

FY 2026 Fringe Benefits **(As of July, 2025)**

Retirement:

TCRS 22.04% Effective July 1, 2025
TCRS Hybrid 16% (State: 4% to TCRS, 5% to 401k; Employee: 5% TCRS, 2% 401k)

ORP 10.00% Increases to 11% once the employee reaches Social Security maximum \$176,100 for 2025

FICA 7.65%

MEDICAL

Medical percent based on salary assuming (Family coverage)
Employee+Spouse+Children

25,000	83.42%
30,000	69.52%
40,000	52.14%
50,000	41.71%
60,000	34.76%
70,000	29.79%
80,000	26.07%
90,000	23.17%
100,000	20.86%

Post Doc. Same as Faculty

Faculty Extra Comp (With TCRS) 29.87%
Faculty Extra Comp (With ORP) 17.65%

Faculty Adjunct 7.65%

Admin Extra Comp (With TCRS) 29.87%
Admin Extra Comp (With ORP) 17.65%

Temp Hourly 7.65% (Temp Hrlys work from Jan 1 – Dec 15)

Part-time temp 7.65%

Clerical Overtime 29.87%

Faculty Summer Pay (With TCRS) 29.87%
Faculty Summer Pay (With ORP) 17.65%

Student Workers: In order for students to be exempt from FICA, the policy says students have to take six (6) hours or more for undergraduate OR five (5) hours or more for graduate in any semester (Fall, Spring, or Summer) in order to be exempt from FICA. The only time it changes is the semester they are due to graduate.

They will be exempt from FICA even if they are taking less than the six or less than the five hours. The system knows that it is the semester of their graduation and it accommodates if they are taking less.