

**Benefit Pool Buy-in Rates  
FY2024-25**

<b>Position Action</b>					
<b>Permanent Transfer</b>					
<b>Unit</b>	<b>New Position</b>	<b>IRP</b>	<b>Replacement Above Prior</b>	<b>Transfer From Other Fund</b>	<b>PT to FT funding</b>
C99	54.74%	33.96%	33.96%	54.74% * % xfer to SL001	Case By Case
M80	51.14%	33.96%	33.96%	51.14% * % xfer to SL001	Case By Case
R01	41.41%	33.96%	33.96%	41.41% * % xfer to SL001	Case By Case
R02	64.31%	33.96%	33.96%	64.31% * % xfer to SL001	Case By Case
R03	56.20%	33.96%	33.96%	56.2% * % xfer to SL001	Case By Case
R04	64.31%	33.96%	33.96%	64.31% * % xfer to SL001	Case By Case
R05	83.91%	33.96%	33.96%	83.91% * % xfer to SL001	Case By Case
R06	60.75%	33.96%	33.96%	60.75% * % xfer to SL001	Case By Case
R07	69.65%	33.96%	33.96%	69.65% * % xfer to SL001	Case By Case
R08	60.62%	32.17%	32.17%	60.62% * % xfer to SL001	Case By Case
R09	60.44%	33.96%	33.96%	60.44% * % xfer to SL001	Case By Case
R11	1.98%	1.45%	1.45%	1.98% * % 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	
<b>Total Funding</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$500,000</b>	
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	
<b>Total Expenses</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$500,000</b>	
<b>Net</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<- same impact as no centralization (unless vacancy occurs in which those savings will accrue central as intended)