



IMPERIAL VALLEY COLLEGE

2013-14 FRINGE BENEFITS COSTS

	Employer Contribution Rate	Employee Contribution Rate
STRS-State Teacher's Retirement System		
3110 Certificated (instruction)	<i>Applies to all full time certificated and hourly certificated who are members of STRS</i>	8.250%
3111 Certificated (non-instruction)		
PERS-Public Employee's Retirement System		
3220 Classified	<i>Applies to ALL Classified, 50% or more contract</i>	11.442%
3221 Classified and other		
SOCIAL SECURITY (FICA)		
3310 Certificated	<i>Applies to hourly certificated not yet STRS members</i>	6.200%
3311 Certificated (non-instruction)		
3320 Classified and other	<i>Applies to ALL Classified wages</i>	6.200%
3321 Instructional Aides		
MEDICARE		
3330 Certificated	<i>Applies to all certificated employees hired after 4/1/86</i>	1.450%
3331 Certificated (non-instruction)		
3340 Classified and other	<i>Applies to ALL Classified wages Student wages are EXEMPT</i>	1.450%
3341 Instructional Aides		
STATE UNEMPLOYMENT INSURANCE		
3530 Certificated	<i>Applies to ALL employees wages Student wages are EXEMPT</i>	0.050%
3511 Certificated (non-instruction)		
3520 Classified and other	<i>State Disability Insurance applies to ALL employees not in STRS</i>	0.000%
3521 Instructional Aides		
WORKERS COMPENSATION		
3610 Certificated	<i>Applies to ALL wages</i>	0.780%
3611 Certificated (non-instruction)		
3620 Classified and other		
3621 Instructional Aides		
HEALTH & WELFARE		
3410 Certificated		
3411 Certificated (non-instruction)		
3420 Classified and other		
3421 Instructional Aides		

Payroll Object Codes
11xx Certificated (instruction)
12xx Certificated (non-instruction)
13xx Certificated per-session, coaches & overload
14xx Certificated consultants, & other non-instruction
21xx Classified - Noninstructional
22xx Classified - Instructional Aides
23xx Student Wages, Overtime, Professional Growth
24xx Tutors

TOTAL COSTS FOR BENEFITS (EMPLOYEES NOW CONTRIBUTE)			
	Medical & Rx	Comprehensive	Basic
			SIMNSA
EE Only	\$680.13	\$571.64	\$219.22
EE + Spouse	\$1,230.66	\$1,033.07	\$369.93
EE + Child(ren)	\$1,078.43	\$905.27	\$417.64
EE + Family	\$1,366.29	\$1,146.73	\$533.73
Dental	\$85.74	\$85.74	\$85.74
Vision	\$17.14	\$17.14	\$17.14
Basic Life	\$8.50	\$8.50	\$8.50
Holman Group	\$14.92	\$14.92	\$2.31
Admin Fee	\$1.00	\$1.00	\$1.00
Total Monthly Costs (Medical, Rx, Dental, & Vision)			
EE Only	\$807.43	\$698.94	\$333.91
EE + Spouse	\$1,357.96	\$1,160.37	\$484.62
EE + Child(ren)	\$1,205.73	\$1,032.57	\$532.33
EE + Family	\$1,493.59	\$1,274.03	\$648.42
Total Annual Costs (Medical, Rx, Dental, & Vision)			
EE Only	\$9,689.16	\$8,387.28	\$4,006.92
EE + Spouse	\$16,295.52	\$13,924.44	\$5,815.44
EE + Child(ren)	\$14,468.76	\$12,390.84	\$6,387.96
EE + Family	\$17,923.08	\$15,288.36	\$7,781.04