

## A.2 FRINGE BENEFITS – OBJECT 01

### ✎ COVID-19 Salary Costs - Comptroller Subobject 0125

BARS validation requires that the salary position data by fund must reconcile to the expenditure data by fund. To the extent that positions are supported by COVID-19 funding, the salary data would need to be updated with fund “25” to reflect Covid-19 federal funding. Rather than require agencies to update salary data for COVID-19 fund types and still capture salary costs related to COVID-19 funding, DBM has created Comptroller Object 0125. Agencies should use comptroller subobject 0125 to budget for total salary and fringe expenditures (comptroller subobjects 0101, 0151, 0152, 0154, 0161-0170, 0174, 0189), associated with position funding supported with COVID-19 federal fund support.

Agencies will budget these COVID-19 federally funded total salary fringe costs in each subprogram in comptroller subobject 0125 using fund type “25” and offset with a federal fund “05” negative value in comptroller subobject 0125 to net to zero.

### ✎ FICA Contributions (0151)

Subobject 0151 – FICA will be automatically calculated within BARS during the Position Reconciliation process based on each position’s class code and step. The calculations performed by BARS are as follows:

- (1) If the total of 0101 for one position is equal to or less than \$151,933, multiply the sum by 0.0728. The result is the amount for 0151 for one position.
- (2) If the total of 0101 for one position exceeds \$151,933:
  - a. Multiply \$151,933 by 0.0728.
  - b. Multiply the difference between the annual salary and \$151,933 by 0.0145.
  - c. Add the result of these calculations to get the total 0151 for one position.

The rate and ceiling used for regular payroll employees reflect an adjustment for the non-taxability of certain employee-paid health insurance and "spending account" items.

### Employee Health Insurance (0152) and Retiree Health Insurance (0154)

BARS will validate that agencies budget employee health insurance (0152) and retiree health insurance (0154) at the same level as the FY 2021 legislative appropriation. Specifically, the agency budget submission for 0152 and 0154 must reconcile agency-wide with FY 2021, by fund type. Like other controlled subobjects, DBM will determine the final health insurance rate, with agency input, for each agency in December. Note that BARS includes these values already populated. **Agencies are encouraged to realign the health insurance request to programs/sub-programs with budgeted positions. Section A.2.1 provides your agency’s average rate for 0152 and 0154 per FTE based on the FY 2021 legislative appropriation. This rate will assist with allocating costs by budgeted positions.**

**As in the past, DBM requests that agencies with health insurance supported by non-general funds prepare for the cost of possible rate increases by setting aside special and federal fund balance for this expense.**

Note: Retiree health insurance amounts paid directly to vendors by the agency are to be requested in R\*STARS Comptroller Object 0153 and shall be calculated in accordance with each contractual agreement in effect. The terms of the agreement are to be specifically provided using a line item comment in BARS along with the calculation used to arrive at the per-employee cost.

**Pay for Performance Bonuses (0156)**

Do not budget in FY 2022.

**Other Post-Employment Benefits (0157)**

Do not budget in FY 2022.

**Retirement/Pension Systems**

Retirement subobjects will be calculated within BARS based on each position’s class code, step and retirement code. The calculations performed by BARS are as follows:

Request amount of subobject 0101    **X**    Percentage listed in [Section B.14](#) for the specific retirement program as listed below

<u>SUBJECT</u>	<u>SUBJECT TITLE</u>
0161	Employee, Correctional Officer, and Legislative Retirement Systems
0163	Teachers’ Retirement System
0165	State Police Retirement System
0166	Judges' Pension System (including Magistrates)
0167	Mass Transit Administration Pension System
0168	Optional Retirement/Pension System (TIAA)
0169	Natural Resources Law Enforcement Officer Pension System
0170	Other Retirement Systems
0171	Other Pension Systems

**Note: Comptroller Objects 0162 and 0164 are not to be used for requesting retirement and pension allowances.**

**Deferred Compensation (Comptroller Object 0172)**

Do not budget in FY 2022.

