

Benefits as a Percent of Salary

Social Security	6.200% 2022 Rate	Max SS Earnings:	\$147,000	\$ 9,114.00
Medicare	1.450% 2022 Rate			Maximum SS Annual Expense
Worker's Comp	0.039% 2022 Rate for Professional and Clerical Jobs			
Unemployment	0.048% 2022 Rate			
Retirement (Employee in 401(a) Plan*)	14.200%	2022 Max Retirement Earnings:	\$305,000	\$ 43,310.00

Max Retirement Annual Expense
(Excludes Employees hired < 1996)

Flat Dollar Benefits

	Family	Two-Party	Single	
Transportation Fee	\$ 14.60	\$ 14.60	\$ 14.60	
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	\$ 3.25	\$ 3.25	\$ 3.25	
Health/Dental	\$ 1,877.60	\$ 1,242.64	\$ 704.12	Effective 7/1/2022 to 6/30/2023
Monthly Total	\$ 1,910.65	\$ 1,275.69	\$ 737.17	
Annual Total	\$ 22,927.80	\$ 15,308.28	\$ 8,846.04	

* Rates for employees in URS:

Tier 1	23.69%
Tier 2	20.02%

URS Rates through 6/30/2023

401(a) / Family Health	
\$ 20,000.00	137%
\$ 30,000.00	98%
\$ 40,000.00	79%
\$ 50,000.00	68%
\$ 60,000.00	60%
\$ 70,000.00	55%
\$ 80,000.00	51%
\$ 90,000.00	47%
\$ 100,000.00	45%
\$ 110,000.00	43%
\$ 120,000.00	41%
\$ 130,000.00	40%
\$ 140,000.00	39%
\$ 150,000.00	37%
\$ 160,000.00	36%
\$ 170,000.00	35%
\$ 180,000.00	34%
\$ 190,000.00	33%
\$ 200,000.00	32%
\$ 210,000.00	31%
\$ 220,000.00	30%
\$ 230,000.00	30%
\$ 240,000.00	29%
\$ 250,000.00	29%
\$ 260,000.00	28%

URS Tier II / Family Health	
\$ 20,000.00	142%
\$ 30,000.00	104%
\$ 40,000.00	85%
\$ 50,000.00	74%
\$ 60,000.00	66%
\$ 70,000.00	61%
\$ 80,000.00	56%
\$ 90,000.00	53%
\$ 100,000.00	51%
\$ 110,000.00	49%
\$ 120,000.00	47%
\$ 130,000.00	46%
\$ 140,000.00	44%
\$ 150,000.00	43%
\$ 160,000.00	42%
\$ 170,000.00	40%
\$ 180,000.00	39%
\$ 190,000.00	38%
\$ 200,000.00	38%
\$ 210,000.00	37%
\$ 220,000.00	36%
\$ 230,000.00	35%
\$ 240,000.00	35%
\$ 250,000.00	34%
\$ 260,000.00	34%

401(a) / Two-Party Health	
\$ 20,000.00	98%
\$ 30,000.00	73%
\$ 40,000.00	60%
\$ 50,000.00	53%
\$ 60,000.00	47%
\$ 70,000.00	44%
\$ 80,000.00	41%
\$ 90,000.00	39%
\$ 100,000.00	37%
\$ 110,000.00	36%
\$ 120,000.00	35%

URS Tier II / Two-Party Health	
\$ 20,000.00	104%
\$ 30,000.00	79%
\$ 40,000.00	66%
\$ 50,000.00	58%
\$ 60,000.00	53%
\$ 70,000.00	50%
\$ 80,000.00	47%
\$ 90,000.00	45%
\$ 100,000.00	43%
\$ 110,000.00	42%
\$ 120,000.00	41%

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

\$ 130,000.00	40%
\$ 140,000.00	39%
\$ 150,000.00	38%
\$ 160,000.00	37%
\$ 170,000.00	36%
\$ 180,000.00	35%
\$ 190,000.00	34%
\$ 200,000.00	34%
\$ 210,000.00	33%
\$ 220,000.00	33%
\$ 230,000.00	32%
\$ 240,000.00	32%
\$ 250,000.00	31%
\$ 260,000.00	31%

401(a) / Single Health	
\$ 20,000.00	66%
\$ 30,000.00	51%
\$ 40,000.00	44%
\$ 50,000.00	40%
\$ 60,000.00	37%
\$ 70,000.00	35%
\$ 80,000.00	33%
\$ 90,000.00	32%
\$ 100,000.00	31%
\$ 110,000.00	30%
\$ 120,000.00	29%
\$ 130,000.00	30%
\$ 140,000.00	29%
\$ 150,000.00	28%
\$ 160,000.00	27%
\$ 170,000.00	26%
\$ 180,000.00	26%
\$ 190,000.00	25%
\$ 200,000.00	25%
\$ 210,000.00	24%
\$ 220,000.00	24%
\$ 230,000.00	24%
\$ 240,000.00	23%
\$ 250,000.00	23%
\$ 260,000.00	23%

URS Tier II / Single Health	
\$ 20,000.00	72%
\$ 30,000.00	57%
\$ 40,000.00	50%
\$ 50,000.00	45%
\$ 60,000.00	43%
\$ 70,000.00	40%
\$ 80,000.00	39%
\$ 90,000.00	38%
\$ 100,000.00	37%
\$ 110,000.00	36%
\$ 120,000.00	35%
\$ 130,000.00	35%
\$ 140,000.00	34%
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