

## Schedule I

### CY 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:

(SHRA/EHRA Non Faculty rate of 36.910%, 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<sup>1</sup>

##### 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 2024 Taxable salary base (maximum) \$168,600.00

Contribution rate 6.2000%

Calendar Year 2024 maximum contribution \$10,453.20

##### Social Security Medicare (ConnectCarolina Account 515130)

Calendar Year 2024 (no change from Calendar Year 2023)

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 01/01/2024)

Employed prior to 01/01/1996 \$505,000.00

Employed on or after 01/01/1996 \$345,000.00

Employer Contribution paid to pension fund (effective 07/01/2023) 17.64%

Retiree Health, Disability, and Death Benefits (effective 07/01/2023) 7.38%

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 01/01/2024)

Employed prior to 07/01/1996 \$505,000.00

Employed on or after 07/01/1996 \$345,000.00

Employer Contribution paid to ORP (effective 07/01/2024) 6.84%

Retiree Health and Disability Benefits (ConnectCarolina Account 515420, 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)

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 07/01/2022) 1.4000%

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

<sup>1</sup>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

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

(General Guideline: Average rate of 4.747% of Annual Salary plus \$2,782.56 of Supplemental Health Benefits)

#### FIXED HEALTH INSURANCE AMOUNTS

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

Annual Amount (effective 01/01/2024) \$2,064.00<sup>1</sup>

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

Annual Amount (effective 01/01/2024) \$634.44<sup>1</sup>

##### Vision (ConnectCarolina Account 515850 formerly FRS Object Code 1806)

(effective 01/01/2024)

Annual Amount \$84.12<sup>1</sup>

Total Fixed Amounts for Supplemental Health Benefits \$2,782.56

#### 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 \$345,000.00 (effective 01/01/2024)

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

(effective 01/01/2024)

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 01/01/2024)

Annual Rate 0.6470%

(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.

<sup>1</sup>**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).