



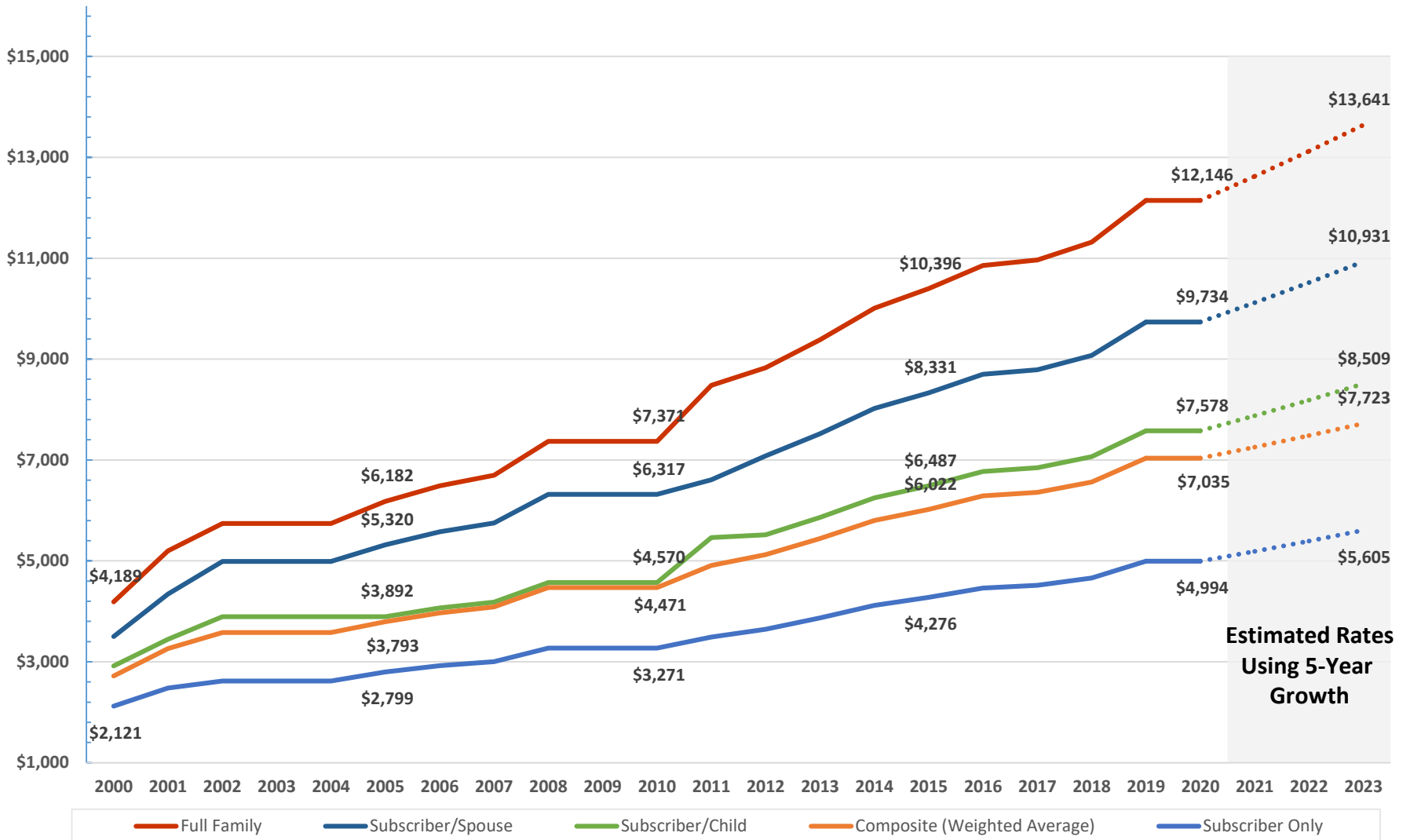
SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE
Transforming data into solutions for South Carolina

Employer Contributions Trends

Overview of Employer Contribution Trends

- Employer contributions include costs that are salary dependent such as retirement contribution and social security and non-salary dependent based on plan selection by an employee such as health and dental insurance.
- Employer contributions have been trending upward across all pay bands. This report shows these trends across pay bands one through ten.
- Accelerated growth in rates occurs in FY 2017-18 through FY 2022-23 due to Act 13 of 2017 (Retirement System Funding and Administration Act).
 - The employer contribution rate increased by 2% effective July 1, 2017. For each of the next five years thereafter, the rate increases 1% through FY 2022-23.

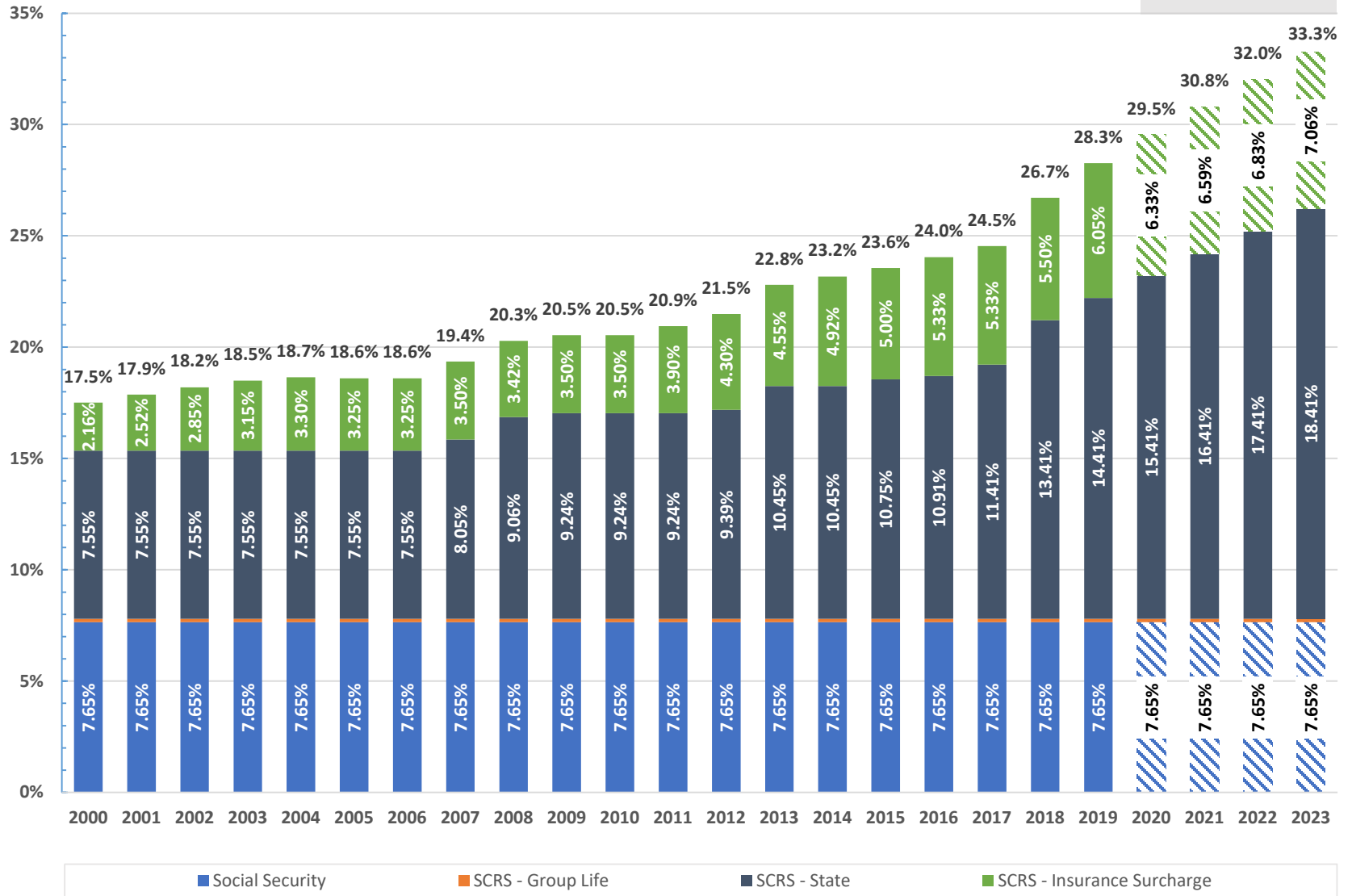
Health and Dental Insurance Employer Contribution per Participating Employee



