

The University of Texas at Austin
Fringe Benefits Rates
FY 2009-2010

Fringe Benefits	Object Code	Employee Contributions	Employer Matching	Limit
OASI (Social Security)	1176	6.20%	6.20%	Up to \$106,800
OASI (Medicare)	1176	1.45%	1.45%	All wages
Unemployment Compensation Insurance (UCI)	1180		0.322%	up to \$9,000 (UT Austin)
Unemployment Compensation Insurance (UCI)	1180		0.504%	up to \$9,000 (UT System)
Vacation and Sick Leave Assessment	1190		0.80%	UT Austin
Vacation and Sick Leave Assessment	1190		0.50%	UT System
Worker's Compensation Insurance (WCI)	1185		0.116%	UT Austin
Worker's Compensation Insurance (WCI)	1185		0.123%	UT System
Teacher Retirement	1195	6.40%	6.40%	
Teacher Retirement Pension Surcharge	TBD		12.80%	TRS Working Retirees in a benefits eligible position (50% time or more for 4 1/2 months or more)
<i>ORP rates in effect from 09/01 - 12/31/09:</i>				
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%	8.00%	If enrolled in ORP on or after 9/1/95 (UT-Aus)
<i>ORP rates in effect as of 01/01/2010:</i>				
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%	8.50%	If enrolled in ORP on or after 9/1/96 (UT-Aus)

Level of Coverage	Object Code	UT Select Full Time	UT Select Part Time	Information
Premium Sharing - Employee Coverage	1170	\$393.08	\$196.54	
Premium Sharing - Empl/Spouse Coverage	1170	\$599.14	\$299.57	
Premium Sharing - Empl/Child Coverage	1170	\$524.91	\$262.46	
Premium Sharing - Empl/Family Coverage	1170	\$732.19	\$366.10	

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.