

## SPF Employer-Paid Benefit/Payroll Tax Rates - Effective July 1, 2023

<b>Sponsored Programs Foundation Employees (Non-Student)</b>			
<b>Benefit-Eligible</b>		<b>Non-Benefit Eligible</b>	
Social Security	6.20%	Social Security	6.20%
Medicare	1.45%	Medicare	1.45%
Unemployment Ins.	2.60%	Unemployment Ins.	2.60%
Workers' Comp Ins.	0.54%	Workers' Comp Ins.	0.54%
Medical Insurance*		Medical Insurance	
Dental Insurance	2.22%	Dental Insurance	
Vision Insurance	0.45%	Vision Insurance	
Life Insurance	0.10%	Life Insurance	
<b>Total</b>	<b>13.56%</b>	<b>Total</b>	<b>10.79%</b>
Retirement	**10.00%	Retirement	

\*Medical Insurance rates are a flat monthly charge:

	HMO:	PPO:
Single employee	<b>\$1,108.48</b>	<b>\$1,469.55</b>
Employee + 1 dependent	<b>\$2,327.73</b>	<b>\$3,086.05</b>
Family	<b>\$3,325.29</b>	<b>\$4,408.71</b>

	Medical:	Dental:
FlexCash	<b>\$128.00</b>	<b>\$12.00</b>

\*\*Category A, B, and D employees who meet the eligibility requirements of completing 1 year of service with 1,000 hours worked in that year, will be enrolled in SPF's employer-paid retirement plan.

<b>Sponsored Programs Foundation Student Employees - 2023/2024</b>			
<b>During academic year (August 1 to May 31)</b>		<b>During summer (June 1 to July 31)</b>	
Social Security		Social Security	6.20%
Medicare		Medicare	1.45%
Unemployment Ins.	2.60%	Unemployment Ins.	2.60%
Workers' Comp Ins.	1.54%	Workers' Comp Ins.	1.54%
Medical Ins.		Medical Ins.	
Dental Ins.		Dental Ins.	
Vision Ins.		Vision Ins.	
Life Ins.		Life Ins.	
Retirement		Retirement	
<b>Total</b>	<b>4.14%</b>	<b>Total</b>	<b>11.79%</b>

### Student Pay Rates:

Undergraduate pay rates begin at \$15.50 per hour up to \$21.75 per hour

Graduate pay rates begin at \$15.50 per hour up to \$23.25 per hour

\*NOTE: The CA minimum wage of \$15.50 per hour *is not* currently scheduled to increase in 2024