**Estimated Rates
Using 5-Year
Growth**

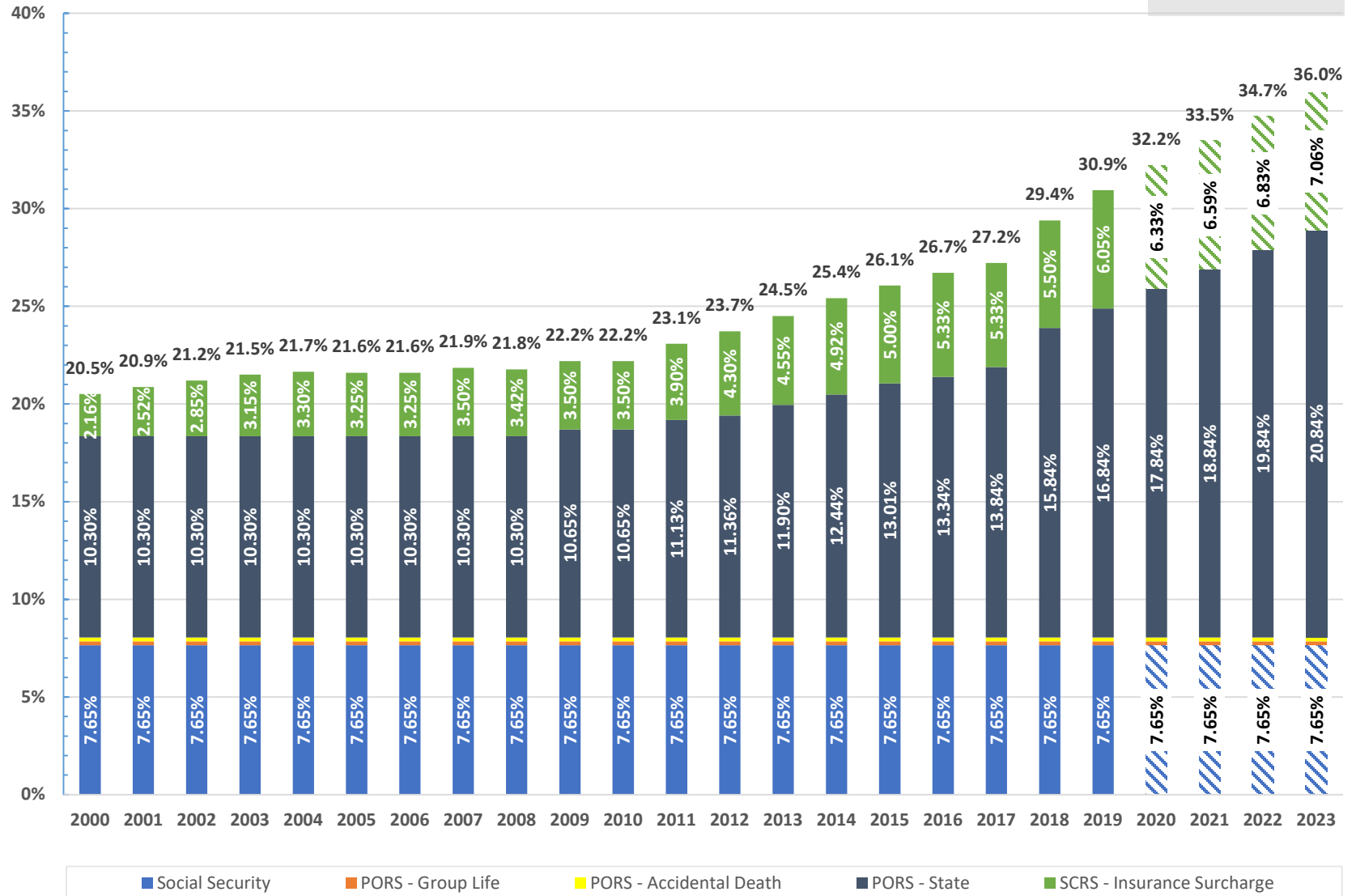
Retirement System (SCRS) and Social Security Employer Contribution Rates

Patterned Columns
Estimated Using
5-Year Growth



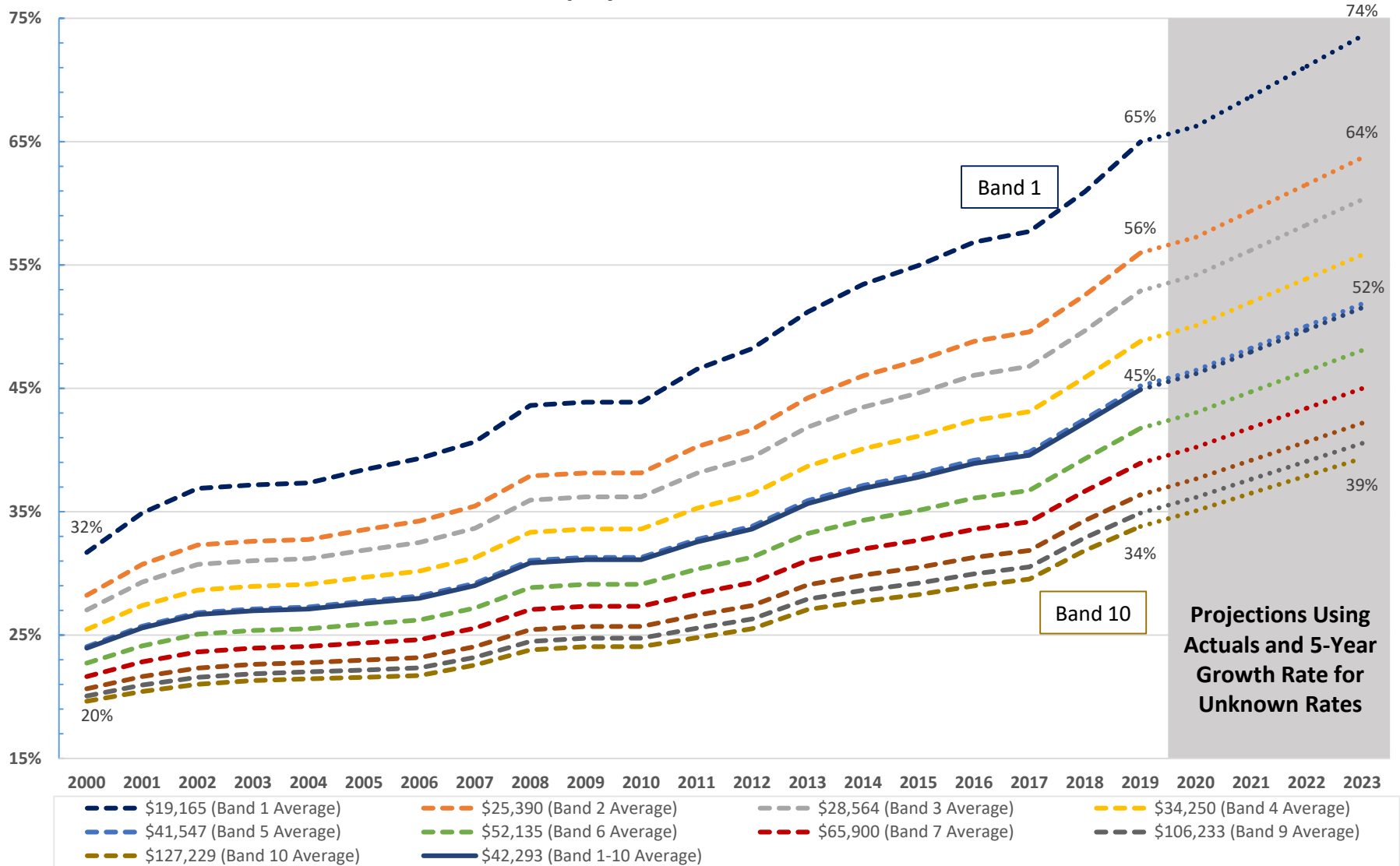
Retirement System (PORS) and Social Security Employer Contribution Rates

