

MEMORANDUM

Date: July 19, 2012

To: Cynthia Villa - Vice President for Business Affairs
Anthony Turrietta- Associate Vice President for Business Affairs
Dr. Junius J. Gonzales - Provost
Dr. Roberto Osegueda - Vice President Research and Sponsored Projects
Manuela Dokie – Associate Director for Research & Sponsored Projects
Elizabeth Flores - Associate Provost for Resource Management

From: Tessy Rappé
Director of Business Services



Subject: **Fringe Benefit Rate Sheet for fiscal year 2012-2013**

Attached you will find the Fringe Benefit Rate table for the upcoming fiscal year, September 1, 2012, through August 31, 2013.

Should you have any questions please contact the Payroll Office at ext. 5171.

Xc: Financial Services Staff
CAO's
Athletics

UNIVERSITY
TOWERS, SUITE 100
500 W. UNIVERSITY DR.
EL PASO, TEXAS 79968



**The University of Texas at El Paso
Fringe Benefit Rates
2012-2013**

<u>EMPLOYER'S CONTRIBUTION</u>								
Employer's Share of Social Security:		7.65%						
BREAKDOWN -								
	Social Security for	2012:	6.2% - Wage Base Limit of \$110,100					
	Medicare for	2012:	1.45% - No Wage Base Limit					
	Social Security for	2011:	6.2% - Wage Base Limit of \$106,800					
	Medicare for	2011:	1.45% - No Wage Base Limit					
Workmen's Compensation Insurance:		0.184% of Total Salaries						
Unemployment Compensation Insurance:		0.648% - Limit of \$9,000						
Vacation and Sick Leave Assessment:		1.0% of Eligible Salaries						
Teacher Retirement:		6.4% of Eligible Salaries						
Optional Retirement:		8.5% of Eligible Salaries						
				Full Time	Part Time	Graduate TA/RA ONLY		
				UT SELECT		UT SELECT	United Health*	United Health*
						(14 accounts)	(Other accounts)	
Premium Sharing for Employee Coverage (per month):				483.06	241.53	241.53	461.00	461.00
Premium Sharing for Employee/Spouse Coverage (per month):				736.28	368.14	368.14	N/A	N/A
Premium Sharing for Employee/Child Coverage (per month):				645.08	322.54	322.54	N/A	N/A
Premium Sharing for Employee/Family Coverage (per month):				899.82	449.91	449.91	N/A	N/A
*Cost per semester for AHP/BCBS (\$421.00 represents student coverage ONLY)								

<u>EMPLOYEE'S CONTRIBUTION</u>			
Teacher Retirement:		6.4% of Eligible Salaries	
Optional Retirement:		6.65% of Eligible Salaries	
Employee's Share of Social Security:			
BREAKDOWN -			
	Social Security for	2012:	4.2% - Wage Base Limit of \$110,100
	Medicare for	2012:	1.45% - No Wage Base Limit
	Social Security for	2011:	4.2% - Wage Base Limit of \$106,800
	Medicare for	2011:	1.45% - No Wage Base Limit

<u>CONTRACT & GRANT PROPOSALS</u>	
17.982% Total Salaries	
Plus Premium Sharing For Either:	
Full Time Employee:	8,293
Part Time Employee:	4,146
Graduate TA/RA:	
UT Select:	4,146
United Health Insurance:	1,383

<u>STUDENT TITLES</u>
0.832 of Total Salaries

Note: Longevity pay is included as part of an employee's salary for all fringe benefit calculations and for the Vacation and Sick Leave assessment.

Calculation of Fringe Percentage and Average Premium Sharing

Contract & Grant Proposals:	Student Titles:
OASI 7.65	
WCI 0.184	0.184
UCI 0.648	0.648
V/SL 1.0	
ORP 8.5	
% 17.982	0.832

Calculation of Average Premium Sharing Costs:

	Full Time	Part Time	Graduate TA/RA ONLY	
	UT SELECT		UT SELECT	UNITED HEALTH
Premium Sharing - Employee Coverage (per month):	483.06	241.53	241.53	461.00
Premium Sharing - Employee/Spouse Coverage (per month):	736.28	368.14	368.14	-
Premium Sharing - Employee/Child Coverage (per month):	645.08	322.54	322.54	-
Premium Sharing - Employee/Family Coverage (per month):	899.82	449.91	449.91	-
	2,764.24	1,382.12	1,382.12	461.00
Average	691.06	345.53	345.53	115.25
Annually	8,292.72	4,146.36	4,146.36	1,383.00