

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 December 13, 2023.

Fringe Benefit	% of Wages
Defined Contribution Retirement	32.87% plus the additional % from the table below
Defined Benefit Retirement	35.24%
Unemployment Insurance	0.09%
Workers' Compensation	0.71%
FICA	7.65% (based on earnings up to \$160,200)

Additional % By Bargaining Unit – DC Only			
Bargaining Unit	Unit	Name	%
Safety & Regulatory	A02	MSEA	4.85
Labor & Trades	A31	MSEA	4.79
Security	C12	MCO	4.81
Human Services Support	E42	SEIU	4.88
Scientific & Engineering	H21	SEIU	4.90
Technical	L32	SEIU	4.87
Institutional	U11	AFSCME	4.83
Human Services	W22	UAW	4.76
Administrative Support	W41	UAW	4.71
NERE	Y23 Y50 Y51 Y52 Y98 Y99	NERE	4.85

Group Insurance Average Cost Per FTE By Bargaining Unit				
Bargaining Unit	Unit	Name	Per Year	Per Hour
Safety & Regulatory	A02	MSEA	\$13,660	\$6.54
Labor & Trades	A31	MSEA	\$14,349	\$6.87
Security	C12	MCO	\$13,753	\$6.58
Human Services Support	E42	SEIU	\$12,194	\$5.84
Scientific & Engineering	H21	SEIU	\$14,240	\$6.82
Technical	L32	SEIU	\$14,019	\$6.72
Institutional	U11	AFSCME	\$12,045	\$5.76
Human Services	W22	UAW	\$13,823	\$6.62
Administrative Support	W41	UAW	\$12,346	\$5.91
State Police Troopers & Sergeants	T01	MSPTA	\$16,669	\$7.98
NERE	Y23 Y50 Y51 Y52 Y98 Y99	NERE	\$15,012	\$7.19