SNU Policy: Social Security and Medicare/Federal Insurance Contributions Act (FICA)
SNU Policy ID: Benefit Information D-06
Policy Reviewed by: Director of Human Resources
Approval Authority: Vice President for Business and Finance
Approval Date: May 1, 2025
Next Review Date: May 1, 2030

POLICY:
All non-student employees participate in the Social Security program as a condition of employment. The tax rates set by federal law are 6.2% for Social Security and 1.45% for Medicare for the employer and 6.2% for Social Security and 1.45% for Medicare for the employee.