

HSU SPF Employer-Paid Benefit/Payroll Tax Rates - Effective July 1, 2015

Foundation Employees (Non-Student)			
Benefit-Eligible		Non-Benefit Eligible	
Social Security	6.20%	Social Security	6.20%
Medicare	1.45%	Medicare	1.45%
Unemployment Ins.	5.40%	Unemployment Ins.	5.40%
Workers' Comp Ins.	1.97%	Workers' Comp Ins.	1.97%
Medical Insurance*		Medical Insurance	
Dental Insurance	2.73%	Dental Insurance	
Vision Insurance	0.45%	Vision Insurance	
Life Insurance	0.10%	Life Insurance	

Total	18.30%	Total	15.02%
Retirement	**10.00%	Retirement	

36.60%

*Medical Insurance rates are a flat monthly charge:

	HMO:	PPO:
Single employee	\$647.34	\$830.93
Employee + 1 dependent	\$1,359.40	\$1,744.95
Family	\$1,941.98	\$2,492.82

**Category A and Category B employees who meet eligibility requirements will become participants in SPF's employer-paid retirement plan.

Foundation Student Employees - 2015/2016			
During academic year (August 1 to May 31)		During summer (June 1 to July 31)	
Social Security		Social Security	6.20%
Medicare		Medicare	1.45%
Unemployment Ins.	5.40%	Unemployment Ins.	5.40%
Workers' Comp Ins.	1.97%	Workers' Comp Ins.	1.97%
Medical Ins.		Medical Ins.	
Dental Ins.		Dental Ins.	
Vision Ins.		Vision Ins.	
Life Ins.		Life Ins.	
Retirement		Retirement	
Total	7.37%	Total	15.02%

Student Pay Rates:

Undergraduate pay rates begin at \$9.00 per hour up to \$14.70 per hour.

Graduate Assistant pay rates begin at \$9.00 per hour up to \$17.26 per hour.

*****(NOTE: The minimum wage of \$9.00 per hour will increase to \$10.00 per hour effective January 1, 2016)**