

Service Center Fringe Benefit Rates
FY25 vs. FY24
NC State University

Employee Type	UPPER LEDGER 3 BENEFIT RATE				LOWER LEDGER 3 BENEFIT RATE				LOWER LEDGER 4 BENEFIT RATE (16031)				LOWER LEDGER 4 BENEFIT RATE (16032)				LEDGER 5 BENEFIT RATE			
	PERCENT		Health Insurance		PERCENT		Health Insurance		PERCENT		Health Insurance		PERCENT		Health Insurance		PERCENT		Health Insurance	
	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24	NEW 2024-25	OLD 2023-24
Full Time SPA/EPA TSERS >=.75 FTE and a 9 month or greater appointment	32.39%	32.97%	\$8095/year	\$7557/year	32.29%	33.47%	\$8095/year	\$7557/year	32.09%	33.27%	\$8095/year	\$7557/year	32.19%	33.47%	\$8095/year	\$7557/year	32.19%	33.37%	\$8095/year	\$7557/year
Full Time SPA/EPA Optional Retirement >=.75 FTE and a 9 month or greater appointment	22.31%	22.04%	\$8095/year	\$7557/year	22.21%	22.54%	\$8095/year	\$7557/year	22.01%	22.34%	\$8095/year	\$7557/year	22.11%	22.54%	\$8095/year	\$7557/year	22.11%	22.44%	\$8095/year	\$7557/year
Part Time/Permanent TSERS SPA/EPA <=.75 FTE	8.35%	7.95%	\$0/year	\$0/year	8.25%	8.45%	\$0/year	\$0/year	8.05%	8.25%	\$0/year	\$0/year	8.15%	8.45%	\$0/year	\$0/year	8.15%	8.35%	\$0/year	\$0/year
Post Doc-Eligible for Post Doc Health Insurance Plan >=.75 FTE	8.35%	7.95%	\$5590/year	\$5594/year	8.25%	8.45%	\$5590/year	\$5594/year	8.05%	8.25%	\$5590/year	\$5594/year	8.15%	8.45%	\$5590/year	\$5594/year	8.15%	8.35%	\$5590/year	\$5594/year
Post Doc-Not Eligible for Post Doc Health Insurance Plan <=.75 FTE	8.35%	7.95%	\$0/year	\$0/year	8.25%	8.45%	\$0/year	\$0/year	8.05%	8.25%	\$0/year	\$0/year	8.15%	8.45%	\$0/year	\$0/year	8.15%	8.35%	\$0/year	\$0/year
Graduate Student Employee -Eligible for GSSP Health Insurance Plan	8.35%	7.95%	\$3347/year	\$3093/year	8.25%	8.45%	\$3347/year	\$3093/year	8.05%	8.25%	\$3347/year	\$3093/year	8.15%	8.45%	\$3347/year	\$3093/year	8.15%	8.35%	\$3347/year	\$3093/year
Graduate Student Employee-Not Eligible for GSSP Health Insurance Plan	8.35%	7.95%	\$0/year	\$0/year	8.25%	8.45%	\$0/year	\$0/year	8.05%	8.25%	\$0/year	\$0/year	8.15%	8.45%	\$0/year	\$0/year	8.15%	8.35%	\$0/year	\$0/year
Graduate Student Employee-(Eligible for GSSP Health Plan, but Opted for ACA Health)	8.35%	7.95%	\$2212.32/year	\$1918.56/year	8.25%	8.45%	\$2212.32/year	\$1918.56/year	8.05%	8.25%	\$2212.32/year	\$1918.56/year	8.15%	8.45%	\$2212.32/year	\$1918.56/year	8.15%	8.35%	\$2212.32/year	\$1918.56/year
Other Temp-Eligible for ACA Health Insurance Plan >=.75 FTE* for 3 months or more AND employee opts for this ACA insurance coverage. *Eligibility for a new temp is .75 FTE or greater for 3 months or more	8.35%	7.95%	\$2212.32/year	\$1918.56/year	8.25%	8.45%	\$2212.32/year	\$1918.56/year	8.05%	8.25%	\$2212.32/year	\$1918.56/year	8.15%	8.45%	\$2212.32/year	\$1918.56/year	8.15%	8.35%	\$2212.32/year	\$1918.56/year
Other Temp- A)-Not Eligible for ACA Health Insurance (Employee is not >=.75 FTE* for 3 months or more) OR B)-Eligible for ACA Health Insurance Plan (Employee is >=.75FTE for 3 months or more BUT employee opts out of ACA Health Insurance) *Eligibility for a new temp is .75 FTE or greater for 3 months or more ---Keep in mind that FTE from all NCSU/UNC jobs have to be combined for eligibility	8.35%	7.95%	\$0/year	\$0/year	8.25%	8.45%	\$0/year	\$0/year	8.05%	8.25%	\$0/year	\$0/year	8.15%	8.45%	\$0/year	\$0/year	8.15%	8.35%	\$0/year	\$0/year