

Approved

COMMONWEALTH OF MASSACHUSETTS
OFFICE OF THE COMPTROLLER

**PROPOSED FY2026 FRINGE BENEFIT RATE
BASED ON FY2024 ACTUAL COSTS FOR ROLL FORWARD**

Fringe Benefit and Payroll Tax Rate Summary

	General	Uniformed	Salaries Subject to
	<u>Employee</u>	<u>Employee</u>	<u>Assessment</u>
Group Insurance.....	16.99%	16.99%	A01, A07, A09, AA1
Retirement.....	17.60%	32.83%	A01, A07, A09, AA1
Terminal Leave.....	<u>1.01%</u>	<u>1.01%</u>	A01, A07, A09, AA1
Total Fringe Benefit Rate.....	<u>35.60%</u>	<u>50.83%</u>	Applicable to Regular and Uniformed Employees
Unemployment Insurance.....	0.30%	0.30%	AA & CC*
EMAC Universal Health Insurance.....	0.06%	0.06%	AA & CC*
Medicare Tax.....	1.36%	1.36%	AA & CC*
Paid Family & Medical Leave	0.49%	0.49%	AA & CC*
Total Payroll Tax Rate.....	<u>2.21%</u>	<u>2.21%</u>	Applicable to Regular, Uniformed, and Contract Employees *Some Exceptions

Rates represent both the "6B" rate mandated by M.G.L. C.29, s.6B and applicable to federal grants, federally funded contracts, and claims for federal reimbursements; and the "5D" rate mandated by M.G.L. C.29, s.5D and applicable to non-budgetary accounts and budgetary funds. See Executive Office of Administration and Finance Administrative Bulletin A&F5, dated May 1, 2008, entitled, Fringe Benefits, Payroll Taxes and Indirect Costs.

Group Insurance, Retirement and Terminal Leave rates apply only to regular employees and are assessed against object codes A01, A07, A09 and AA1 to determine these fringe benefit costs.

Unemployment Insurance, Universal Health Insurance, Medicare Tax and Paid Family Leave rates apply to regular and contract employees and are assessed to all AA and CC object codes with the exception of A75, A90, CC5, C33, C75, C90, and C98. These rates will be used to assess costs on all account types.

The General Employee rates are applicable to all contract employees and regular employees other than uniformed employees.

The Uniformed Employee rates are applicable only to judges, the uniformed employees of Sheriffs Departments, POL, DOC, ENV, prosecutors in the District Attorneys Offices, state firefighters (DCR), parole officers (PAR), investigators of ABCC and DOR, and other employees under Retirement Groups 3 and 4.