

# Fringe Benefit Rates for Fiscal Year 2016

These number can change please check back for updates

<b>Fringe Benefit Deduction codes on Checks</b>	<b>Account (Object Code)</b>	<b>Employer Cost % of Gross</b>	<b>Employee Cost % of Gross</b>	<b>Comments</b>
Social Security Tax OASDI MED/ER  ADDL/MED	11910 11910 11910	6.2% 1.45% N/A	6.2% 1.45% 0.9%	Maximum base wage for OASDI in calendar year 2015 is \$118,500 There is no maximum for Medicare Addl MED is based on income over a set threshold*
Regents Retirement TSA____	11830	8.5%	5.50%	UPS, faculty and academic staff employees are eligible after one year of employment or immediately if waiver Provisions met.
Regents Retirement GTL_____	11850	1.00%	Employee cost is referred to as 'Taxable Group Term Life' (see check calculation notes)	The employee cost is based on formula related to annual benefits base rate
KPERS RETREG	11810	10.91%	6.0%	USS employees are first hired before 7/1/09
KPERS RETRE2	11810	10.91%	6.0%	USS employees first hired on/after 7/1/09 participate on date of hire
KPERS RETRE3	11810	10.91%	6.0%	USS employees first hired on/after 1/1/15 participate on date of hire
KPERS RETRET	11810	17.44%	N/A	KPERS retiree from a <u>different employer</u> ( e.g., non-State agency, non-Regents institution, such as the county, city or school district),
KPERS (D&D) GTLREG	11811	1.00%	Employee cost is referred to as 'Taxable Group Term Life' (see check calculation notes)	The employee cost is based on formula related to annual Benefits base rate
KS Police & Firemen RETP&F	11880	21.32%	7.15%	Police and Firemen are eligible immediately upon employment
State Leave Payment Reserve Fund STLEAV	11760	0.68%	N/A	All employees are subject to this assessment which funds retiree sick and vacation leave payouts. This is ER cost only.

<b>Fringe Benefit Deduction codes on Checks</b>	<b>Account (Object Code)</b>	<b>Employer Cost % of Gross</b>	<b>Employee Cost % of Gross</b>	<b>Comments</b>
KU Leave Payment Reserve Fund KULEAV	11761	0.35%	N/A	All employees are subject to this assessment that funds non-retirement eligible vacation leave payouts. This is ER cost only.
Other State Employer Income Tax	11790	Varies with State	N/A	Only Oregon has an employer local income tax to date; No employee local income tax
Worker's Compensation Insurance WCI	11970	0.441%	N/A	All employees are covered by Worker's Compensation. This is the employer cost for coverage.
Unemployment Compensation Tax UCI	11980	0.11%	N/A	Non-student employees are covered by Unemployment Insurance. This is the employer cost for coverage.
Kan-Elect HCARE DCARE	11990 11990	5.74% 5.74%	\$\$ Chosen by employee	Employee contributions have a 5.74% administrative fee charged to the employer
Parking PPKADR	11780	6.65%	\$\$ Chosen by employee	Employee contributions have a 6.65% administrative fee charged to the employer (of employee deduction amount)

The Affordable Care Act created an additional employee only Medicare tax of 0.9 percent on wages paid in excess of \$200,000 a year, beginning in 2013.

\* <http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Questions-and-Answers-for-the-Additional-Medicare-Tax>

## Group Health Insurance

--These are "budgeted" employer rates for health insurance. Actual employee rates are based on plan and company selected.

<b>Semi Monthly Rates</b>	<b>Account (Object Code)</b>	<b>Medical/Drug**</b>	<b>Dental</b>	<b>Total</b>
Full Time – Single	1950	\$245.66	\$15.74	\$261.40
Part Time – Single	1950	\$196.60	\$11.58	\$208.18
Full Time – Employee, Dependent Coverage*	1950	\$ 359.95	\$22.44	\$382.39
Part Time – Employee, Dependent Coverage*	1950	\$286.43	\$17.44	\$303.87

\*Note that these amounts include the Single Employee rate plus the Dependent Coverage rate added together.

\*\*For GHI Plan C rates, the Employer HSA amount, calculated on a semi monthly basis, is subtracted from these semi-monthly Employer Medical/Drug rates. The Employer HSA amount is distributed semi-annually and charged at time of distribution.

*Revised 08/07/2015*