

Appendix A: Fringe Benefit Rates 2012 - 2014 Base Budget Submission

Subobject	Benefit Factor¹	2012-14 Base
1111	VRS Retirement Contributions²	
	<i>State Employees</i>	11.26%
	<i>Virginia Law Officers Retirement (VaLORS)</i>	19.23%
	<i>State Police (SPORS)</i>	25.05%
	<i>Judges (JRS)</i>	39.51%
1112	Social Security³	6.20%
	Capped at \$106,800 (based on calendar year 2011 cap)	
1112	Medicare	1.45%
1114	Group Life	0.79%
1115	Annual Employer Health Insurance Premiums	
	<i>COVA Care/Connect Single</i>	\$4,476
	<i>COVA Care/Connect Dual</i>	\$7,968
	<i>COVA Care/Connect Family</i>	\$11,688
	<i>COVA High Deductible Single</i>	\$3,984
	<i>COVA High Deductible Dual</i>	\$7,356
	<i>COVA High Deductible Family</i>	\$10,764
	<i>Kaiser Permanente Single</i>	\$4,368
	<i>Kaiser Permanente Dual</i>	\$7,752
	<i>Kaiser Permanente Family</i>	\$11,388
1116	Retiree Health Insurance Credit Premium	1.00%
1117	VSDP & Long-Term Disability Insurance	1.00%
1118	Teachers Insurance and Annuity⁴	10.40%
1119	Defined Contribution Plan⁵	10.40%
1138	Deferred Compensation Match Payments	
	One-half of employee's contribution per pay period, up to a max of \$20 per pay period or \$480 annually.	

¹ Percentage numbers refer to percent of salaries. Health insurance premiums are the annual employer dollar cost for an individual.

² Retirement contribution rates include the five percent employee portion (paid by the Commonwealth for state employees).

³ The \$106,800 Social Security cap is based on the calendar year 2011 cap. The Federal Social Security Administration may update the 2012 calendar year cap at a later date.

⁴ For institutions of higher education: This includes alternative retirement options, such as TIAA-CREF, for those employees as defined in § 51.1-126 of the *Code of Virginia*.

⁵ Used for employees eligible for a defined contribution plan established pursuant to § 51.1-126.5 of the *Code of Virginia*.