



IMPERIAL VALLEY COLLEGE

2015-2016 FRINGE BENEFITS COSTS

			Employer Contribution Rate	Employee Contribution Rate
STRS-State Teacher's Retirement System				
			Classic/New	Classic/New
3110	Certificated (instruction)	<i>Applies to all full time certificated and hourly certificated who are members of STRS</i>	<i>DB</i> 10.73% / 10.73%	9.2% / 8.56%
3111	Certificated (non-instruction)		<i>DBS</i> 8.25% / 8.25%	8% / 8%
			<i>Reduced Workload</i> 10.73% / 10.73%	9.2% / 8.56%
<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 contract</i>	11.847% / 11.847%	7% / 6%
3221	Classified and other			
SOCIAL SECURITY (FICA)				
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				
3330	Certificated	<i>Applies to all certificated employees hired after 4/1/86</i>	1.450%	1.450%
3331	Certificated (non-instruction)			
3340	Classified and other	<i>Applies to ALL Classified wages Student wages are EXEMPT</i>		
3341	Instructional Aides			
STATE UNEMPLOYMENT INSURANCE				
3510	Certificated	<i>Applies to ALL employees wages Student wages are EXEMPT</i>	0.050%	0.000%
3511	Certificated (non-instruction)			
3520	Classified and other			
3521	Instructional Aides			
STATE DISABILITY INSURANCE				
3520	Classified and other	<i>State Disability Insurance applies to ALL employees not in STRS</i>	0.900%	0.000%
3521	Instructional Aides			
WORKERS COMPENSATION				
3610	Certificated	<i>Applies to ALL wages</i>	1.098%	0.000%
3611	Certificated (non-instruction)			
3620	Classified and other			
3621	Instructional Aides			

HEALTH & WELFARE * EFFECTIVE OCTOBER 1, 2015* THIS IS SHOWN TENTHLY (10 PAYMENTS)

	TOTAL COSTS FOR BENEFITS (*EMPLOYEES NOW CONTRIIBUTE)			
	Medical & Rx	Comprehensive	Basic	SIMNSA
3410	Certificated			
3411	Certificated (non-instruction)			
3420	Classified and other			
3421	Instructional Aides			
	EE Only	\$920.31	\$773.51	\$312.31
	EE + Spouse	\$1,664.64	\$1,397.88	\$529.79
	EE + Child(ren)	\$1,459.25	\$1,224.96	\$599.32
	EE + Family	\$1,848.77	\$1,551.67	\$766.49
	Dental	\$117.80	\$117.80	\$117.80
	Vision	\$23.03	\$23.03	\$23.03
	Basic Life	\$10.20	\$10.20	\$10.20
	Holman Group	\$17.90	\$17.90	\$17.90
	Admin Fee	\$1.20	\$1.20	\$1.20
Total Monthly Costs (Medical, Rx, Dental, & Vision) For 10 Months				
	EE Only	\$1,090.44	\$943.64	\$482.44
	EE + Spouse	\$1,834.77	\$1,568.01	\$699.92
	EE + Child(ren)	\$1,629.38	\$1,395.09	\$769.45
	EE + Family	\$2,018.90	\$1,721.80	\$936.62

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