

Employer Cost	Cost Basis	Does Employee Pay?
Employee Relations Board Assessment	\$1.75 per month per covered employee	No
FICA Tax – Social Security and Medicare Tax	15.30% (7.65% of subject wages by employer & 7.65% by employee)	Employee and Employer pay equal amounts
PERS Pickup	6% of subject wages	No
PERS Employer Share	<p>Varies by employee category—In 2011-13 the State average will be 9.8%. – Below are the costs for 2009-11.</p> <ul style="list-style-type: none"> ○ Tier 1 & 2 General Service 2.06% ○ Tier 1 & 2 Police and Fire 10.24% ○ OPSRP General Service 2.84% ○ OPSRP Police and Fire 5.55% 	No
PERS Pension Obligation Bond Repayment	Set by BAM – current 5.95% of PERS subject wages which are \$5,850,731,907 for 2009-11, and assumed to be \$6 Billion in 2011-13	No
Workers Benefit Fund	1.4 cents per hour worked (\$2.40 for average 172 hour mo.)	Yes – employee pays equal amount
Medical Insurance	Based on PEBB’s rates—Approx. \$1,100 mo. per employee – 100% paid by State for State employees	<p>Full time employees: No</p> <p>Part-time employees may pay out of pocket costs depending upon the number of hours they work in the month</p>
Dental Insurance	Based on PEBB’s rates—Approx. \$80 mo. per employee – 100% paid by State for State employees	Same as medical

Life Insurance	Based on PEBB's rates—\$1.00 mo. "base life", plus Self-pay at Employee option up to \$50,000 of life insurance coverage	No – only if they elect to purchase
Insurance Subsidy	Employer paid based when monthly contribution Is not sufficient to fully pay a full-time employee's premiums	No
Mass Transit Tax	.006% of payroll of employees whose work station is located in a valid mass transit district	No

A reoccurring complaint from private and non-government organization (NGO's) employers is that they hire and train excellent employees, then lose them to the State and other PERS employers. Obviously, it would be difficult to compete when the government pays higher salaries and provides better health, retirement, sick day and vacation benefits at low or no cost to the government workers.

Since it was never intended by the citizens that their "public servants" would have better salaries and benefits that the taxpayers have, and

Since providing such high salaries and benefits are extremely costly, and

Since the increasing costs of paying for the PERS Unfunded Actuarial Liability will require substantial increases in PERS payments by the State and other PERS employers,