

UNIVERSITY OF WYOMING
EMPLOYER PAID BENEFITS
AS OF SEPTEMBER 2013

BENEFITED EMPLOYEES:

FIXED PERCENTAGE EPBs

Benefit	Rate/month
Retirement	12.94%
Social Security	7.65%
Long-Term Disability	0.175%
Workers' Compensation*	0.70%
Retiree Insurance	0.60%
Total	22.07%

*Refer to Human Resources (HR) website for details on workers' compensation rate categories.
<http://www.uwyo.edu/hr/employee-benefits/workers-compensation/workers-compensation-rates.html>

GROUP INSURANCE RATES (Calendar Year 2013 - State/UW Contribution)

Option	Rate/month	Annual Amount	Rounded	
Single (I)	636.13	7,633.56	7,634.00	
Plus spouse only (P)	1,261.78	15,141.36	15,141.00	Average (I+P+C+F) 12,917.88 or 22.93% Based on average salary of \$56,348 in November 2012
Plus children only (C)	966.11	11,593.32	11,593.00	
Family (F)	1,441.94	17,303.28	17,303.00	
Split (S)	720.97	8,651.64	8,652.00	

Deferred Compensation: \$20 per month; \$240 per year.

NON-BENEFITED EMPLOYEES: Social Security and Workers' Compensation only: 9.04%.

GRADUATE ASSISTANTS: Workers' Compensation only: 0.46%.

The following aggregate percentages should be used for "EPB pool contributions" for new positions and existing employees receiving pay increases: New-Benefitted employees 45.00%; Existing-Benefitted employees 22.07%; Non-benefited employees 9.04% and GAs 0.46%.

UNIVERSITY OF WYOMING

GUIDELINES FOR BUDGET

EMPLOYER-SHARE OF FRINGE BENEFITS

INFORMATION FOR UNITS AND PROGRAMS THAT INCLUDE FRINGE BENEFITS IN THEIR BUDGETS

As of September 1, 2013

- A. **Retirement:** Compute at 12.94% of salaries and wages for eligible employees. Wyoming Retirement System and TIAA-CREF are treated the same.
- B. **Social Security and Medicare (FICA):**
 - a. The combined tax rate for Social Security and Medicare is 7.65%. The Social Security portion is 6.20% on earnings up to a maximum of \$113,700 (tax maximum of \$7,049.40). The Medicare portion is 1.45% on all earnings.
- C. **Long-Term Disability:** 0.175% rate.
- D. **Workers' Compensation:** Effective rate of 0.70%; applicable rates range will vary. Refer to Human Resources (HR) website for details on specific workers' compensation rate categories and associated rates <http://www.uwyo.edu/hr/employee-benefits/workers-compensation/workers-compensation-rates.html>.
- E. **Retiree Insurance:** 0.6% rate.
- F. **Group Insurance:** Budget at an effective rate of 22.93%, based on an average of insurance plan options. Note, individual choices can differ significantly from this average.
- G. **Deferred Compensation:** \$20 per month