Patterned Columns
Estimated Using
5-Year Growth



■ Social Security
 ■ PORS - Group Life
 ■ PORS - Accidental Death
 ■ PORS - State
 ■ SCRS - Insurance Surcharge

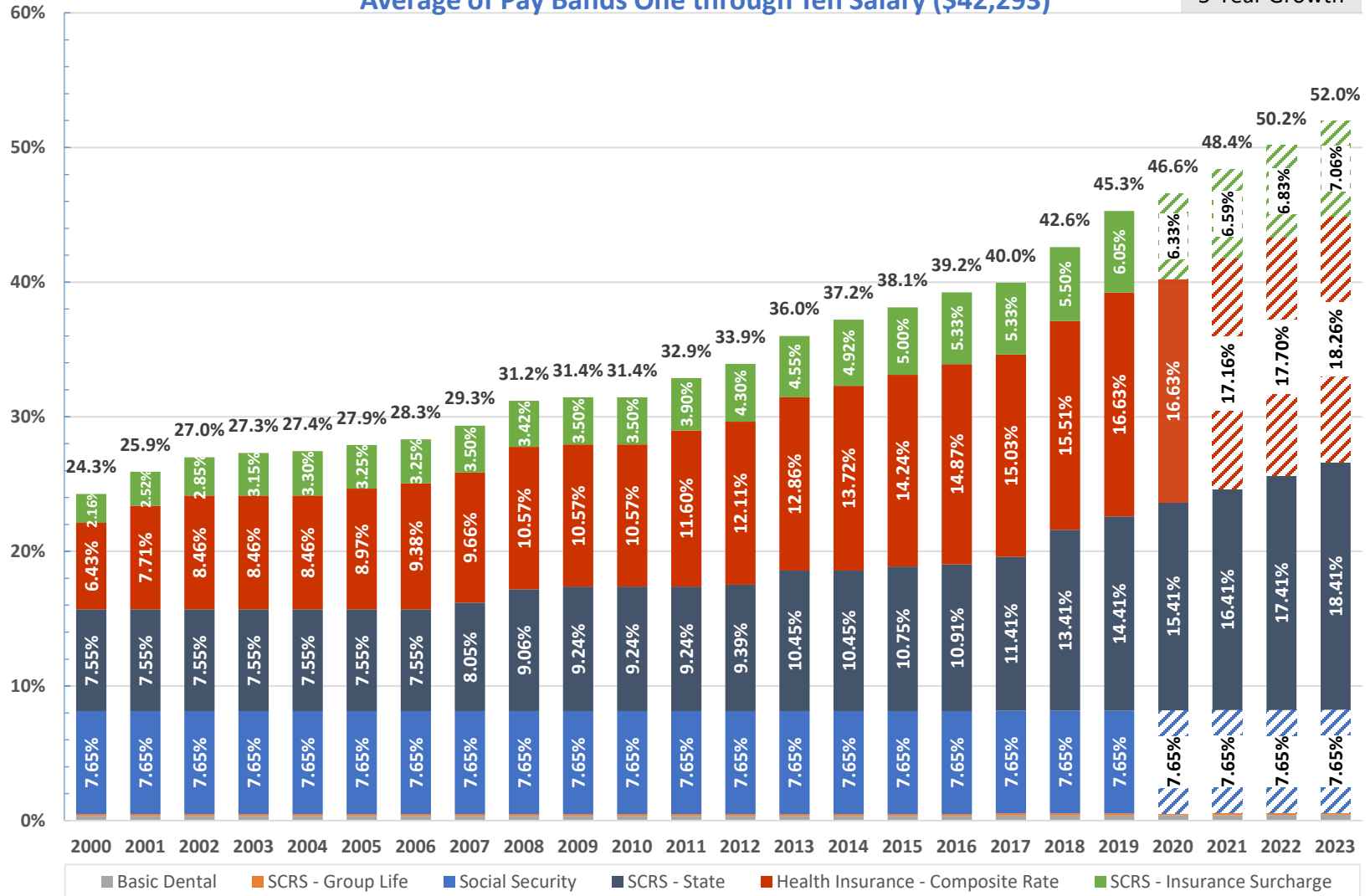
Health and Dental, Retirement, Social Security Employer Contribution Rates



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates

Average of Pay Bands One through Ten Salary (\$42,293)

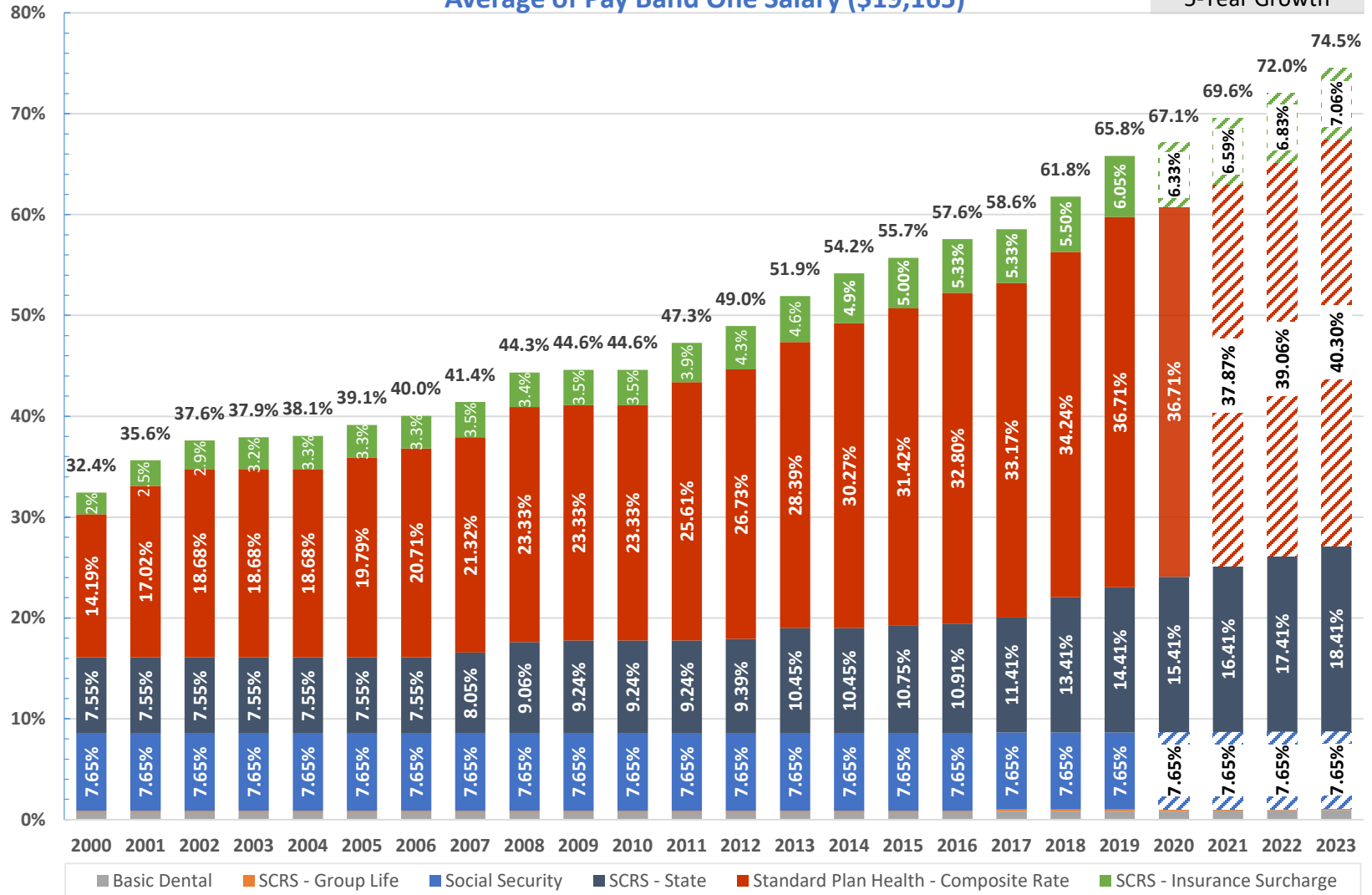
Patterned Columns
Estimated Using
5-Year Growth



