

Standard D Fringe Benefits Data

This page provides current fringe benefit data (% of Wages), including a breakout of group insurance costs by bargaining unit. Last updated February 20, 2025.

Fringe Benefit	% of Wages
Defined Contribution Retirement	27.78% plus the additional % from the table below
Defined Benefit Retirement	26.96%
Unemployment Insurance	0.11%
Workers' Compensation	0.58%
FICA	7.65% (based on earnings up to \$168,600)

Additional % By Bargaining Unit – DC Only			
Bargaining Unit	Unit	Name	%
Safety & Regulatory	A02	MSEA	4.86
Labor & Trades	A31	MSEA	4.80
Security	C12	MCO	4.82
Human Services Support	E42	SEIU	4.67
Scientific & Engineering	H21	SEIU	4.93
Technical	L32	SEIU	4.88
Institutional	U11	AFSCME	4.84
Human Services	W22	UAW	4.77
Administrative Support	W41	UAW	4.74
NERE	Y23 Y51 Y52 Y98 Y99	NERE	4.66

Group Insurance Average Cost Per FTE By Bargaining Unit			
Bargaining Unit	Unit	Name	Per Year
Safety & Regulatory	A02	MSEA	\$15,391
Labor & Trades	A31	MSEA	\$15,652
Security	C12	MCO	\$15,308
Human Services Support	E42	SEIU	\$13,759
Scientific & Engineering	H21	SEIU	\$15,753
Technical	L32	SEIU	\$15,584
Institutional	U11	AFSCME	\$13,788
Human Services	W22	UAW	\$15,494
Administrative Support	W41	UAW	\$13,807
State Police Troopers & Sergeants	T01	MSPTA	\$18,517
NERE	Y23 Y51 Y52 Y98 Y99	NERE	\$16,712