

FY2012 S&W Fringe Rates

KPERS Retirement: (mostly classified employees):	9.77%
KPFRS Retirement: (classified Police positions only):	14.44%
TIAA Retirement: (mostly unclassified employees):	9.50%
FICA (Medicare): (no maximum salary limit):	1.45%
FICA (OASDI): (limit = \$116,600 FY2012): (limit = \$111,600 FY2011)	6.20%
Group Health Insurance: Budgeted Average of \$7,320 per 1.00 FTE (Fringe for Health Insurance is pro-rated based on FTE of the position)	
WCI (Worker's Comp):	0.46%
UCI (Unemployment Comp):	0.26%
State Leave Assessment Upon Retirement:	0.54%

These individual rates listed above result in a FY2012 estimated total fringe percentage rate (excluding Group Health Insurance) of:

Classified	18.68%	
Unclassified	18.41%	
Residents/Housestaff	8.91%	No Retirement
Student Help	1.00%	Includes WCI, State Leave
Health Care Worker	18.68%	
Police (Classified)	23.35%	