■ Basic Dental
 ■ SCRS - Group Life
 ■ Social Security
 ■ SCRS - State
 ■ Health Insurance - Composite Rate
 ■ SCRS - Insurance Surcharge

Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band One Salary (\$19,165)

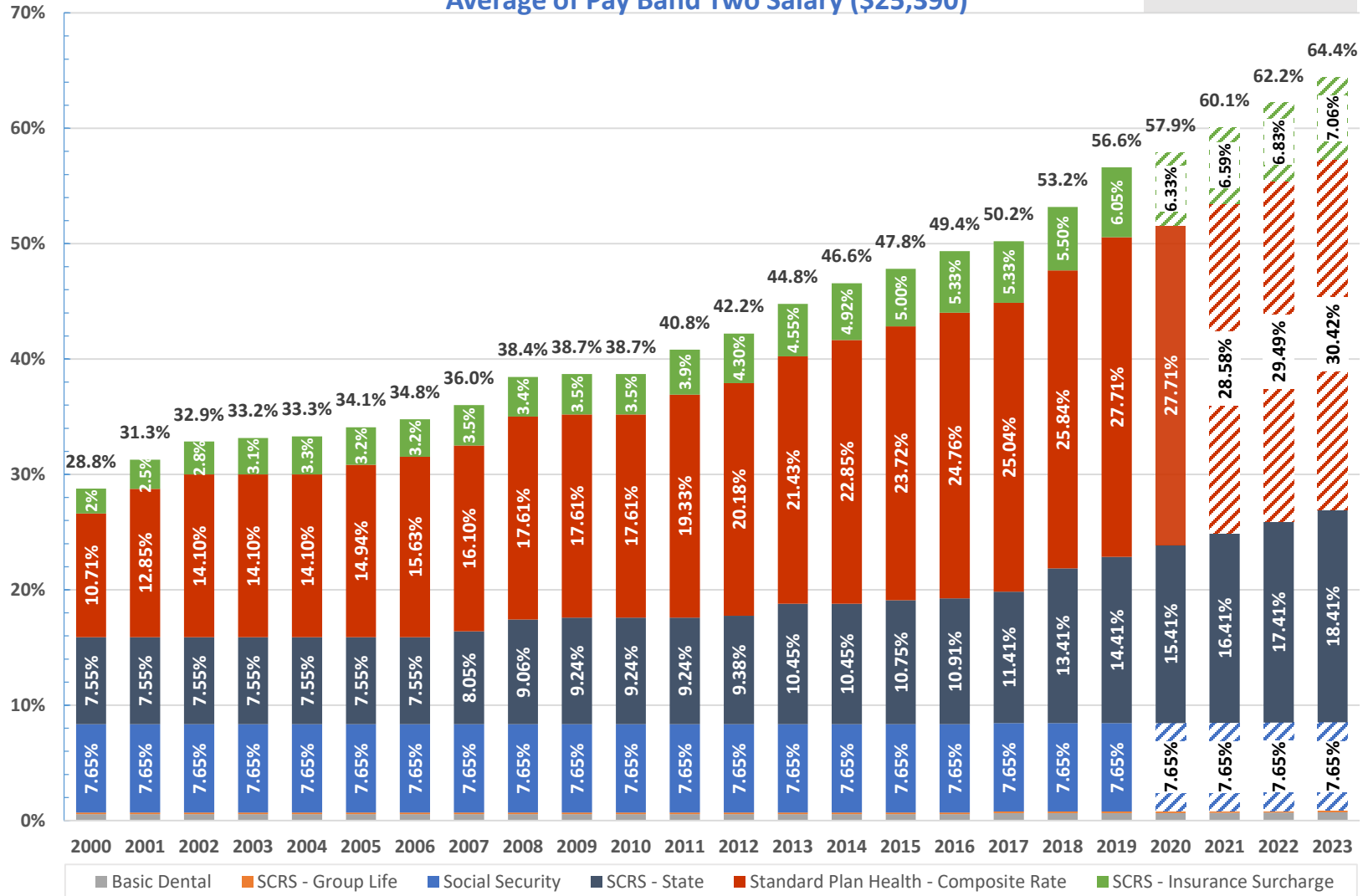
Patterned Columns
Estimated Using
5-Year Growth



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates

Average of Pay Band Two Salary (\$25,390)

