01/26/2022 SN22-02

FRINGE BENEFIT RATES
01/01/22 – 06/30/22

A.	*State Retirement*	*22.81%*
B.	*FICA (Social Security)*	*7.65%*
C.	*Unemployment Compensation*	*.03%*
D.	*Worker's Compensation*	*.55%*
	Total	*31.04%*

E. Health Insurance - (effective 01/01/2022 - 06/30/2022)

Coverage Type	State Health Plan	Dental	Total/Month (12 mo. appt.)	Total/Annual
Employee Only	$ 406.24	$13.48	$ 419.72	$ 5,037
Employee/Spouse	**$ 807.60**	$13.48	**$ 821.08**	**$ 9,853**
Employee/Child	**$ 629.02**	$13.48`	**$ 642.50**	**$ 7,710**
Full Family	**$1,022.24**	$13.48	**$ 1035.72**	**$12,429**

The above rates are to be applied when the faculty/staff is on a twelve-month appointment.

The following rates are to be applied when the faculty member has a nine-month appointment:

Coverage Type	Total/Month (9 mo. appt.)
Employee Only	$ 559.63
Employee/Spouse	**$1,094.77**
Employee/Child	**$ 856.67**
Full Family	**$1,380.96**

For a faculty member (with spouse) on a nine-month appointment, the monthly rate is **$1,094.77 [821.08 X 12 = 9852.96 ÷ 9 = 1094.77].**

(see Fringe Benefit calculations on next page)

II. *Calculation of Fringe Benefits*

A. *Faculty, Staff, and Postdoctoral Associates:*

(A+B+C+D) x Salary + E
(31.04% x Salary + Health Insurance)

B. *Faculty Summer Salary only:*

(A+B+C+D) x Salary
(31.04% x Salary)

C. *Students - Graduate and Undergraduate when enrolled and regularly attending classes:*

(D) x Salary
(.55% x Salary)

D. *Temporary Help, Unclassified, Students during summer (when not enrolled and attending classes):*

(B+C+D) x Salary
(8.23% x Salary)

(Changes in bold.)

UNIVERSITY OF
SOUTH CAROLINA

January 18, 2022

Memorandum

To: Vice Presidents
Chancellors
Deans
Department Heads

From: USC Payroll Department

Subject: Fringe Benefit Rates Effective January 1, 2022

The following fringe benefit rates will be in effect for the second half of fiscal year 2021-2022 beginning January 1, 2022. The first table below outlines the individual fringe rate, whereas the second table summarizes total fringe rates based on the employment type. You will be advised of any changes in the rates listed below.

Fringe Rates Effective January 1, 2022

South Carolina Retirement*	22.66 %
South Carolina Retirement – Group Life	0.15 %
Police Officers Retirement*	25.09 %
Police Officers Retirement – Group Life	0.20 %
Police Officers Retirement – Accidental Death	0.20 %
FICA – Employer (Effective 1/1/2022 – 12/31/2022)	
A. Social Security up to a Salary Base of $142,800	6.20 %
B. Medicare – unlimited salary base	1.45 %
Unemployment Compensation	0.025%
Worker's Compensation	0.55%
Dental Insurance – per covered employee	$13.48 per month

Health and Other Insurance (Effective 1/1/2022 – 6/30/2022)

Coverage Type	All Health Plans (Health, Life, LTD)
Employee Only	$ 406.24 per month
Employee/Spouse	$ 807.60 per month
Employee/Child	$ 629.02 per month
Full Family	$1,022.24 per month

*Retirement includes the employer base contribution and the insurance surcharge

Maximum Total Fringe Rates Effective January 1, 2022

Permanent Employees

Members of SC Retirement System

31.035 % of total salary plus health and dental insurance.
(See schedule on page one for individual fringes)

Members of Police Officers Retirement System

33.715 % of total salary plus health and dental insurance.
(See schedule on page one for individual fringes)

Temporary / TFAC Employees (plus heath and dental insurance if applicable)

Members of SC Retirement System (includes SCRS Retirees) 31.035 % of Total Salary

Fringes includes:
South Carolina Retirement
South Carolina Retirement – Group Life
FICA – Employer
A. Social Security
B. Medicare

Members of Police Officers Retirement 33.715 % of Total Salary

Fringes includes:
Police Officers Retirement
Police Officers Retirement – Group Life
Police Officers Retirement – Accidental Death
FICA – Employer
A. Social Security
B. Medicare
Workers Compensation
Unemployment Compensation

Non-members of SC Retirement System 8.225 % of Total Salary

Fringes includes:
FICA – Employer
A. Social Security
B. Medicare
Workers Compensation
Unemployment Compensation

Student Employees 0.55 % of Total Salary

Workers Compensation
Unemployment Compensation