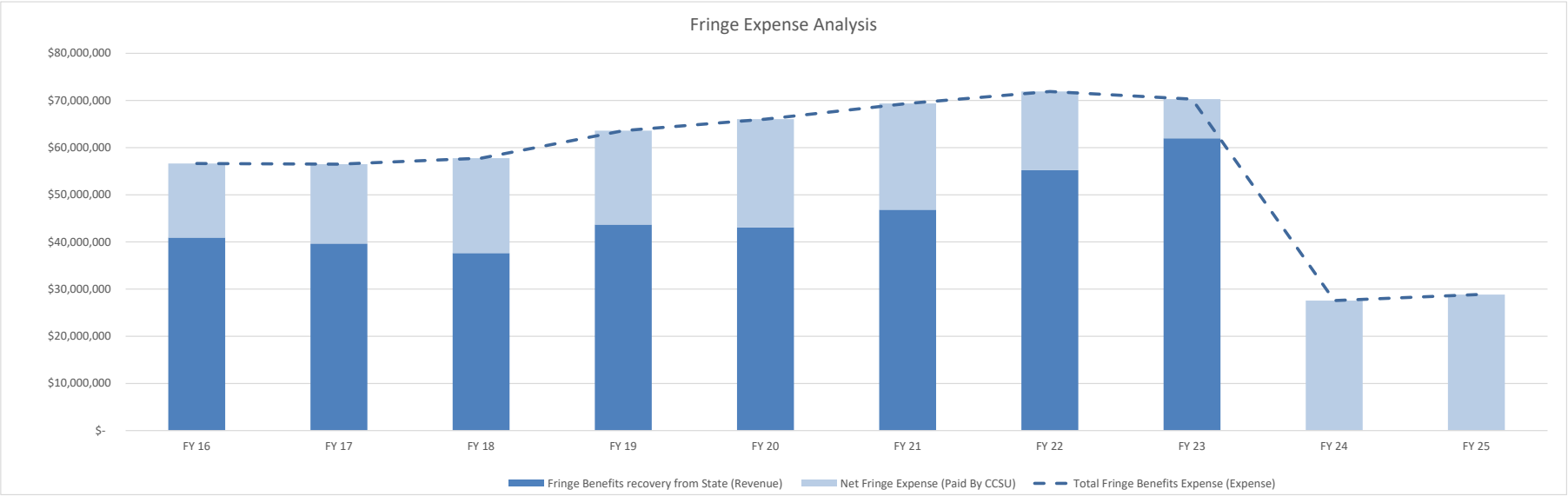


Fringe Expense Analysis

	FY 16	FY 17	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25
Account Name	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Total Fringe Benefits Expense (Expense)	\$ 56,628,723	\$ 56,491,790	\$ 57,767,005	\$ 63,622,427	\$ 66,048,330	\$ 69,374,260	\$ 71,905,590	\$ 70,298,759	\$ 27,572,139	\$ 28,856,117
Fringe Benefits recovery from State (Revenue)	\$ 40,938,165	\$ 39,674,870	\$ 37,656,992	\$ 43,693,977	\$ 43,100,980	\$ 46,860,086	\$ 55,219,261	\$ 61,996,123	\$ -	
Net Fringe Expense (Paid By CCSU)	\$ 15,690,558	\$ 16,816,920	\$ 20,110,013	\$ 19,928,450	\$ 22,947,350	\$ 22,514,174	\$ 16,686,329	\$ 8,302,636	\$ 27,572,139	\$ 28,856,117
% CCSU Net Expense Change from Year to Year	7.88%	7.18%	19.58%	-0.90%	15.15%	-1.89%	-25.89%	-63.12%	232.09%	

FY 25 vs. FY 21		FY 25 vs. FY 16	
5 YEAR		10 YEAR	
INCREASE	% change	INCREASE	% change
\$ (40,518,143)	-64%	\$ (27,772,606)	-59%
\$ (46,860,086)	-107%	\$ (40,938,165)	-117%
\$ 6,341,943	32%	\$ 13,165,559	110%
28.17%		90.52%	

The State allocated additional Operating Fund Fringe Support for FY22 - \$6,509,325 & FY23 - \$6,995,755
Beginning in FY24, the State started paying the retirement fringe in lieu of allocating a fringe appropriation.



Pension Plan Rate History

State Employee Retirement (SERS)

Alternate Retirement (ARP)

Retirement Plan	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
SERS/HYBRID	53.58%	54.99%	56.58%	64.30%	59.99%	64.14%	65.90%	67.40%	59.57%	47.48%	49.23%
Incr (Decr) from prior year	3.08%	1.41%	1.59%	7.72%	-4.31%	4.15%	1.76%	1.50%	-7.83%	-12.09%	1.75%
Percent increase(decrease)	6.1%	2.6%	2.9%	13.6%	-6.7%	6.9%	2.7%	2.3%	-11.6%	-20.3%	3.7%

Retirement Plan	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
ARP	11.99%	11.93%	14.50%	14.75%	14.61%	14.82%	14.96%	14.60%	12.23%	11.51%	13.98%
Incr(Decr) from prior year	0.29%	-0.06%	2.57%	0.25%	-0.14%	0.21%	0.14%	-0.36%	-2.37%	-0.72%	2.47%
Percent increase(decrease)	2.5%	-0.5%	21.5%	1.7%	-0.9%	1.4%	0.9%	-2.4%	-16.2%	-5.9%	21.5%

Hybrid plan became available in SFY 2012.

Beginning in FY24, the State started paying the retirement fringe in lieu of allocating a fringe appropriation.

dept-finance/account-adm/Fringe Benefits/Fringe Benefit Rates and Expense History (Pension Plan Rate History)

