000%	0.000%	0.000%	0.000%	0.000%
	Tuition (<i>In State Only</i>) for Academic Year							See below ⁵

¹ Note: UNC FP columns are employee only rates.

² Calendar Year 2023

³ Clinical Services column includes reimbursement of dependent premiums.

⁴ A fixed amount of \$44.00 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/>

(see complete tuition schedule for individual rates by College)