

Bryn Mawr College

2023 Benefits Rates & 2024-28 Projected Benefits Rates by Employee Classification*

2/23/2023

A. Benefits rate (A = B + C)

	2023	2024	2025	2026	2027	2028
Fac	33.4%	34.0%	34.6%	35.2%	35.8%	36.5%
AP	34.3%	35.0%	35.7%	36.5%	37.3%	38.2%
CT	42.3%	43.4%	44.5%	45.7%	46.9%	48.2%
SC	50.9%	52.7%	54.6%	56.5%	58.6%	60.7%
Overall	36.1%	38.9%	39.8%	40.8%	41.8%	42.9%

B. Medical benefits rate (medical and dental)

	2023	2024	2025	2026	2027	2028
Fac	9.2%	9.7%	10.2%	10.7%	11.2%	11.8%
AP	12.4%	13.0%	13.7%	14.3%	15.1%	15.8%
CT	19.7%	20.7%	21.7%	22.8%	23.9%	25.1%
SC	33.6%	35.3%	37.1%	38.9%	40.9%	42.9%

C. Other benefits rate

	2023	2024	2025	2026	2027	2028
Fac	24.2%	24.3%	24.4%	24.5%	24.6%	24.7%
AP	21.9%	22.0%	22.1%	22.2%	22.3%	22.4%
CT	22.6%	22.7%	22.8%	22.9%	23.0%	23.1%
SC	17.3%	17.4%	17.5%	17.6%	17.7%	17.8%

*Projections are based on assumptions in the BMC Five-year budget model as of 02/23/2023:

	2024	2025	2026	2027	2028
faculty salary increases:	3.0%	3.0%	3.0%	3.0%	3.0%
staff salary increases:	3.0%	3.0%	3.0%	3.0%	3.0%
medical benefits increases:	5.0%	5.0%	5.0%	5.0%	5.0%

Bryn Mawr College

2025 Benefits Rates & 2025-33 Projected Benefits Rates by Employee Classification*

10/6/2025

A. Benefits rate (A = B + C)

	2028	2029	2030	2031	2032	2033
Fac	36.5%	37.2%	37.9%	38.6%	39.4%	40.2%
AP	38.2%	39.1%	40.0%	41.0%	42.0%	43.0%
CT	48.2%	49.6%	51.0%	52.5%	54.0%	55.7%
SC	60.7%	63.0%	65.3%	67.8%	70.4%	73.1%
Overall	42.9%	43.2%	44.4%	45.6%	46.8%	48.1%

B. Medical benefits rate (medical and dental)

	2028	2029	2030	2031	2032	2033
Fac	11.8%	12.4%	13.0%	13.6%	14.3%	15.0%
AP	15.8%	16.6%	17.4%	18.3%	19.2%	20.2%
CT	25.1%	26.4%	27.7%	29.1%	30.6%	32.1%
SC	42.9%	45.1%	47.3%	49.7%	52.2%	54.8%

C. Other benefits rate

	2028	2029	2030	2031	2032	2033
Fac	24.7%	24.8%	24.9%	25.0%	25.1%	25.2%
AP	22.4%	22.5%	22.6%	22.7%	22.8%	22.9%
CT	23.1%	23.2%	23.3%	23.4%	23.5%	23.6%
SC	17.8%	17.9%	18.0%	18.1%	18.2%	18.3%

**Annual increases to benefits are based on the modeled assumptions in the ten-year budget projections as of 10/06/2025:*

<i>2028</i>	<i>2029</i>	<i>2030</i>	<i>2031</i>	<i>2032</i>	<i>2033</i>
3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
5.0%	5.0%	5.0%	5.0%	5.0%	5.0%