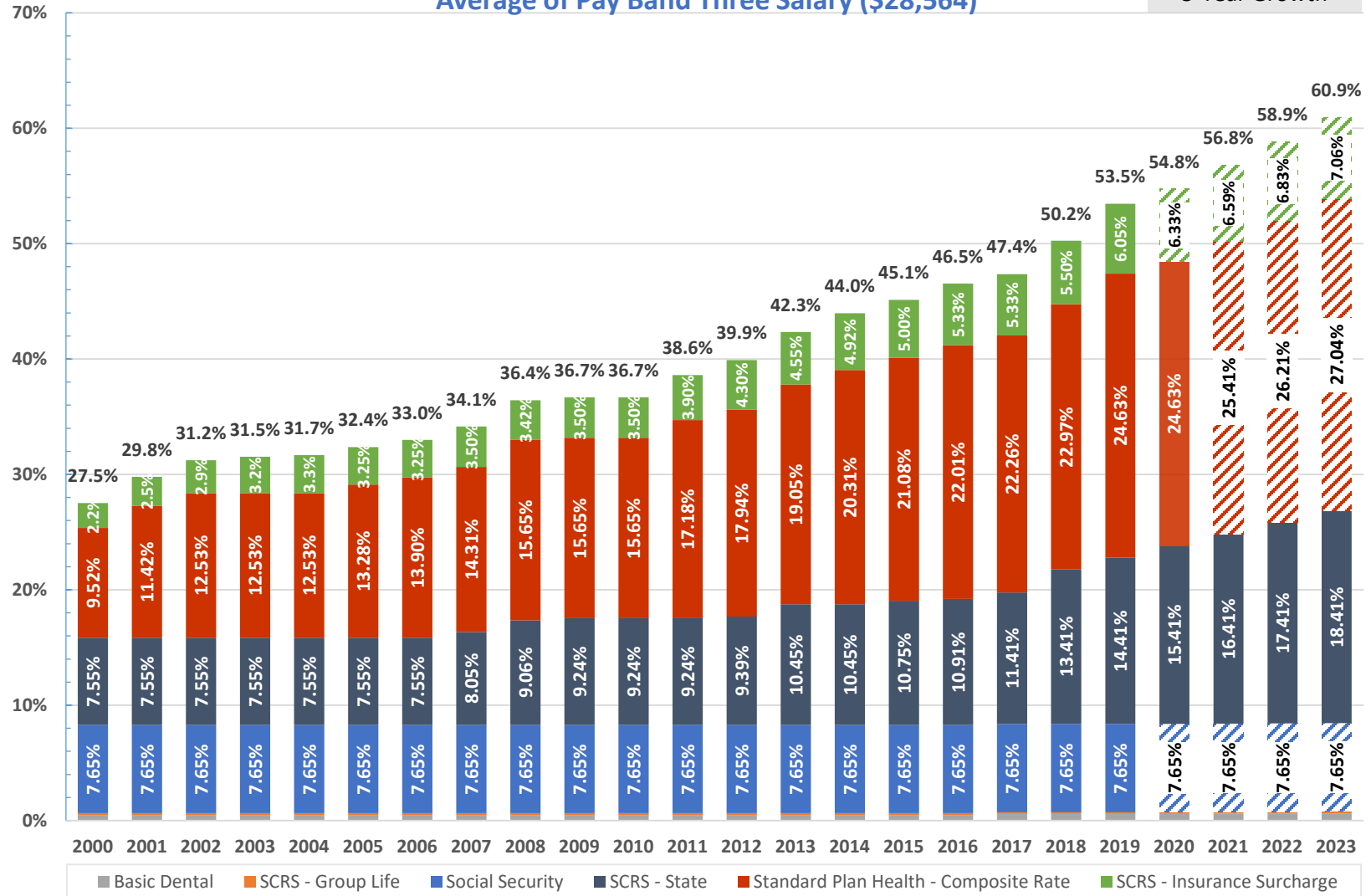
Patterned Columns
Estimated Using
5-Year Growth



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates

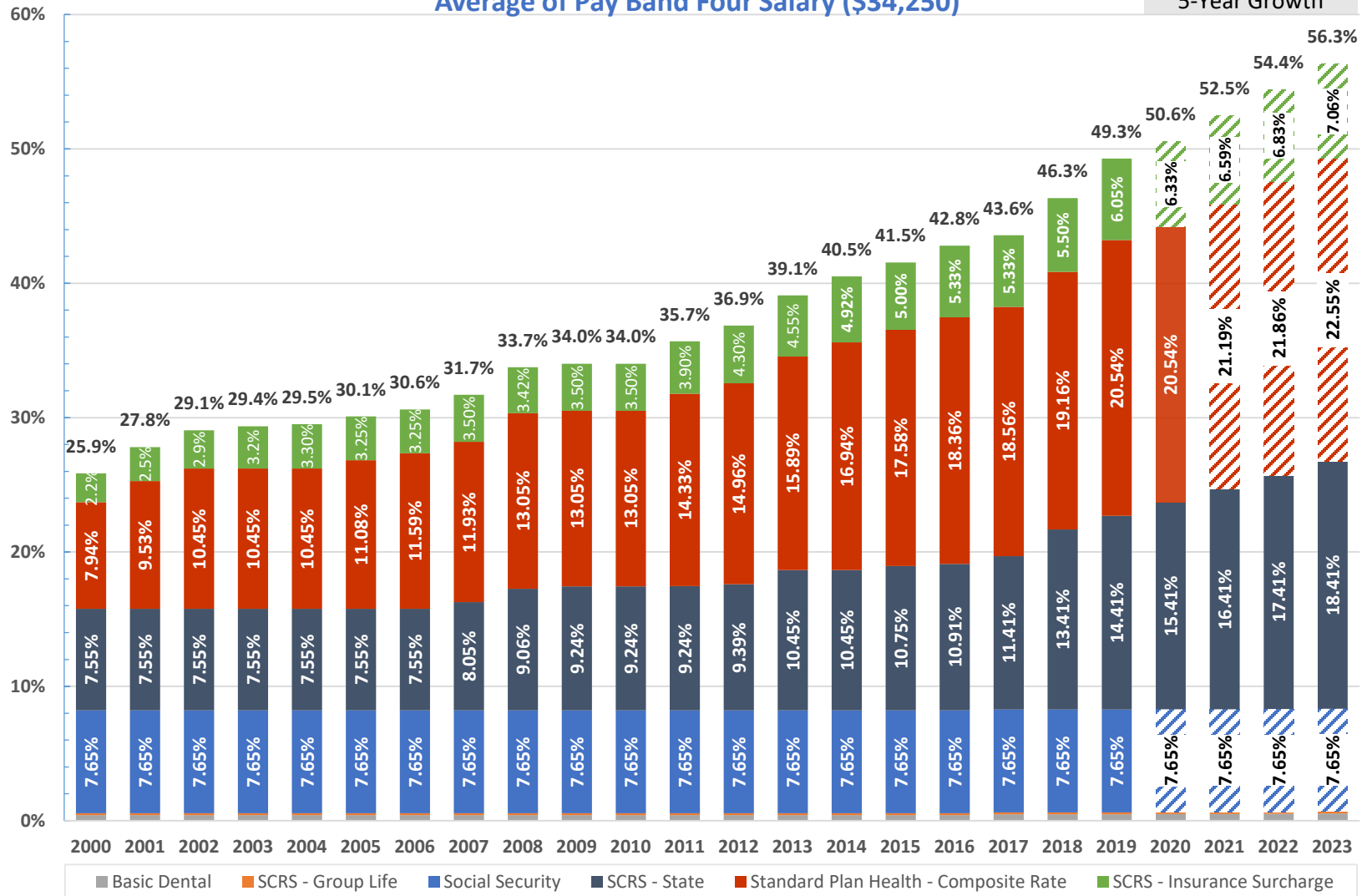
Average of Pay Band Three Salary (\$28,564)

