

FRINGE BENEFITS

The following breakdown represents the estimated value of so-called fringe benefits accruing to operating employees with annual wages of \$127,200/\$94,500 * or more during the calendar year of 2017. The money values set forth are computed on costs actually known as of January 2017.

	PAID BY THE CARRIER	PER YEAR	# DURING MONTH
	Railroad Retirement Tier 1 (6.20%)	\$7,886.40	\$ 657.20
	Railroad Retirement Tier 2 (13.10%)	12,379.50	1031.63
1/	Unemployment (RUIA)	1029.00	85.75
4/	Health Plan (GA-23000) (Inc. Life/AD&D)	20,324.64	1,693.72
	Health Plan -- Retiree (GA-46000)	2,001.00	166.75
	Dental Plan (GP-12000)	781.44	65.12
	Vision Plan	101.28	8.44
2/	Vacations	3,008.00	250.67
2/	Holidays	1,569.52	130.79
3/	Other	662.55	55.21
		\$ 49,743.33	\$4,145.28
	RAILROAD RETIREMENT TAX		
	Tier 1 (6.2%)	\$ 7,886.40	\$ 657.20
	PAID BY EMPLOYEE		
	Tier 2 (4.9%)	\$ 4,630.50	\$ 385.88
		\$ 12,516.90	\$ 1,043.08

- * \$127,200 represents the minimum annual wage subject to a maximum railroad retirement Tier 1 tax.
\$94,500 represents the minimum annual wage subject to the maximum railroad retirement Tier 2 tax.
Medicare is taxed at a rate of 1.45% with no annual maximum applicable.
- @ Supplemental Pension eliminated by Railroad Retirement & Survivors Improvement Act of 2001.
- # Per year total divided on a pro-rata basis per calendar month and rounded to the nearest 1 cent equivalent.
- 1/ This tax requirement will vary from year to year based upon the individual railroad's experience rating. The amount shown here is based on the Tax Rate of 5.55% and based on employee earnings of not more than \$1,545.00 per month and \$18,540.00 per year. The maximum rate is 12.0%.
- 2/ Taxable to employee as income.
- 3/ Includes jury duty pay, bereavement pay, \$300,000 AD&D and liability insurance as part of the Off-Track Vehicle Accident provisions, along with other miscellaneous items attributable to fringe benefits.
- 4/ Employee contribution to Health Plan is \$76.68 covering the period January 1996 to July 1998.
Employee contribution to Health Plan is \$167.22 covering the period July 1998 to December 31, 1999.
Employee contribution to Health Plan is \$.04/hour COLA offset effective December 31, 1999.
Employee contribution to Health Plan is \$119.61/month effective November 1, 2003.
Employee contribution to Health Plan is \$100.00/month effective July 1, 2004.
Employee contribution to Health Plan is \$106.11/month effective July 1, 2005.
Employee contribution to Health Plan is \$131.96/month effective January 1, 2006.
Employee contribution to Health Plan is \$166.25/month effective January 1, 2007.
Employee contribution to Health Plan is \$166.25/month effective January 1, 2008.
Employee contribution to Health Plan is \$170.96/month effective January 1, 2009.
Employee contribution to Health Plan is \$200.00/month effective January 1, 2010.
Employee contribution to Health Plan is \$202.90/month effective January 1, 2011.
Employee contribution to Health Plan is \$200.00/month effective January 1, 2012.
Employee contribution to Health Plan is \$198.00/month effective July 1, 2012.
Employee contribution to Health Plan is \$198.00/month effective January 1, 2013.
Employee contribution to Health Plan is \$198.00/month effective January 1, 2014.
Employee contribution to Health Plan is \$198.00/month effective January 1, 2015.

Employee contribution to Health Plan is \$198.00/month effective January 1, 2016.
Employee contribution to Health Plan is \$228.89/month effective July 1, 2016.

NOTE: Current information on Vacations, Holidays and Other no longer available. Information from 1987.

SMART-TD
December, 2016