

UT Arlington Fringe Benefit Rates FY 2021-2022

Fringe Benefits	Employee Contributions	Employer Contribution	Limit
OASI (Social Security)	6.20%	6.20%	Up to \$142,800 CY 2021
OASI (Medicare)	1.45%	1.45%	No Limit
OASI (Medicare) Affordable Care Act Assessment	0.90%		Wages over \$200,000 CY 2021
Unemployment Compensation Insurance (UCI) - Calendar Year		0.549%	Up to \$9,000
Vacation and Sick Leave Assessment FY 20/21		1.58%	No Limit
Worker's Compensation Insurance (WCI) 21/22		0.119%	No Limit
Teacher Retirement wages paid on or after 09/01/2021	8.00%	7.75%	Wage Base \$290,000
Teacher Retirement Pension Surcharge		15.750%	*if applicable
Optional Retirement	6.65%	8.50%	Wage base \$285,000 CY 2021

Level of Coverage	UT Select State Monthly	Information
Premium Sharing - Employee Coverage	\$628.06	Use 1/2 Premium Sharing Rates for
Premium Sharing - Empl/Spouse Coverage	\$957.26	Part-time Employees
Premium Sharing - Empl/Child Coverage	\$838.70	
Premium Sharing - Empl/Family Coverage	\$1,169.88	

NOTES:

- Benefit eligible employees appointed less than 99.95% time will only receive one-half of the premium share amount listed above.
- Work-study and students are not subject to UCI.
- Gross, Longevity, and Hazardous Duty pay are included as part of an employee's salary for all fringe benefit calculations.
- OASI calendar year limits are set by the IRS and will be updated at CY (calendar year) end.