

**Policy 3.510 RCUH Fringe Benefits Schedule – Fiscal Year July 1, 2019 – June 30, 2020**

TYPE	ELIGIBILITY	WHEN ELIGIBLE	FEATURES/INFORMATION
<b>Vacation</b>	Regular Status employees at 50% or more FTE	First day of following pay period in which hours are earned.	<b>Paid Vacation Leave (Regular status employee on active payroll):</b> Charge to current project account used for pay and fringe benefits. <b>Vacation Payout Reserve (for termination payouts only):</b> 1.76% of all salaries & wages (up from 0.44% in FY2019). Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). See <a href="#">3.620 RCUH Vacation Leave</a> Policy for more information.
<b>Sick</b>	Regular Status employees at 50% or more FTE	First day of following pay period in which hours are earned.	Regular Status Employee earns 1-3/4 working days per month of full-time service. See <a href="#">3.640 RCUH Sick Leave</a> Policy for more information.
<b>Medical</b>	Regular Status employees at 50% or more FTE (unless mandated as eligible by Affordable Care Act)	Voluntary upon hire.	See the HMSA/Kaiser Plan Summary Attachments in the <a href="#">3.520 RCUH Health Plans</a> Policy.
<b>Dental</b>	Regular employees at 50% or more FTE	Voluntary upon hire.	See the DENTAL Plan Summary Attachment in the <a href="#">3.520 RCUH Health Plans</a> Policy.
<b>Flexible Spending Account (FSA)</b>	Regular employees at 50% or more FTE	First day of the month following employee's date of hire: <b>Medical Expense Dependent Care Pre-Tax Transportation (Transit and/or Parking)</b>	No administrative charge. No Charge for FSA Medical Expense Debit Card No administrative charge for employees enrolled in Pre-Tax Transportation only. See <a href="#">3.530 RCUH Flexible Spending Plan</a> Policy for more information.
<b>Retirement (also includes unused sick leave payoff reserve)</b>	Regular employees at 50% or more FTE	Upon completion of 12 continuous months of service during which the eligible employee must have completed 1,000 or more hours of service.	10.29% of the employee's base salary (see below for breakdown) Group Retirement Annuity: 10.0% Unused Accrued Sick Leave Payoff Reserve: 0.29% (up from 0.10% in FY2019) Eligibility requirements for partial unused sick leave payoffs are based on Board approved policy eligibility criteria. See <a href="#">3.560 RCUH Retirement Plans</a> , and <a href="#">3.640 RCUH Sick Leave</a> , policies for more information.
<b>Group Life Insurance</b>	Regular employees at 75% or more FTE	First day of month following employee's date of hire.	<b>\$0.14</b> per \$1,000 of coverage rounded upwards to the next higher \$1,000, if not a multiple thereof, to a maximum amount of \$600,000. (Previously \$0.16/\$1,000) Group Life Insurance benefit equals 2X annual salary rounded upwards to the next higher \$1,000, if not a multiple thereof, to a maximum amount of \$600,000. Employees may elect a lower benefit of \$50,000, \$100,000, or \$200,000, not to exceed 2X annual salary (rounded upwards to the next higher \$1,000). See <a href="#">3.540 RCUH Group Life Insurance</a> Policy for more information.
<b>Long Term Disability</b>	Regular employees at 75% or more FTE (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)	First day of month following employee's date of hire.	<b>0.24%</b> of salaries and wages (previously 0.30%). See <a href="#">3.570 RCUH Long-Term Disability Insurance</a> Policy for more information.
<b>Long Term Care</b>	Regular employees at 75% or more FTE (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)	First day of month following employee's date of hire.	0.259% of salaries and wages. See Attachment 1 in the <a href="#">3.545 RCUH Group Long-Term Care Insurance</a> Policy.
<b>FICA</b>	All employees other than F-1 and J-1 visa holders	Upon hire.	7.65%: 6.2% for Social Security OASDI \$132,900 for 2019 up from 2018 which was \$128,400 and 1.45% for Medicare (note, no max. for Medicare) Since January 2013 individuals with earned income of more than \$200,000 (\$250,000 for married couples filing jointly) pay an additional 0.9% in Medicare taxes not included in 7.65%.)
<b>Unemployment Insurance</b>	All employees	Upon hire.	<b>0.10%</b> of all salaries & wages (down from 0.41% in FY2019). See <a href="#">3.590 RCUH Unemployment Insurance</a> Policy for more information.
<b>Workers' Compensation</b>	All employees (excluding Ship/Sea Ops employees)	Upon hire.	1.50% of all salaries and wages. See <a href="#">3.580 RCUH Workers' Compensation</a> Policy for more information.

Note: Fringe Charges for Dual RCUH Regular Appointments will be distributed to the multiple projects according to the % of charge of the total salary. Refer to 3.250 Dual Employment Policy for details.