# The University of Texas at Austin
## Fringe Benefits Rates
### FY 2005-2006

<table>
<thead>
<tr>
<th>Fringe Benefits</th>
<th>Object Code</th>
<th>Employee Contributions</th>
<th>Employer Matching</th>
<th>Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>OASI (Social Security)</td>
<td>1176</td>
<td>7.65%</td>
<td>7.65%</td>
<td>For 2005, up to $90,000</td>
</tr>
<tr>
<td>OASI (Social Security)</td>
<td>1176</td>
<td>7.65%</td>
<td>7.65%</td>
<td>For 2006, up to $94,200*</td>
</tr>
<tr>
<td>OASI (Medicare)</td>
<td>1176</td>
<td>1.45%</td>
<td>1.45%</td>
<td>For 2005, $90,001 and up</td>
</tr>
<tr>
<td>OASI (Medicare)</td>
<td>1176</td>
<td>1.45%</td>
<td>1.45%</td>
<td>For 2006, $94,200 and up*</td>
</tr>
<tr>
<td>Unemployment Compensation Insurance (UCI)</td>
<td>1180</td>
<td></td>
<td>0.442%</td>
<td>up to $9,000 (UT Austin)</td>
</tr>
<tr>
<td>Unemployment Compensation Insurance (UCI)</td>
<td>1180</td>
<td></td>
<td>0.367%</td>
<td>up to $9,000 (UT System)</td>
</tr>
<tr>
<td>Vacation and Sick Leave Assessment</td>
<td>1190</td>
<td></td>
<td>0.60%</td>
<td>UT Austin</td>
</tr>
<tr>
<td>Vacation and Sick Leave Assessment</td>
<td>1190</td>
<td></td>
<td>1.00%</td>
<td>UT System</td>
</tr>
<tr>
<td>Worker’s Compensation Insurance (WCI)</td>
<td>1185</td>
<td></td>
<td>0.228%</td>
<td>UT Austin</td>
</tr>
<tr>
<td>Worker’s Compensation Insurance (WCI)</td>
<td>1185</td>
<td></td>
<td>0.110%</td>
<td>UT System</td>
</tr>
<tr>
<td>Teacher Retirement</td>
<td>1195</td>
<td>6.40%</td>
<td>6.00%</td>
<td></td>
</tr>
</tbody>
</table>

**ORP rates in effect from 09/01 - 12/31/05:**
- Optional Retirement: 1196 6.65% 8.50% UT System employees enrolled at any time
- Optional Retirement: 1196 6.65% 8.50% If enrolled in ORP on or before 8/31/95
- Optional Retirement: 1196 6.65% 6.00% If enrolled in ORP on or after 9/1/95 (UT-Aus)

**ORP rates in effect as of 01/01/2006:**
- Optional Retirement: 1196 6.65% 8.50% UT System employees enrolled at any time
- Optional Retirement: 1196 6.65% 8.50% If enrolled in ORP on or before 8/31/95 (UT-Aus)
- Optional Retirement: 1196 6.65% 6.50% If enrolled in ORP from 9/1/95 - 8/31/96 (UT-Aus)
- Optional Retirement: 1196 6.65% 6.50% If enrolled in ORP on or after 9/1/96 (UT-Aus)

<table>
<thead>
<tr>
<th>Level of Coverage</th>
<th>Object Code</th>
<th>UT Select State Monthly</th>
<th>HMO-Blue State Monthly</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premium Sharing - Employee Coverage</td>
<td>1170</td>
<td>$330.30</td>
<td>$366.33</td>
<td>Use 1/2 Premium Sharing Rates for</td>
</tr>
<tr>
<td>Premium Sharing - Empl/Spouse Coverage</td>
<td>1170</td>
<td>$503.26</td>
<td>$558.29</td>
<td>Part Time employees</td>
</tr>
<tr>
<td>Premium Sharing - Empl/Child Coverage</td>
<td>1170</td>
<td>$440.96</td>
<td>$489.14</td>
<td></td>
</tr>
<tr>
<td>Premium Sharing - Empl/Family Coverage</td>
<td>1170</td>
<td>$614.95</td>
<td>$682.24</td>
<td></td>
</tr>
</tbody>
</table>

Gross, Longevity, Hazardous Duty, and University Salary Supplement pay are included as part of an employee’s salary for all fringe benefit calculations.

OASI calendar year limits are set by the IRS. New rates take effect on checks issued on or after 1st January. *