Patterned Columns
Estimated Using
5-Year Growth



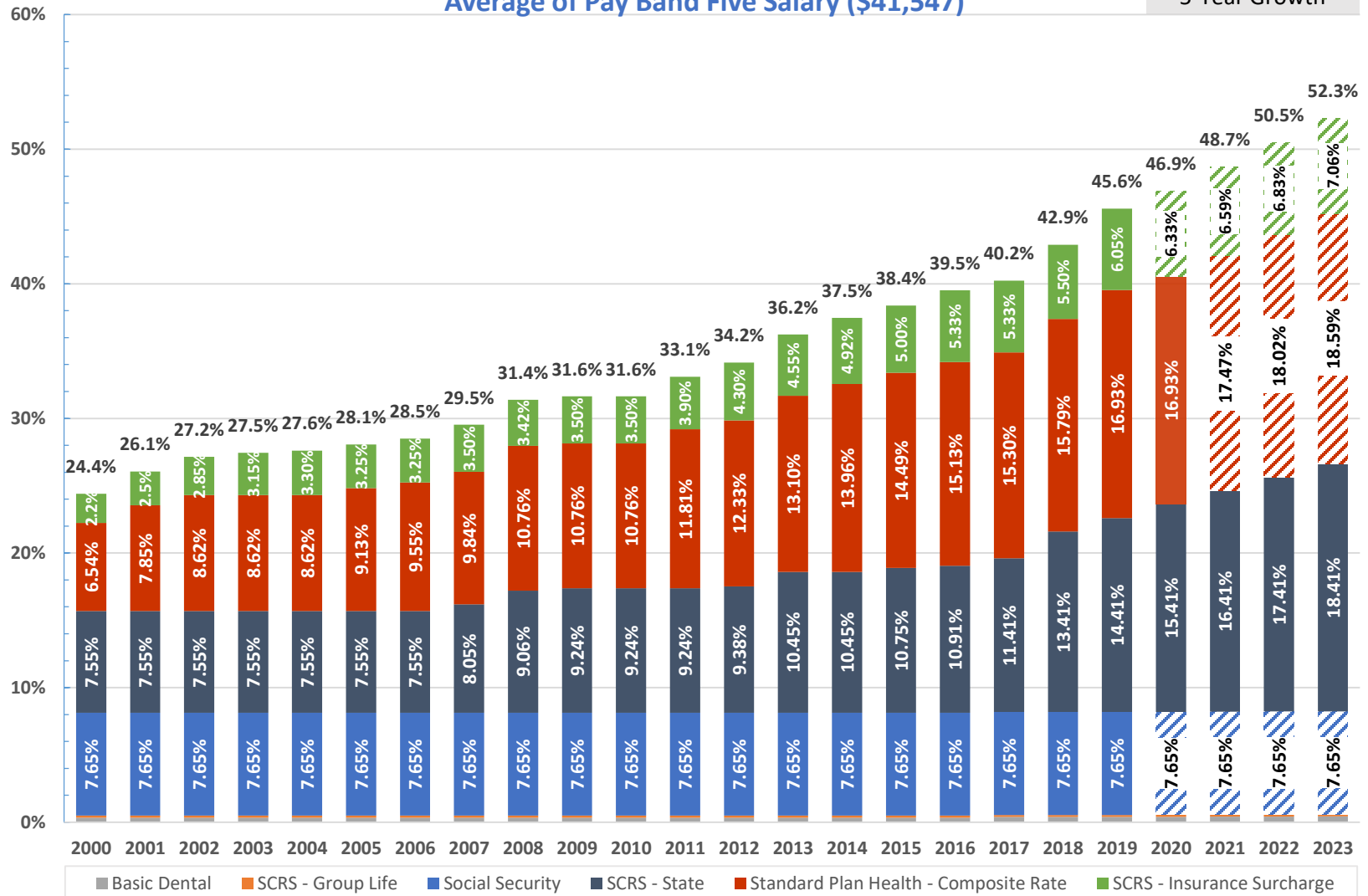
Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Four Salary (\$34,250)

Patterned Columns
Estimated Using
5-Year Growth



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Five Salary (\$41,547)

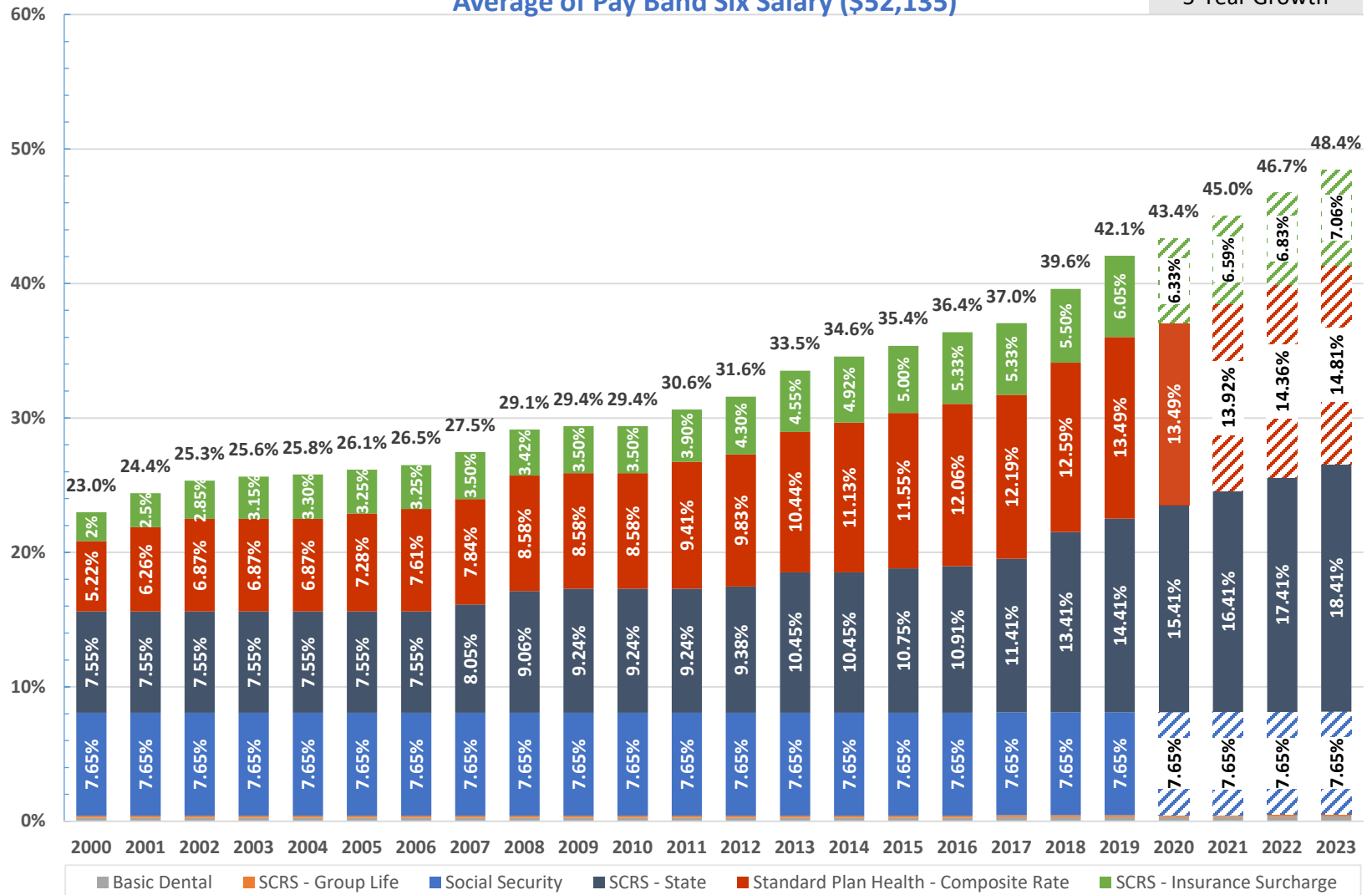
Patterned Columns
Estimated Using
5-Year Growth



