

Fringe Benefit Rates for Fiscal Year 2008

Amended July 26, 2007 – UCI and WCI Rate Change*

Effective with paycheck issued 7/13/07

Fringe Benefit Deduction codes on Checks	Account (Object Code)	Employer Cost % of Gross	Employee Cost % of Gross	Comments
Social Security Tax OASDI MED/ER	11910 11910	6.2% 1.45%	6.2% 1.45%	Maximum base wage for OASDI in calendar year 2007 is \$97,500. There is no maximum for Medicare
Regents Retirement TSA_____	11830	8.5%	5.50%	UPS employees are eligible after one year of employment.
Regents Retirement PRYRSV	11840	N/A	N/A	HB 2014 (passed 2003 session) authorizes the issuance of Rev Bonds to finance the 'unfunded accrued liability' of KPERS
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	6.37%	4.00%	USS employees are eligible after one year of employment
KPERS RETRET	11810	10.99%	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%	See check calculation notes	The employee cost is based on formula related to annual benefits base rate
KS Police & Firemen RETP&F	11880	13.32%	7.0%	Police and Firemen are eligible immediately upon employment
State Leave Payment Reserve Fund STLEAV	11760	0.50%	N/A	All employees are subject to this assessment which funds retiree sick and vacation leave payouts. This is ER cost only.
Worker's Compensation Insurance WCI	11970	0.781% *rate change 7/15/07	N/A	All employees are covered by Worker's Compensation. This is the employer cost for coverage.

Fringe Benefit Deduction codes on Checks	Account (Object Code)	Employer Cost % of Gross	Employee Employee Cost % of Gross	Comments
Unemployment Compensation Tax UCI	11980	0.10% *Rate was amended 7/20 effect. 7/1/07	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	7.65%	\$\$ Chosen by employee	Employee contributions have a 7.65% administrative fee charged to the employer (of employee deduction amount)

Group Health Insurance

**These are “budgeted” employer rates for health insurance. Actual employee rates are based on plan and company selected.

Semi Monthly Rates	Account (Object Code)	Medical	Dental	Drug	Total
Full Time – Single	1950	\$153.13	\$12.03	\$35.37	\$200.53
Part Time – Single	1950	\$122.55	\$8.88	\$28.30	\$159.73
Full Time - Dependent	1750	\$71.23	\$5.12	\$16.45	\$92.80
Part Time – Dependent	1750	\$55.97	\$4.48	\$12.93	\$73.38