**Unemployment Compensation Insurance (Comptroller Object 0174)**

Subobject 0174 – UI will be calculated within BARS based on each position’s class code and step. Amounts relating to the regular payroll will be computed by:

Amount requested for Comptroller Object 0101    **X**    0.28% ([Section B.14](#))

**Workers' Compensation Premiums (Comptroller Object 0175)**

The FY 2022 amounts and fund distribution will be pre-populated in BARS at the same level as the FY 2021 legislative appropriation. DBM will adjust this subobject after the FY 2022 budget submission. **This is the case even if you have information that the amount will be lower in FY 2022.**

**Turnover (Comptroller Object 0189)**

Turnover on all positions should be considered at the subprogram level (or program level if subprograms are not used) rather than being calculated on individual PINs. This will result in a level of turnover that reflects historical/normal resignation and recruitment activity at the subprogram or program level. The turnover rate used for the subprogram or program must be reported using a line item comment in BARS. **Turnover should not be used as a “plug” figure to meet the GENERAL FUND target unless the agency is prepared to operate with the higher rate.**

Turnover should be computed using the sum of the following Comptroller Objects:

- Regular Earnings (Comptroller Object 0101)
- Social Security Contributions (Comptroller Object 0151)
- All applicable retirement/pension systems (Comptroller Objects 0161-0171)
- Unemployment Insurance (Comptroller Object 0174)

**HEALTH INSURANCE (0152) AND STATE SUBSIDY FOR RETIREES’ HEALTH INSURANCE (0154) ARE NOT INCLUDED IN THE TURNOVER CALCULATION.**

The following example should be used if turnover for new positions is combined with turnover on existing positions. The different rates and the amounts that apply should be reported.

\$335,623 (salary and fringes on current positions)	<b>X</b>	-3% for <b>current positions</b>	= (\$10,069)
added to			
<u>\$31,323 (salary and fringes of new positions)</u>	<b>X</b>	<u>-25% for <b>new positions</b></u>	<u>= (\$7,831)</u>
EQUALS TURNOVER OF			(\$17,900)

**The turnover amount should be entered as a negative amount in Comptroller Object 0189. BARS also includes a tool for calculating and applying turnover rates across programs, units, and agency-wide.**

**Other Fringe Benefit Costs (Comptroller Object 0199)**

Use for fringe benefit costs that are not categorized within any of the specific Object 01, Salaries and Wages, Comptroller Objects. Agency should include supporting justification for such a request using the comment field in BARS