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates

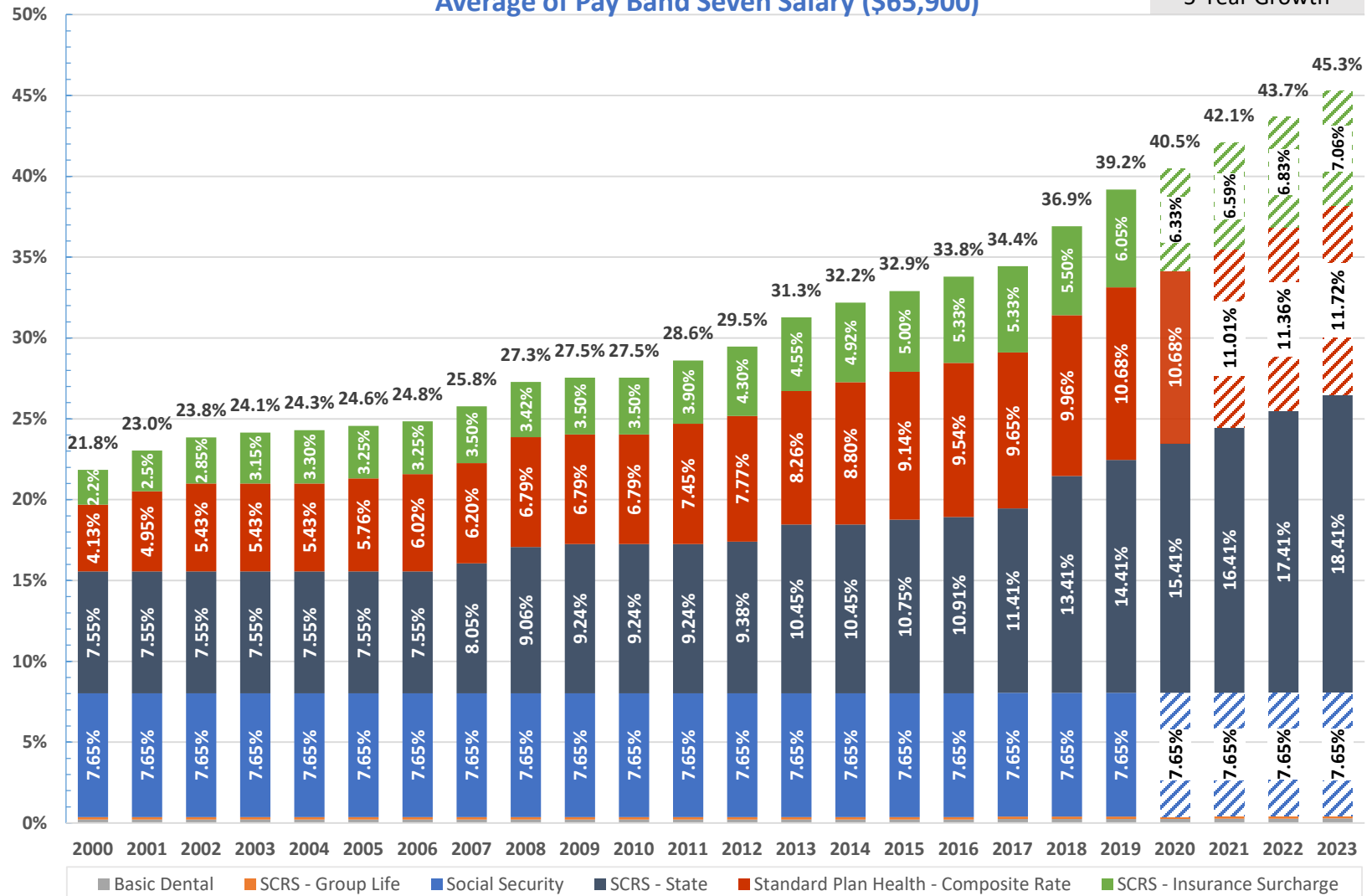
Average of Pay Band Six Salary (\$52,135)

Patterned Columns
Estimated Using
5-Year Growth



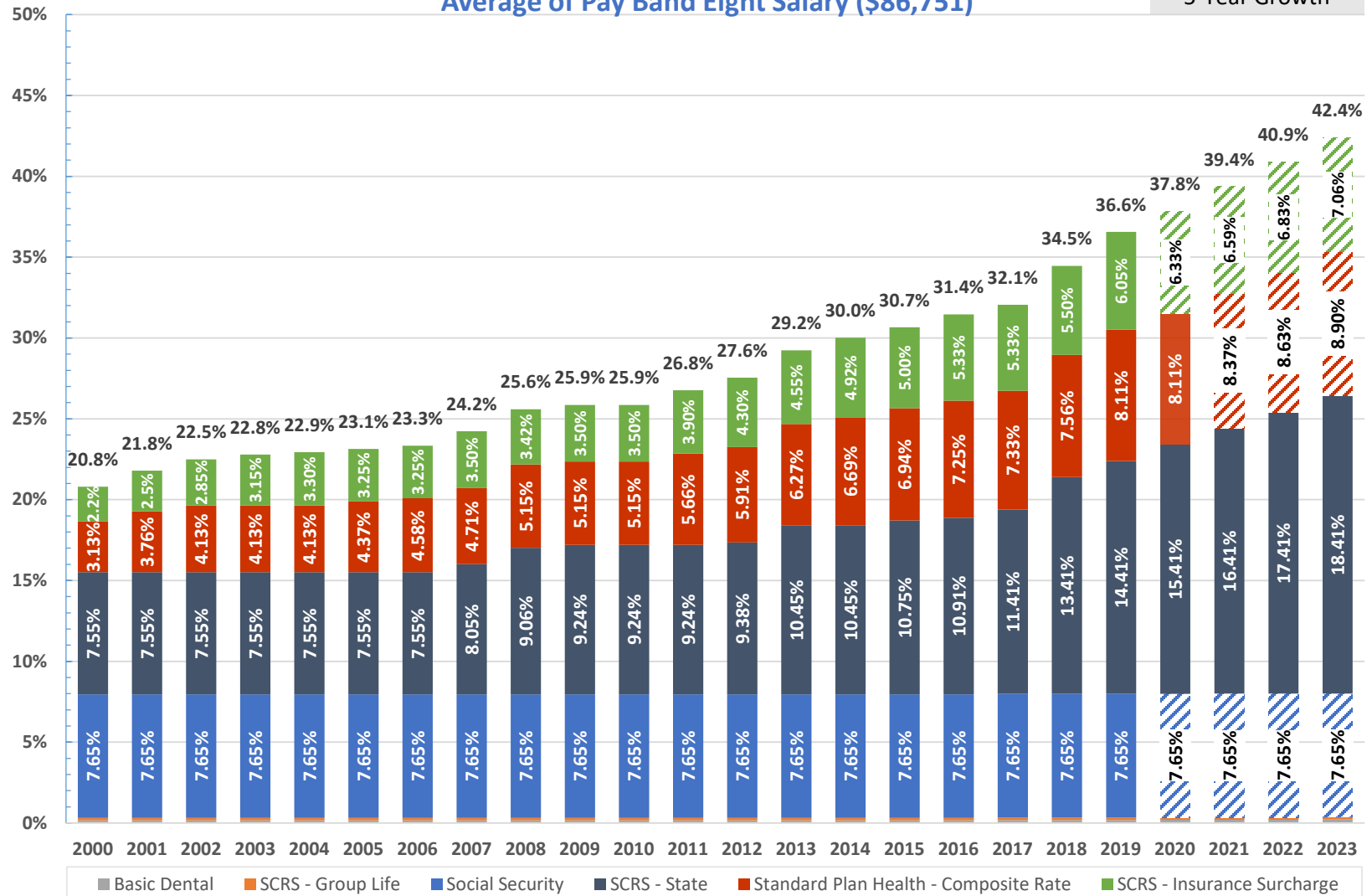
Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Seven Salary (\$65,900)

