

Fringe Benefit Worksheet

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(Yearly) Social Security	(Monthly) Group Health/Dental Insurance	(Yearly) TIAA/Lincoln National*	(Monthly) Life**	(Yearly) Long Term Disability	(Yearly) Retirement
63303	63104	63205	63406	63407	63208
FICA 6.2% up to \$128,400	Classified/Professional < \$30,000 salary Individual/Family \$425.72 / \$937.48	Prior to 9-1-91 5%	Biweekly Age Reduced Annual Salary/Wage Volume/1000 x \$0.44 x 12 Months / 26 Pay Periods	Salary x .0013% After 1 year of full- time employment	12.24% (Tier 1) 11.01% (Tier 2)
Medicare 1.45%	> \$30,000 salary Professional Individual/Family \$374.44 / \$824.44	After 9-1-91 3% of the 1 st \$18,000 salary Maximum match is \$540 per year	Monthly Age Reduced Annual Salary/Wage Volume/1000 x \$0.44		Effective 10-1-2018 12.41% (Tier 1) 11.35% (Tier 2)
	Optional Dental Classified/Professional < \$30,000 salary Individual/Family \$10 / \$36.00				
	> \$30,000 salary Professional Individual/Family \$9 / \$32.00				

Verified with Human Resources September 2018 – subject to change if rates change during the year

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

Employees are eligible to enroll in a supplement retirement plan upon hire. Eligible employees may receive the university match after one year of employment. An employee who earns \$60,535 or more is considered “highly compensated” and does not qualify for Troy’s match. Employees should contact human resources to enroll or to update their enrollment once they become match eligible.

****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.

***** Definition of Retirement Tiers**

- Tier I** Employees hired prior to January 1, 2013
- Tier II** Employees hired on or after January 1, 2013