

The University of Texas at Austin
Fringe Benefits Rates
FY 2011-2012

Fringe Benefits	Object Code	Employee Contributions	Employer Matching	Limit
OASI (Social Security)	1176	4.20%	6.20%	Up to \$106,800 (2011); Up to \$110,100 (2012)
OASI (Medicare)	1176	1.45%	1.45%	All wages
Unemployment Compensation Insurance (UCI)	1180		0.657%	Up to \$9,000 (UT Austin)
Unemployment Compensation Insurance (UCI)	1180		1.233%	Up to \$9,000 (UT System)
Vacation and Sick Leave Assessment	1190		1.00%	UT Austin
Vacation and Sick Leave Assessment	1190		2.14%	UT System
Worker's Compensation Insurance (WCI)	1185		0.113%	UT Austin
Worker's Compensation Insurance (WCI)	1185		0.077%	UT System
Teacher Retirement	1195	6.40%	6.00%	
Teacher Retirement Pension Surcharge	1146		12.40%	
<i>TRS Working Retirees in a Benefits Eligible Position</i>				
<i>(50% time or more for 4 1/2 months or more)</i>				
Optional Retirement	1196	6.65%	8.50%	All ORP employees enrolled at any time

Level of Coverage	Object Code	UT Select Full Time	UT Select Part Time	Information
Premium Sharing - Employee Coverage	1170	\$462.26	\$231.13	
Premium Sharing - Employee/Spouse Coverage	1170	\$704.58	\$352.29	
Premium Sharing - Employee/Child Coverage	1170	\$617.30	\$308.65	
Premium Sharing - Employee/Family Coverage	1170	\$861.07	\$430.54	

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 January 1.