

**Benefit Pool Buy-in Rates
FY2023-24**

Position Action					
Permanent Transfer					
Unit	New Position	IRP	Replacement Above Prior	Transfer From Other Fund	PT to FT funding
C99	65.99%	39.65%	39.65%	65.99% * % xfer to SL001	Case By Case
M80	57.28%	39.65%	39.65%	57.28% * % xfer to SL001	Case By Case
R01	48.24%	39.65%	39.65%	48.24% * % xfer to SL001	Case By Case
R02	70.01%	39.65%	39.65%	70.01% * % xfer to SL001	Case By Case
R03	63.80%	39.65%	39.65%	63.8% * % xfer to SL001	Case By Case
R04	69.23%	39.65%	39.65%	69.23% * % xfer to SL001	Case By Case
R05	84.07%	39.65%	39.65%	84.07% * % xfer to SL001	Case By Case
R06	67.34%	39.65%	39.65%	67.34% * % xfer to SL001	Case By Case
R07	76.31%	39.65%	39.65%	76.31% * % xfer to SL001	Case By Case
R08	79.33%	51.45%	51.45%	79.33% * % xfer to SL001	Case By Case
R09	67.22%	39.65%	39.65%	67.22% * % xfer to SL001	Case By Case
R11	1.77%	1.45%	1.45%	1.77% * % xfer to SL001	Case By Case

Notes

All rates are percentage of salary and are applicable to fund SL001 only

Events funded with new funding - salary funding will be allocated to the department and benefit funding to the pool

Events funded from existing funding - benefit cost per the above grid will be transferred from department to the pool

Rate Details

New Position - All benefit types

IRP - Incremental benefit types that are a direct function of salary - OASDI, Medicare, Retirement

Replacement Above Prior Incumbent - Same as IRP: Incremental benefit types that are a direct function of salary - OASDI, Medicare, Retirement

Transfer from Other Fund - All benefit types times percentage transferring to SL001

PT to FT Funding - Case by case depending on PT benefits before transition to FT

Comparison example of increase funded by department's existing funding

Example = IRP 10K - Use IRP rate (39.65%) for benefits (incremental - retirement/OASDI/Medicare)

	Not Centralized		Centralized		
	Budget Before Increase	After Increase	Budget Before Increase	After Increase	
Base Funding	\$500,000	\$500,000	\$350,000	\$346,035	<- transfer add'l \$3,965 to pool to fund benefit increase (\$10,000 * 39.65%)
Benefit One-Time Funding	\$0	\$0	\$150,000	\$153,965	
Total Funding	\$500,000	\$500,000	\$500,000	\$500,000	
Salary	\$250,000	\$260,000	\$250,000	\$260,000	
Benefits	\$150,000	\$153,965	\$150,000	\$153,965	
OE	\$85,000	\$85,000	\$85,000	\$85,000	
Unallocated Base	\$15,000	\$1,035	\$15,000	\$1,035	
Total Expenses	\$500,000	\$500,000	\$500,000	\$500,000	
Net	\$0	\$0	\$0	\$0	<- same impact as no centralization (unless vacancy occurs in which those savings will accrue central as intended)