



IMPERIAL VALLEY COLLEGE

2016-2017 FRINGE BENEFITS COSTS

				Employee Contribution Rate		Employer Contribution Rate	
STRS-State Teacher's Retirement System				Classic	New	Classic	New
3110	Certificated (instruction)	<i>Applies to all FT and PT</i>	DB	10.250%	9.205%	12.580%	12.580%
3111	Certificated (non-instruction)	<i>certificated who are members of STRS</i>	DBS	8.000%	8.000%	8.250%	8.250%
			Reduced Workload	10.250%	N/A	12.580%	N/A
<i>*for more information please visit the STRS website*</i>							
PERS-Public Employee's Retirement System				Classic	New	Classic	New
3220	Classified	<i>Applies to ALL Classified, 50% or more of contract</i>		7.000%	6.000%	13.888%	13.888%
3221	Classified and other						
SOCIAL SECURITY (FICA)				Employee Contribution Rate		Employer Contribution Rate	
3310	Certificated	<i>Applies to hourly certificated not yet STRS members</i>		6.200%		6.200%	
3311	Certificated (non-instruction)						
3320	Classified and other	<i>Applies to ALL classified wages</i>					
3321	Instructional Aides						
MEDICARE				Employee Contribution Rate		Employer Contribution Rate	
3330	Certificated	<i>Applies to all certified employees hired after 04/01/86</i>		1.450%		1.450%	
3331	Certificated (non-instruction)						
3340	Classified and other	<i>Applies to ALL classified wages</i>					
3341	Instructional Aides	<i>Student wages are EXEMPT</i>					
STATE UNEMPLOYMENT INSURANCE				Employee Contribution Rate		Employer Contribution Rate	
3510	Certificated			0.000%		0.050%	
3511	Certificated (non-instruction)	<i>Applies to ALL employees wages</i>					
3520	Classified and other	<i>Student wages are EXEMPT</i>					
3521	Instructional Aides						
STATE DISABILITY INSURANCE				Employee Contribution Rate		Employer Contribution Rate	
3520	Classified and other	<i>Applies to all employees not in or vested in STRS;</i>		0.000%		0.900%	
3521	Instructional Aides	<i>Student wages are EXEMPT</i>					
WORKERS COMPENSATION				Employee Contribution Rate		Employer Contribution Rate	
3610	Certificated			0.000%		1.212%	
3611	Certificated (non-instruction)	<i>Applies to ALL wages</i>					
3620	Classified and other						
3621	Instructional Aides						



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2016-2017 FRINGE BENEFITS - INSURANCE

Medical & Rx	Comprehensive	Basic	COB	SIMNSA
EE Only	\$766.92	\$644.59	\$610.43	\$260.26
EE + Spouse	\$1,387.20	\$1,164.90	\$1,079.87	\$441.49
EE + Child(ren)	\$1,216.04	\$1,020.80	\$946.27	\$499.43
EE + Family	\$1,540.64	\$1,293.06	\$1,218.43	\$638.74
Dental			\$98.17	
Vision			\$19.19	
Basic Life			\$1.70	
Holman Group			\$16.54	
Total Monthly Costs				
EE Only	\$902.52	\$780.19	\$746.03	\$395.86
EE + Spouse	\$1,522.80	\$1,300.50	\$1,215.47	\$577.09
EE + Child(ren)	\$1,351.64	\$1,156.40	\$1,081.87	\$635.03
EE + Family	\$1,676.24	\$1,428.66	\$1,354.03	\$774.34
Total Annual Costs				
EE Only	\$10,830.24	\$9,362.28	\$8,952.36	\$4,750.32
EE + Spouse	\$18,273.60	\$15,606.00	\$14,585.64	\$6,925.08
EE + Child(ren)	\$16,219.68	\$13,876.80	\$12,982.44	\$7,620.36
EE + Family	\$20,114.88	\$17,143.92	\$16,248.36	\$9,292.08

- 3410 Certificated
- 3411 Certificated (non-instruction)
- 3420 Classified and other
- 3421 Instructional Aides

<u>Payroll Object Codes (Account)</u>
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

Employee Contribution Amounts Annually (taken 10thly)				
	Comprehensive	Basic	COB	SIMNSA
EE Only	\$600.00	\$0.00	\$0.00	\$0.00
EE + Spouse	\$1,200.00	\$600.00	\$300.00	\$0.00
EE + Child(ren)	\$900.00	\$300.00	\$150.00	\$0.00
EE + Family	\$1,200.00	\$600.00	\$300.00	\$0.00

**Total annual costs do not include the employee contributions being taken out*