

APPENDIX C: Employer Fringe Benefit Rates

Employer fringe benefit rates are based on the latest Appropriation Act and other existing law. Further rate documentation can be found in the Department of Accounts (DOA) fiscal year-end payroll bulletin. Payroll bulletins can be found at the following DOA Web link:

<https://www.doa.virginia.gov/reference/payroll/bulletins.shtml>

Sub Object	Benefit	FY 2023 Rates/Factors ¹	
1111	VRS Retirement Contributions		
	State Employees	14.46%	
	Virginia Law Officers Retirement (VaLORS)	24.60%	
	State Police (SPORS)	29.98%	
	Judges (JRS)	30.67%	
1112	Social Security²	6.20% capped at \$147,000	
1112	Medicare	1.45%	
1114	Group Life	1.34%	
1115	Annual Employer Health Insurance Premiums		
	<i>COVA Care</i>	Single	\$8,508
		Employee + One	\$15,216
		Family	\$22,308
	<i>COVA High Deductible</i>	Single	\$7,224
		Employee + One	\$13,440
		Family	\$19,644
	<i>COVA HealthAware</i>	Single	\$8,340
		Employee + One	\$15,216
		Family	\$22,272
	<i>Kaiser Permanente</i>	Single	\$8,100
		Employee + One	\$14,388
		Family	\$21,036
<i>Optima Health Vantage</i>	Single	\$8,460	
	Employee + One	\$15,168	
	Family	\$22,006	
1116	Retiree Health Insurance Credit Premium	1.12%	
1117	VSDP & Long-Term Disability Insurance	0.61%	
1118	Teachers Insurance and Annuity³ Plan 1	10.40%	
	Teachers Insurance and Annuity³ Plan 2	8.50%	
1119	Defined Contribution Program⁴ Plan 1	10.40%	
	Defined Contribution Program⁴ Plan 2	8.50%	
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 Percentages refer to percent of salaries. Health insurance premiums are the annual employer dollar cost for an individual.

² The \$147,000 Social Security cap applies to calendar year 2022. Future year caps are unknown at this time.

³ 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. Plan 1 employees are those employees hired before July 1, 2010. Plan 2 employees were hired after June 30, 2010.

⁴ Used for employees eligible for a defined contribution plan established pursuant to § 51.1-126.5 of the Code of Virginia.