

Calculation of Fringe Benefit Billing for Parishes and Schools

The Fringe Benefits billing assessment is used to cover the expenses of the following Lay employee benefits:

- **Life insurance** – all benefit eligible Lay staff receive coverage in the amount of one-year's salary, rounded to the nearest \$1,000 (certain limits apply, benefit is reduced at age 70).
- **Long Term Disability(LTD)** – all benefit eligible Lay staff receive LTD coverage, payable after a waiting period of 6 months from the date of disability. The benefit is 66.67% of annual salary, up to a maximum benefit of \$6,000 per month.
- **Retirement benefits** - all benefit eligible Lay staff receive Share Plan contributions, deposited in the 403(b) account. Staff also receive an employer matching contribution when have salary deferrals to the plan.
- **Paid Parental Leave** – paid leave available to benefit eligible Lay staff for birth or adoption of a child.

The cost of these benefits varies by person, by salary, age and length of service. A blended percentage is applied to cover the costs for these benefits. The assessment is a set percentage of benefit eligible annualized salary.

The cost for each parish and school is derived directly from payroll setup, based on the following criteria:

Staff Selected (status at each location)

Benefits Eligible Status of "F" (full time) or "B" (part-time benefits eligible)

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Full Time / Part Time / Seasonal status of "F" (full time schedule) or "P" (part time schedule)

--and--

Payroll Status of "A" (active), "I" (inactive), or "L" (leave).

Calculation of Monthly Assessment

Monthly Assessment is calculated by multiplying the total annualized salary of the parish or school by 8.25%, then dividing this amount by 12 to arrive at a monthly assessment. The payroll data is generated directly from IOI Payroll. Where an employee works at more than one location, each location is assessed based on the annualized salary at their location.

On the IOI Reports screen, under HR Reports, the *Demographic Census* report provides an output listing of staff including the key fields above. This report may be used to identify the staff covered by the Fringe Benefit assessment.