

2007 - 2008 EMPLOYEE BENEFITS

<u>HEALTH & WELFARE</u>	<u>Optional Annual Fringe Benefit</u>	<u>Annual Hospitalization plus Fringe Benefits</u>	
C.T.A.	\$3,601.19 (07/07)	\$12,416	If employed 50% or more, District pays an annual cost of \$8815 for hospitalization plus proportionate share of the optional fringe benefit total. **
C.S.E.A.	\$3,491.30 (07/00)	\$12,306	
Management	\$4,419.60 (07/04)	\$13,237	
Confidential	\$3,798.30 (07/04)	\$12,613	
C.S.E.A (Less than 50%)		\$10,324	Less than 50%, no hospitalization is paid.

S.T.R.S.

Certificated 8.25%

P.E.R.S.

C.S.E.A. & Confidential 16.306% (7/1/07)
 Management 9.306% (7/1/07)

Social Security

Classified PERS 7.65% (6.2% Soc. Sec. & 1.45% Medicare)
 Classified non-retirement 7.65% (except full time students enrolled
 Certificated non-retirement 7.65% at CC or FC)
 Wage Base first \$97,500 (1/1/07) - Soc. Sec.
 Wage Base Eliminated (1/1/94) - Medicare

Workers' Compensation

All Salaries 1.50% (7/1/07)
 (including hourly)

Unemployment Insurance

All Salaries .05% (7/1/06)
 (including hourly, except
 Full-Time Students enrolled at CC or FC)

Medicare

All employed after 4/01/86 1.45% (if applicable)
 not paying Social Security
 (except F/T Students enrolled at CC or FC)
 Wage Base Eliminated (1/1/94)

Alternative Retirement Plan - Zahorik 2.6%
 (No longer available to new employees)

**NOTE: These figures represent the highest health insurance premium available to employees. Costs vary with select plans, for actual health insurance costs, contact the Benefits Department. See summary sheet on the reverse side.

07/01/07 Revised

Summary

C.T.A.	9.800%	plus (\$12,416 per FTE)
C.T.A. (hired after 4/1/86 includes Medicare)	11.250%	plus (\$12,416 per FTE)
C.S.E.A.	25.506%	plus (\$12,306 per FTE)
C.S.E.A. (Less than 50%, includes Social Security)	9.200%	plus (% of employment x \$10,324)
Hourly (adult with Social Security)	9.200%	
Hourly (adult w/Zahorik & Medicare)	5.600%	
Hourly (adult with PERS)	18.506%	
Hourly (Full-Time Students)	1.500%	enrolled at CC or FC
Hourly (Full-Time Students)	9.200%	not enrolled at CC or FC
Cert Part Time Instructors	9.200%	with Social Security
Cert Part Time Instructors	3.000%	with Medicare
Cert Part Time Instructors	5.600%	with Zahorik and Medicare
Cert Part Time Instructors	4.150%	with Zahorik and no Medicare
Cert Part Time Instructors	9.800%	with STRS
Cert Part Time Instructors	11.250%	with STRS and Medicare
Confidential	25.506%	plus (\$12,613 per FTE)
Classified Management	18.506%	plus (\$13,237 per FTE)
Certificated Management	9.800%	plus (\$13,237 per FTE)
Certificated Management (w/Medicare)	11.250%	plus (\$13,237 per FTE)
Professional Experts	9.200%	w/Social Security and Medicare
	5.600%	w/Zahorik and Medicare
	18.506%	w/PERS
Special Project Managers	18.506%	w/PERS plus Stipend Amount

Please note that because of the recent IRS regulations, employees could fall under these different categories. Full time students enrolled at Cypress College or Fullerton College are exempt under IRS regulations from paying into social security and Medicare tax. Full time students **not** enrolled at Cypress College or Fullerton College, under IRS regulations must pay social security and Medicare tax. Their full time student status remains unchanged, except for IRS taxation purposes.