**For information regarding benefits for Contractual Employees, please see [Section B.3](#).**

**All fringe benefits rates are listed in [Section B.14](#).**

**A.2.1 Agency Health Rate (0152 and 0154) by FTE**

Agency	0152 Amount	FTEs	Rate per FTE	0154 Amount	FTES	Rate per FTE
B75: Legislative Branch	8,025,253	767.00	<i>10,463</i>	4,065,249	767.00	<i>5,300</i>
C00: Judiciary	40,920,581	4,068.00	<i>10,059</i>	20,724,753	4,068.00	<i>5,095</i>
C80: Office of the Public Defender	8,839,758	888.50	<i>9,949</i>	4,374,169	888.50	<i>4,923</i>
C81: Office of the Attorney General	2,754,740	295.50	<i>9,322</i>	1,382,904	295.50	<i>4,680</i>
C82: Office of the State Prosecutor	85,275	13.00	<i>6,560</i>	43,185	13.00	<i>3,322</i>
C85: Maryland Tax Court	64,089	9.00	<i>7,121</i>	32,205	9.00	<i>3,578</i>
C90: Public Service Commission	1,444,073	138.00	<i>10,464</i>	731,330	138.00	<i>5,299</i>
C91: Office of People's Counsel	188,800	19.00	<i>9,937</i>	95,628	19.00	<i>5,033</i>
C94: Subsequent Injury Fund	150,546	17.00	<i>8,856</i>	76,246	17.00	<i>4,485</i>
C96: Uninsured Employers' Fund	182,550	13.00	<i>14,042</i>	92,460	13.00	<i>7,112</i>
C98: Workers' Compensation Commission	1,159,628	115.00	<i>10,084</i>	587,284	115.00	<i>5,107</i>
D05: Board of Public Works	119,836	9.00	<i>13,315</i>	59,985	9.00	<i>6,665</i>
D10: Executive Department - Governor	663,944	81.50	<i>8,147</i>	332,239	81.50	<i>4,077</i>
D11: Office of the Deaf and Hard of Hearing	28,810	3.00	<i>9,603</i>	14,452	3.00	<i>4,817</i>
D12: Department of Disabilities	265,667	28.80	<i>9,225</i>	133,803	28.80	<i>4,646</i>
D13: Maryland Energy Administration	198,978	30.00	<i>6,633</i>	100,851	30.00	<i>3,362</i>
D15: Executive Department-Boards, Commissions and Offices	696,573	68.60	<i>10,154</i>	348,930	68.60	<i>5,086</i>
D16: Secretary of State	283,818	26.00	<i>10,916</i>	142,159	26.00	<i>5,468</i>
D17: Historic St. Mary's City Commission	346,208	31.00	<i>11,168</i>	174,532	31.00	<i>5,630</i>
D21: Office of Justice, Youth, and Victim Services	601,826	61.00	<i>9,866</i>	301,741	61.00	<i>4,947</i>
D26: Department of Aging	371,884	39.00	<i>9,535</i>	153,362	39.00	<i>3,932</i>
D27: Maryland Commission On Civil Rights	286,857	31.00	<i>9,253</i>	144,527	31.00	<i>4,662</i>

FY 2022 Operating Budget Submission Requirements

**A.2.1 Agency Health Rate (0152 and 0154) by FTE**

<b>Agency</b>	<b>0152 Amount</b>	<b>FTEs</b>	<b>Rate per FTE</b>	<b>0154 Amount</b>	<b>FTES</b>	<b>Rate per FTE</b>
D38: State Board of Elections	388,627	43.80	<b>8,873</b>	194,580	43.80	<b>4,442</b>
D40: Department of Planning	1,296,168	129.00	<b>10,048</b>	648,815	129.00	<b>5,030</b>
D50: Military Department	2,261,417	302.50	<b>7,476</b>	1,134,915	302.50	<b>3,752</b>
D53: Maryland Institute for Emergency Medical Services Systems	861,098	94.00	<b>9,161</b>	436,165	94.00	<b>4,640</b>
D55: Department of Veterans Affairs	837,421	116.00	<b>7,219</b>	419,547	116.00	<b>3,617</b>
D60: State Archives	680,387	63.00	<b>10,800</b>	340,807	63.00	<b>5,410</b>
D78: Maryland Health Benefit Exchange	792,061	67.00	<b>11,822</b>	400,929	67.00	<b>5,984</b>
D80: Maryland Insurance Administration	2,676,143	259.00	<b>10,333</b>	1,355,398	259.00	<b>5,233</b>
D90: Canal Place Preservation and Development Authority	19,061	3.00	<b>6,354</b>	9,653	3.00	<b>3,218</b>
D99: Office of Administrative Hearings	1,350,078	117.00	<b>11,539</b>	702,094	117.00	<b>6,001</b>
E00: Comptroller of Maryland	10,764,703	1,109.90	<b>9,699</b>	5,385,413	1,109.90	<b>4,852</b>
E20: State Treasurer's Office	640,091	60.00	<b>10,668</b>	324,792	60.00	<b>5,413</b>
E50: State Department of Assessments and Taxation	5,871,692	587.30	<b>9,998</b>	2,940,748	587.30	<b>5,007</b>
E75: Maryland Lottery and Gaming Control Agency	2,836,394	324.10	<b>8,752</b>	1,435,574	324.10	<b>4,429</b>
E80: Property Tax Assessment Appeals Boards	103,322	8.00	<b>12,915</b>	52,620	8.00	<b>6,578</b>
F10: Department of Budget and Management	2,960,861	319.20	<b>9,276</b>	1,491,169	319.20	<b>4,672</b>
F50: Department of Information Technology	2,399,090	195.60	<b>12,265</b>	1,207,602	195.60	<b>6,174</b>
G20: Maryland State Retirement and Pension Systems	2,232,149	207.00	<b>10,783</b>	1,268,826	207.00	<b>6,130</b>
G50: Teachers and State Employees Supplemental Retirement Plans	134,616	14.00	<b>9,615</b>	68,176	14.00	<b>4,870</b>
H00: Department of General Services	6,098,435	645.00	<b>9,455</b>	3,076,188	645.00	<b>4,769</b>
J00: Department of Transportation	66,580,222	10,784.50	<b>6,174</b>	33,394,536	10,784.50	<b>3,097</b>
K00: Department of Natural Resources	13,259,832	1,343.00	<b>9,873</b>	6,660,650	1,343.00	<b>4,960</b>
L00: Department of Agriculture	4,190,642	412.10	<b>10,169</b>	2,102,160	412.10	<b>5,101</b>

