The Office of Management and Budget has negotiated with the United States Department of Health and Human Services a composite fringe benefit rate of 41.4 percent of base salaries for the year ending June 30, 2019. The rate is applicable to personnel who are members of the Public Employees' Retirement System (PERS), Teachers' Pension and Annuity Fund (TPAF), Teachers' Alternate Benefit Plan (TABP), Defined Contribution Retirement Program (DCRP), and all employees who are not members of a pension plan, but are covered for health benefits. A fringe benefit rate of 66.4 percent has been negotiated for the Police and Firemen. These negotiated rates are to be used for all Non-State funded sources.

The State Police fringe benefit rate is 56.7 percent for Non-State funded programs. The PERS fringe benefit rate of 41.4 percent should be used for all State Police federally funded programs.

Actual charges to Federal, Dedicated, and Non-State funded programs will be reflected on the base salaries. **NOTE:** Salaries exclude overtime pay and part-time employees that are **not** members of a pension plan or **not** covered for health benefits.

Effective July 1, 2018, the rates shall be used by all State agencies including the State's senior public colleges and universities for estimating and computing actual charges for fringe benefit costs related to Federal, Dedicated, and Non-State programs. Rates previously established are obsolete.

<table>
<thead>
<tr>
<th>Object Account</th>
<th>Description</th>
<th>PERS etc.</th>
<th>Police and Firemen</th>
<th>State Police</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>Pension Costs</td>
<td>15.6</td>
<td>43.2</td>
<td>41.1</td>
</tr>
<tr>
<td>19</td>
<td>Health Benefits (Including Prescription Drug and Dental Programs)</td>
<td>24.4</td>
<td>20.5</td>
<td>14.9</td>
</tr>
<tr>
<td>19</td>
<td>Workers' Compensation</td>
<td>1.0</td>
<td>2.4</td>
<td>0.7</td>
</tr>
<tr>
<td>19</td>
<td>Unemployment Insurance Temporary Disability</td>
<td>0.1</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>19</td>
<td>Insurance</td>
<td>0.2</td>
<td>0.2</td>
<td>0.0</td>
</tr>
<tr>
<td>19</td>
<td>Unused Sick Leave</td>
<td>0.1</td>
<td>0.1</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>41.4</strong></td>
<td><strong>66.4</strong></td>
<td><strong>56.7</strong></td>
</tr>
</tbody>
</table>
In addition to these fringe benefit rates, the employer’s share of FICA/Medicare taxes will be charged to Federal, Dedicated, and Non-State funded programs at the rate imposed by the Federal Government applied to the specified taxable wage base. The rate for the Calendar Year 2018 was 6.20 percent of the first $128,400 of the gross wages for the Social Security portion, and 1.45 percent of gross wages (no ceiling) for the Medicare portion. The rate for Calendar Year 2019 is 6.20 percent of the first $132,900 of the gross wages for the Social Security portion, and 1.45 percent of gross wages (no ceiling) for the Medicare portion.

<table>
<thead>
<tr>
<th>Object Account</th>
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<th>State Police</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 FICA</td>
<td></td>
<td>6.20</td>
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<tr>
<td>19 Medicare</td>
<td></td>
<td>1.45</td>
<td>1.45</td>
<td>1.45</td>
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<tr>
<td>TOTAL</td>
<td></td>
<td>7.65</td>
<td>7.65</td>
<td>1.45</td>
</tr>
</tbody>
</table>

David Ridolfino  
Acting Director
## Old-Age, Survivors, and Disability Insurance (OASDI)

**Tax Rates (percent)**
- Social Security (Old-Age, Survivors, and Disability insurance) Employers and Employees, each \(^a\) 6.20
- Medicare (Hospital Insurance) Employers and Employees, each \(^{a,b}\) 1.45

**Maximum Taxable Earnings (dollars)**
- Social Security 132,900
- Medicare (Hospital Insurance) No limit

**Earnings Required for Work Credits (dollars)**
- One Work Credit (One Quarter of Coverage) 1,360
- Maximum of Four Credits a Year 5,440

**Earnings Test Annual Exempt Amount (dollars)**
- Under Full Retirement Age for Entire Year 17,640
- For Months Before Reaching Full Retirement Age in Given Year 46,920
- Beginning with Month Reaching Full Retirement Age No limit

**Maximum Monthly Social Security Benefit for Workers Retiring at Full Retirement Age (dollars)** 2,861

**Full Retirement Age** 66

**Cost-of-Living Adjustment (percent)** 2.8

\(^a\) Self-employed persons pay a total of 15.3 percent—12.4 percent for OASDI and 2.9 percent for Medicare.

\(^b\) This rate does not reflect the additional 0.9 percent in Medicare taxes certain high-income taxpayers are required to pay. See IRS information on this topic.

## Supplemental Security Income (SSI)

**Monthly Federal Payment Standard (dollars)**
- Individual 771
- Couple 1,157

**Cost-of-Living Adjustment (percent)** 2.8

**Resource Limits (dollars)**
- Individual 2,000
- Couple 3,000

**Monthly Income Exclusions (dollars)**
- Earned Income \(^a\) 65
- Unearned Income 20

**Substantial Gainful Activity (SGA) Level for the Nonblind Disabled (dollars)** 1,220

\(^a\) The earned income exclusion consists of the first $65 of monthly earnings, plus one-half of remaining earnings.