Patterned Columns
Estimated Using
5-Year Growth



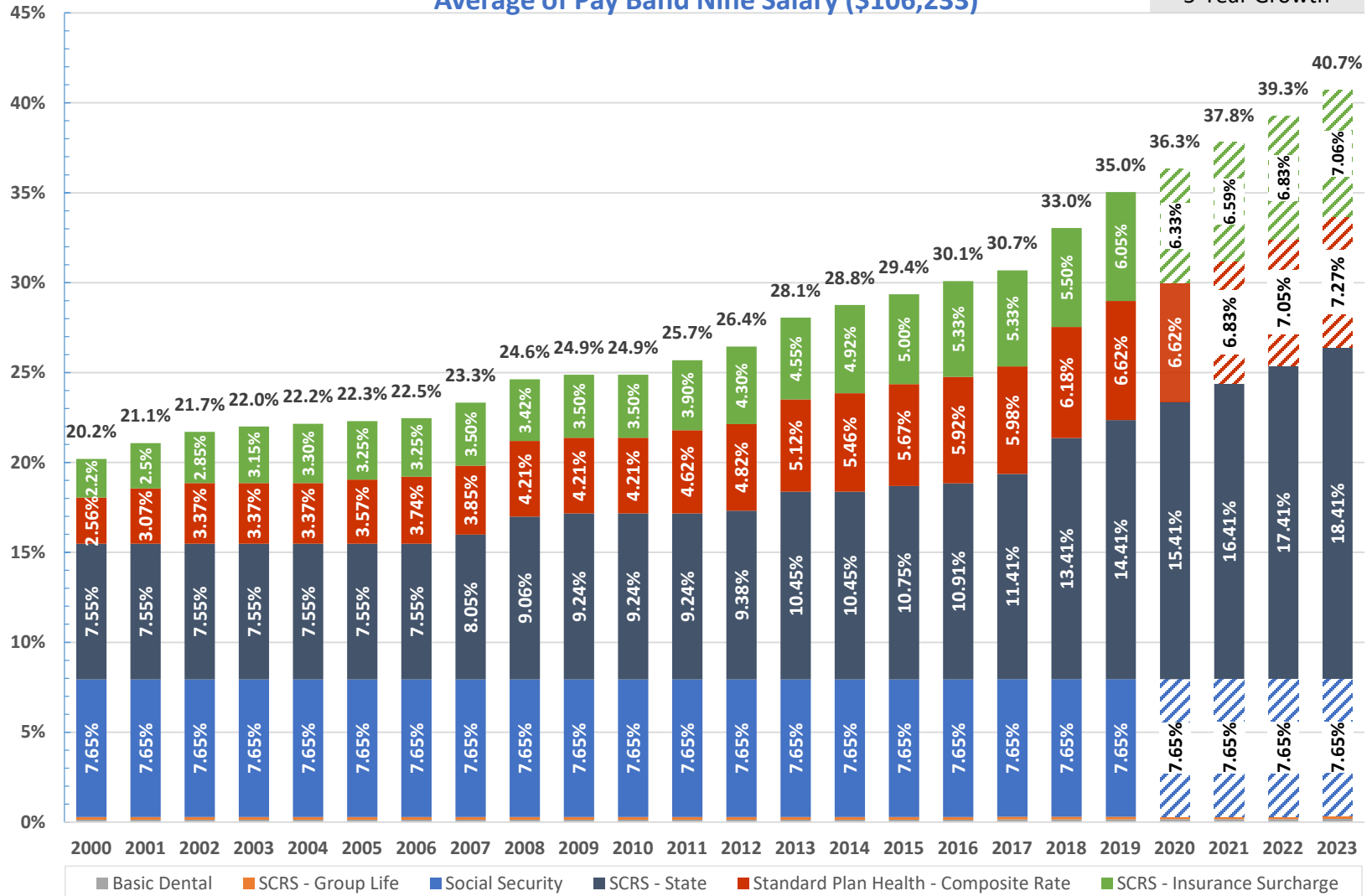
Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Eight Salary (\$86,751)

Patterned Columns
Estimated Using
5-Year Growth



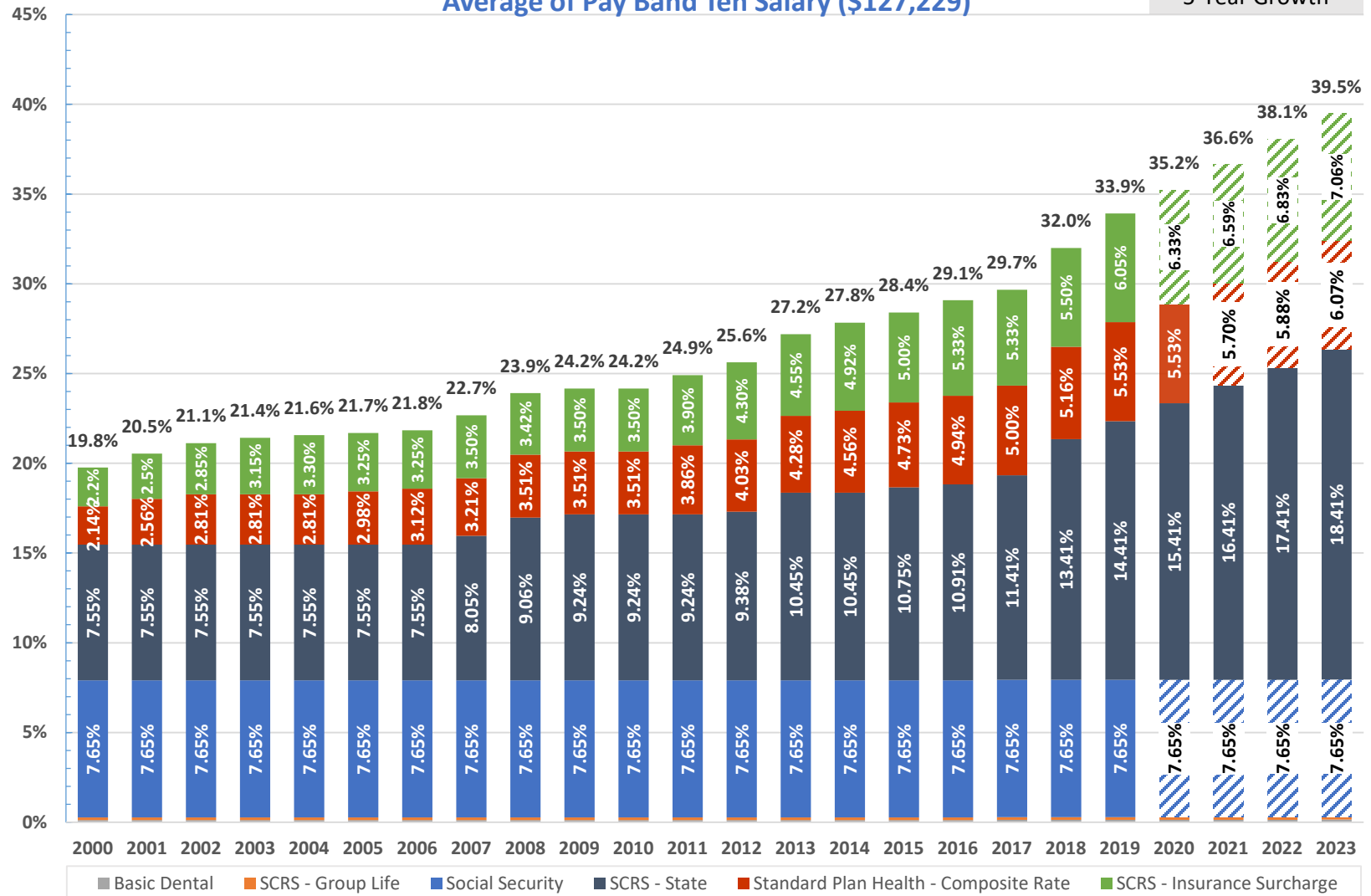
Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Nine Salary (\$106,233)

Patterned Columns
Estimated Using
5-Year Growth



Retirement System, Social Security, Health and Dental Insurance Employer Contribution Rates Average of Pay Band Ten Salary (\$127,229)

Patterned Columns
Estimated Using
5-Year Growth



SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE



Our mission is to provide independent research, analysis, and resources to facilitate informed policy decisions and administration of services.

This analysis is based upon the employer contribution rate data provided by the South Carolina Public Employee Benefit Authority and the salary data provided by the South Carolina Department of Administration. Any errors or omissions in the data may affect this analysis. Projections and estimates calculated by the Revenue and Fiscal Affairs Office. Please provide any comments to RFA by email to morgan.odonnell@rfa.sc.gov.