

Student Paychecks - Deductions and Employer Fringe Costs			
Deduction/Fringe	Percent of Gross	Deduction from Gross Pay of Student Employee	Fringe Cost Paid by Employer
OASDI*	6.20%	No, if enrolled according to guidelines. Yes, if not enrolled per guidelines**	If it is deducted from the Student then the Employer pays (matching) total contribution is 12.4%
Medicare*	1.45%	No, if enrolled according to guidelines. Yes, if not enrolled per guidelines**	If it is deducted from the Student then the Employer pays (matching) total contribution is 2.9%
State Leave Fund	0.50%	No	Yes
Worker's Compensation Insurance	0.826%		
*Old Age Survivor and Disability Insurance previously known as with Medicare as FICA or Social Security			
**Enrollment and OASDI guidelines may be found in the Student Enrollment Chart or the Student Employment handbook at <a href="http://www.ku.edu/~kuhr/students/index.shtml">http://www.ku.edu/~kuhr/students/index.shtml</a>			
Fringe percentages are available at: <a href="http://www.payroll.ku.edu/fringe_benefit_rates06.aspx">http://www.payroll.ku.edu/fringe_benefit_rates06.aspx</a>			
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