

# Fringe Rate Overview

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Washtenaw County is a self-insured entity. This means that for each medical claim that is filed, the county pays 100% of the costs, less any co-pays, premium sharing or stop-loss when applicable. The fringe rates are set based on the illustrative and actual costs as provided by Blue Cross Blue Shield and the actuary and VEBA reports.

The current 2011 fringe rates are as follows:

- FICA/Medicare 7.65% with a salary cap of \$108,000
- Medical \$11,719 per FTE, flat rate
- Life insurance 0.20% with a salary cap of \$50,000
- Long term disability 0.20%
- VEBA 17.14%
- Retirement 10.00%
- Dental \$978 per FTE, flat rate
- Unemployment \$132 per FTE, flat rate
- Severance 2.65%
- Liability/tuition reimbursement 0.70%
- Worker's Comp 2.14%

The fringe rates are and can be adjusted to reflect current trends.