**A.2.1 Agency Health Rate (0152 and 0154) by FTE**

<b>Agency</b>	<b>0152 Amount</b>	<b>FTEs</b>	<b>Rate per FTE</b>	<b>0154 Amount</b>	<b>FTES</b>	<b>Rate per FTE</b>
M00: Maryland Department of Health	63,236,128	6,347.15	<i>9,963</i>	31,807,340	6,347.15	<i>5,011</i>
N00: Department of Human Services	60,897,648	6,118.05	<i>9,954</i>	30,453,244	6,118.05	<i>4,978</i>
P00: Maryland Department of Labor	13,777,060	1,378.17	<i>9,997</i>	6,949,898	1,378.17	<i>5,043</i>
Q00: Department of Public Safety and Correctional Services	99,478,283	9,618.40	<i>10,342</i>	48,693,719	9,618.40	<i>5,063</i>
R00: State Department of Education	14,571,710	1,415.90	<i>10,291</i>	7,317,339	1,415.90	<i>5,168</i>
R11: Maryland State Library Agency	272,340	31.00	<i>8,785</i>	136,343	31.00	<i>4,398</i>
R13: Morgan State University	12,214,038	1,244.00	<i>9,818</i>	5,649,243	1,244.00	<i>4,541</i>
R14: St. Mary's College of Maryland	4,329,475	425.00	<i>10,187</i>	1,365,950	425.00	<i>3,214</i>
R15: Maryland Public Broadcasting Commission	1,463,323	145.00	<i>10,092</i>	733,706	145.00	<i>5,060</i>
R30: University System of Maryland	268,786,112	25,237.06	<i>10,650</i>	89,901,703	25,237.06	<i>3,562</i>
R60: Maryland 529	184,380	27.00	<i>6,829</i>	111,897	27.00	<i>4,144</i>
R62: Maryland Higher Education Commission	477,301	60.00	<i>7,955</i>	239,137	60.00	<i>3,986</i>
R95: Baltimore City Community College	4,224,456	437.00	<i>9,667</i>	1,953,073	437.00	<i>4,469</i>
R99: Maryland School for the Deaf	3,522,790	334.50	<i>10,532</i>	1,762,738	334.50	<i>5,270</i>
S00: Department of Housing and Community Development	3,132,101	331.00	<i>9,463</i>	1,585,711	331.00	<i>4,791</i>
T00: Department of Commerce	1,989,313	188.00	<i>10,581</i>	996,327	188.00	<i>5,300</i>
U00: Department of the Environment	9,778,092	883.00	<i>11,074</i>	4,926,174	883.00	<i>5,579</i>
V00: Department of Juvenile Services	16,779,809	2,012.05	<i>8,340</i>	8,394,139	2,012.05	<i>4,172</i>
W00: Department of State Police	26,871,284	2,457.50	<i>10,934</i>	13,452,892	2,457.50	<i>5,474</i>