

**Sample Payroll Information**  
**for ISU Plan Including Definition of the Deductions**  
*(Faculty, Professional & Scientific and Supervisory Merit)*

**Deductions will be different based on your elections and wage.**

**W4**

<b>Marital Status</b>	Married
<b>Federal Exemptions</b> – Federal withholding – allowed to change at anytime	0
<b>State Exemptions</b> – State withholding – allowed to change at anytime	0
<b>ISU plan credit</b> – Total contribution from ISU for health, dental, life and disability	1,276.12
<b>Salary</b>	3,680.74
<b>Total Gross Pay</b>	<b>4,956.86</b>
<b>Required Annuity</b> – Employee only contribution into retirement plan – based on annual budgeted salary	184.03
<b>Optional Annuity</b> – Supplemental Retirement Account (employee only)	100.00
<b>Dental Ins</b> – Full cost of the elected dental insurance	68.00
ISU Plan Basic Employee & Family – Election for dental coverage	
<b>Medical Ins</b> – Full cost of the elected medical insurance	1,300.00
ISU Plan HMO (Blue Advantage) Employee & Family – Election for medical coverage	
<b>Life Insurance</b> – Full cost of the life insurance (if “no coverage” amount would not appear)	28.16
<b>Disability</b> – Full cost of the disability insurance	25.96
<b>Parking</b> – Monthly cost for parking permit	10.67
<b>Spend Acct Med</b> – Optional election to Flexible Spending account (would include both medical and dependent care)	50.00
<b>Taxable Gross</b>	<b>3,190.04</b>
<b>Federal Tax</b> – Amount based on Federal exemptions elected	308.96
<b>State Tax</b> – Amount based on State exemptions elected	144.92
<b>FICA Tax</b> – Social Security tax based on taxable gross	146.60
<b>Medicare Tax</b> – Medicare tax based on taxable gross	50.61
<b>Vision/LTC Ins</b> – Optional Election - Employee cost for Avesis Vision AND/OR John Hancock Long-Term Care	110.98
<b>Voluntary Life</b> – Voluntary Life Insurance – Optional election – required to be enrolled in basic life	24.20
<b>Dependent Life</b> – Optional Election – required to be enrolled in basic and voluntary life	5.78
<b>Net Pay</b> – amount deposited into account	<b>2,427.97</b>
<b>Other taxable items used to calculate tax withholding:</b>	
<b>Taxable Life</b> – Employee portion of tax on the value of life insurance over \$50,000	16.34

**To calculate employee cost of benefits:**

1. **ISU Plan Credits minus dental, medical, life and disability (only after first year).**
2. **Minus any optional elections – flexible spending, vision/ long-term care insurance, voluntary and/or dependent life insurance and disability (only first year).**
3. **Minus required annuity and/or optional annuity. *If enrolled in IPERS the field “Required Annuity” will be named “IPERS”.***
4. **Total is employee costs**