Fringe Benefit Worksheet

Troy University
Sponsored Programs
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(Yearly) Social Security	(Monthly) Group Health Insurance	(Yearly) TIAA/Lincoln National*	(Monthly) Life**	(Yearly) Disability	(Yearly) Retirement
6303	**6304**	**6305**	**6306**	**6307**	**6308**
FICA 6.2% up to $106,000 Medicare 1.45%	Classified/Professional < $30,000 salary Individual/Family 351.18 / 787.22 > $30,000 salary Professional Individual/Family 307.28 / 688.80	Prior to 9-1-91 5% After 9-1-91 3% of the 1st $18,000 salary Maximum match is $540 per year	Prior to 9-1-91 2 x salary x 0.45 1000 After 9-1-91 1 x salary x 0.45 1000	Salary x 0.13% After 1 year of full-time employment	10% Effective 10-1-2011

Verified with Human Resources September 2011

***Supplemental Retirement with Lincoln National or TIAA/CREF:**

An employee who earns $60,535.00 or more is considered "highly compensated" and does not qualify for Troy's match. When an employee who is currently enrolled becomes eligible for the university match, their annual salary will be adjusted to reflect the change.

****Life Insurance**

Troy University provides all full-time employees hired after September 1, 1991 with Basic Life and Accidental Death and Dismemberment Coverage equal to one times annual salary up to the maximum of $100,000 at no cost to the employee. Age reduction will apply commencing at age 60 for Group Life Insurance and AD&D. Life insurance coverage ends when an employee terminates or retires.