

Benefits as a Percent of Salary

Social Security	6.200%	2016 Rate	Max SS Earnings:	\$118,500
Medicare	1.450%	2016 Rate		
Worker's Comp	0.119%	2016 Rate for Professional and Clerical Jobs		
Unemployment	0.063%	2016 Rate		
Retirement (Employee in 401(a) Plan Only*)	14.200%	2016 Maximum Retirement Earnings:		\$265,000

Flat Dollar Benefits	Family	Two-Party	Single
Transportation Fee	\$ 11.60	\$ 11.60	\$ 11.60
Long Term Disability	\$ 8.00	\$ 8.00	\$ 8.00
Life Part I	\$ 5.76	\$ 5.76	\$ 5.76
Life Part II	\$ 1.26	\$ 1.26	\$ 1.26
Life Part III	\$ 0.18	\$ 0.18	\$ 0.18
FSA Admin Fee	\$ 4.30	\$ 4.30	\$ 4.30
Health Plan	\$ 1,414.26	\$ 935.46	\$ 528.46
Monthly Total	\$ 1,433.76	\$ 954.96	\$ 547.96
Annual Total	\$ 17,205.12	\$ 11,459.52	\$ 6,575.52

* Rates for non-exempt employees and exempt employees who chose **URS**:

Tier I:	23.69%	Only new hires with prior URS participation
Tier II:	20.02%	New hires without prior URS participation

URS Rates through 6/30/2017

401(a) / Family Health	
\$ 20,000.00	108%
\$ 30,000.00	79%
\$ 40,000.00	65%
\$ 50,000.00	56%
\$ 60,000.00	51%
\$ 70,000.00	47%
\$ 80,000.00	44%
\$ 90,000.00	41%
\$ 100,000.00	39%
\$ 110,000.00	38%
\$ 120,000.00	36%
\$ 130,000.00	35%
\$ 140,000.00	33%
\$ 150,000.00	32%
\$ 160,000.00	31%
\$ 170,000.00	30%
\$ 180,000.00	29%
\$ 190,000.00	29%
\$ 200,000.00	28%
\$ 210,000.00	28%

URS Tier II / Family Health	
\$ 20,000.00	114%
\$ 30,000.00	85%
\$ 40,000.00	71%
\$ 50,000.00	62%
\$ 60,000.00	57%
\$ 70,000.00	52%
\$ 80,000.00	49%
\$ 90,000.00	47%
\$ 100,000.00	45%
\$ 110,000.00	43%
\$ 120,000.00	42%
\$ 130,000.00	41%
\$ 140,000.00	39%
\$ 150,000.00	38%
\$ 160,000.00	37%
\$ 170,000.00	36%
\$ 180,000.00	35%
\$ 190,000.00	35%
\$ 200,000.00	34%
\$ 210,000.00	33%

\$ 220,000.00	27%
\$ 230,000.00	27%
\$ 240,000.00	26%
\$ 250,000.00	26%
\$ 260,000.00	25%

\$ 220,000.00	33%
\$ 230,000.00	32%
\$ 240,000.00	32%
\$ 250,000.00	31%
\$ 260,000.00	31%

401(a) / Two-Party Health	
\$ 20,000.00	79%
\$ 30,000.00	60%
\$ 40,000.00	51%
\$ 50,000.00	45%
\$ 60,000.00	41%
\$ 70,000.00	38%
\$ 80,000.00	36%
\$ 90,000.00	35%
\$ 100,000.00	33%
\$ 110,000.00	32%
\$ 120,000.00	32%
\$ 130,000.00	30%
\$ 140,000.00	29%
\$ 150,000.00	28%
\$ 160,000.00	28%
\$ 170,000.00	27%
\$ 180,000.00	26%
\$ 190,000.00	26%
\$ 200,000.00	25%
\$ 210,000.00	25%
\$ 220,000.00	24%
\$ 230,000.00	24%
\$ 240,000.00	24%
\$ 250,000.00	23%
\$ 260,000.00	23%

URS Tier II / Two-Party Health	
\$ 20,000.00	85%
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\$ 230,000.00	30%
\$ 240,000.00	29%
\$ 250,000.00	29%
\$ 260,000.00	29%

401(a) / Single Health	
\$ 20,000.00	55%
\$ 30,000.00	44%
\$ 40,000.00	38%
\$ 50,000.00	35%
\$ 60,000.00	33%
\$ 70,000.00	31%
\$ 80,000.00	30%
\$ 90,000.00	29%
\$ 100,000.00	29%
\$ 110,000.00	28%
\$ 120,000.00	27%
\$ 130,000.00	27%
\$ 140,000.00	26%

URS Tier II / Single Health	
\$ 20,000.00	61%
\$ 30,000.00	50%
\$ 40,000.00	44%
\$ 50,000.00	41%
\$ 60,000.00	39%
\$ 70,000.00	37%
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\$ 210,000.00	22%
\$ 220,000.00	22%
\$ 230,000.00	22%
\$ 240,000.00	22%
\$ 250,000.00	21%
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