

3.510 Fringe Benefits

Effective Date: 07/01/2024

Prior Dates Amended: 12/01/2023

Estimated Composite Rate for Budgeting Purposes

(Note: Actual fringe may vary depending on employee's eligibility, election of benefits, FTE status, and work location)

Fringe Benefit	Regular-status, 75-100% FTE, (13+ mo. svc)	Regular-status, 75-100% FTE, (0-12 mo. svc)	Regular-status, 50-74.9% FTE, (13+ mo. svc)	Regular-status, 50-74.9% FTE, (0-12 mo. svc)	All other employee categories
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Workers' Compensation*	1.50%	1.50%	1.50%	1.50%	1.50%
Unemployment Insurance	0.30%	0.30%	0.30%	0.30%	0.30%
Vacation Payout Reserve	0.45%	0.45%	0.45%	0.45%	N/A
RCUH Group Retirement Annuity (TIAA)	10.00%	N/A	10.00%	N/A	N/A
Unused Sick Leave Reserve	0.24%	N/A	0.24%	N/A	N/A
Medical and Dental **	14.85%	14.85%	14.85%	14.85%	N/A <i>May be eligible under ACA</i>
Group Life Insurance	0.0147%	0.0147%	N/A	N/A	N/A
Long-Term Disability Insurance	0.179%	0.179%	N/A	N/A	N/A
Long-Term Care Insurance	0.26%	0.26%	N/A	N/A	N/A
Composite Estimate for Budgeting	35.44%	25.19%	34.99%	24.74%	9.45%

IMPORTANT NOTE regarding employees residing or working outside Hawai'i: The project and UH (if UH service ordered) will be responsible for any and all additional cost (such as administrative expenses or setup fees) associated with and incurred by the RCUH regarding employee's employment outside of Hawai'i. Employee will be subject to the work location's employment laws and requirements, insurance coverages, and tax regulations, which may result in actual fringe rate differences due to policies, benefits and terms/conditions of employment from employees working/residing in Hawai'i. RCUH reserves the right to deny or terminate any Telework or Remote-Work if it is unable to meet the compliance requirements of the local employment or tax regulations.

*May vary if employee resides and works in a monopolistic state.

**Actual rate varies based on individual's plan availability and election. *All employees, regardless of status may be eligible for medical coverage under the Affordable Care Act if certain eligibility requirements are met.*

RCUH Fringe Benefits: Rate Table (updated 07/01/2024)

Policy 3.510 Fringe Benefits

TYPE	ELIGIBILITY	WHEN ELIGIBLE	FEATURES/INFORMATION
Vacation	Regular Status employees at 50% or more FTE	Vacation leave accrual starts upon hire. Vacation leave use - First day of following pay period in which hours are earned.	Paid Vacation Leave (Regular status employee on active payroll): Charge to current project account used for pay and fringe benefits. Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). See 3.620 RCUH Vacation Leave Policy for more information. Vacation Payout Reserve (for termination payouts only): 0.45% of all salaries & wages (down from 0.99% in FY2024).
Sick	Regular Status employees at 50% or more FTE	Sick leave accrual starts upon hire. First day of following pay period in which hours are earned.	Paid Sick Leave (Regular Status employee on active payroll): Charge to current project account used for pay and fringe benefits. Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). See 3.640 RCUH Sick Leave Policy for more information. Note: All RCUH employees may be eligible for wage replacement under Hawaii State Temporary Disability Insurance.
Medical	Regular Status employees at 50% or more FTE *All employees may be ACA Eligible	Voluntary upon hire.	See current premium rates in the Benefits Section of the Document Library. All employees may be eligible for medical coverage under the Affordable Care Act. See 3.520B Addendum for more information on Health Insurance offers under the ACA.
Dental	Regular employees at 50% or more FTE	Voluntary upon hire.	See current premium rates in the Benefits Section of the Document Library.
Retirement (also includes unused sick leave payoff reserve)	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.	10.24% of the employee's base salary (see below for breakdown) Group Retirement Annuity: 10.0% Unused Accrued Sick Leave Payoff Reserve: 0.24% (up from 0.16% in FY2024) Eligibility requirements for partial unused sick leave payoffs are based on Board approved policy eligibility criteria. See 3.560 RCUH Retirement Plans , and 3.640 RCUH Sick Leave , policies for more information.
Group Life Insurance	Regular employees at 75% or more FTE	First day of month following employee's date of hire.	\$0.147 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 (up from \$0.137 in FY2024). 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 maximum benefit of \$50,000, \$100,000, or \$200,000, not to exceed 2X annual salary (rounded upwards to the next higher \$1,000). See 3.540 RCUH Life Insurance Policy for more information.
Long Term Disability	Regular employees at 75% or more FTE	First day of month following employee's date of hire.	0.179% of salaries and wages (down from 0.221% in FY2024) See 3.570 RCUH Long-Term Disability Insurance Policy for more information. (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)
Long Term Care	Regular employees at 75% or more FTE	First day of month following employee's date of hire.	See details regarding Long-Term Care Insurance in the 3.545 RCUH Long-Term Care Insurance Policy. (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)
FICA	All employees other than F-1 and J-1 visa holders	Upon hire.	Total 7.65%: 6.2% for Social Security (2024 Maximum earnings subject to OASDI: \$168,600 - up from \$160,200 in 2023) 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%.)
Unemployment Insurance	All employees	Upon hire.	0.30% of all salaries & wages (down from 0.36% in FY2024). See 3.590 RCUH Unemployment Insurance Policy for more information.
Workers' Compensation	All employees (excluding Ship/Sea Ops employees)	Upon hire.	1.50% of all salaries and wages (same as FY2024). See 3.580 RCUH Worker's Compensation Policy for more information.