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

**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)**
- 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 5111120 - 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 5111120 - 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.

1Note: 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) $2,064.00¹

Dental Insurance (ConnectCarolina Account 515860 formerly FRS Object Code 1808)
Annual Amount (effective 01/01/2024) $634.44¹

Vision (ConnectCarolina Account 515850 formerly FRS Object Code 1806)
(effective 01/01/2024)
Annual Amount $84.12¹

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) $15,000.00

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

¹Note: 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).