



# IMPERIAL VALLEY COLLEGE 2014-15 FRINGE BENEFITS COSTS

		Employer Contribution Rate	Employee Contribution Rate	
<b>STRS-State Teacher's Retirement System</b>				
3110 Certificated (instruction)	<i>Applies to all full time certificated and hourly certificated who are members of STRS</i>  <i>*for more information please visit the STRS website*</i>	<b>8.88% / 8.25%</b>	<b>8.15% / 8.0%</b>	
3111 Certificated (non-instruction)				
<b>PERS-Public Employee's Retirement System</b>				
3220 Classified	<i>Applies to ALL Classified, 50% or more contract</i>	<b>11.771%</b>	<b>6.000%</b>	
3221 Classified and other				
<b>SOCIAL SECURITY (FICA)</b>				
3310 Certificated	<i>Applies to hourly certificated not yet STRS members</i>	<b>6.200%</b>	<b>6.200%</b>	
3311 Certificated (non-instruction)				
3320 Classified and other	<i>Applies to ALL Classified wages</i>			
3321 Instructional Aides				
<b>MEDICARE</b>				
3330 Certificated	<i>Applies to all certificated employees hired after 4/1/86</i>	<b>1.450%</b>	<b>1.450%</b>	
3331 Certificated (non-instruction)				
3340 Classified and other	<i>Applies to ALL Classified wages</i> <i>Student wages are EXEMPT</i>			
3341 Instructional Aides				
<b>STATE UNEMPLOYMENT INSURANCE</b>				
3530 Certificated	<i>Applies to ALL employees wages</i> <i>Student wages are EXEMPT</i>	<b>0.050%</b>	<b>0.000%</b>	
3511 Certificated (non-instruction)				
3520 Classified and other				
3521 Instructional Aides				
<b>STATE DISABILITY INSURANCE</b>				
3520 Classified and other	<i>State Disability Insurance applies to ALL employees not in STRS</i>	<b>1.000%</b>	<b>0.000%</b>	
3521 Instructional Aides				
<b>WORKERS COMPENSATION</b>				
3610 Certificated	<i>Applies to ALL wages</i>	<b>1.034%</b>	<b>0.000%</b>	
3611 Certificated (non-instruction)				
3620 Classified and other				
3621 Instructional Aides				
<b>HEALTH &amp; WELFARE * EFFECTIVE OCTOBER 1, 2014*</b>				
3410 Certificated	<b>TOTAL COSTS FOR BENEFITS (*EMPLOYEES NOW CONTRIBUTE)</b>			
3411 Certificated (non-instruction)	<b>Medical &amp; Rx</b>	<b>Comprehensive</b>	<b>Basic</b>	<b>SIMNSA</b>
3420 Classified and other	<b>EE Only</b>	\$751.88	\$631.95	\$253.82
3421 Instructional Aides	<b>EE + Spouse</b>	\$1,360.49	\$1,142.06	\$429.73
	<b>EE + Child(ren)</b>	\$1,192.20	\$1,000.78	\$485.08
	<b>EE + Family</b>	\$1,510.43	\$1,267.71	\$619.72
	<b>Dental</b>	\$93.14	\$93.14	\$93.14
	<b>Vision</b>	\$19.19	\$19.19	\$19.19
	<b>Basic Life</b>	\$8.50	\$8.50	\$8.50
	<b>Holman Group</b>	\$14.92	\$14.92	\$2.31
	<b>Admin Fee</b>	\$1.00	\$1.00	\$1.00
	<b>Total Monthly Costs (Medical, Rx, Dental, &amp; Vision)</b>			
	<b>EE Only</b>	\$888.63	\$768.70	\$377.96
	<b>EE + Spouse</b>	\$1,497.24	\$1,278.81	\$553.87
	<b>EE + Child(ren)</b>	\$1,328.95	\$1,137.53	\$609.22
	<b>EE + Family</b>	\$1,647.18	\$1,404.46	\$743.86
	<b>Total Annual Costs (Medical, Rx, Dental, &amp; Vision)</b>			
	<b>EE Only</b>	\$10,663.56	\$9,224.40	\$4,535.52
	<b>EE + Spouse</b>	\$17,966.88	\$15,345.72	\$6,646.44
	<b>EE + Child(ren)</b>	\$15,947.40	\$13,650.36	\$7,310.64
	<b>EE + Family</b>	\$19,766.16	\$16,853.52	\$8,926.32

<b>Payroll Object Codes</b>
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