



CSU BENEFITS TAXABILITY CHART

Program	Description	Withholdings/Taxability ¹			
		Subject to CalPERS	Reportable/Taxable		Subject to FICA ²
Benefits			Fed	St	Med/SS
Auto Allowance (Executives) (HR/Benefits 98-12)	Earnings ID: 8CAR		X	X	X
CalPERS – Employee Contributions	Pre-tax contributions, subject to FICA taxes only.	N/A			X
Catastrophic Leave (HR 92-19)	Donations are considered taxable wages and subject to CalPERS, when received by an employee.	X	X	X	X
Dental Benefits (IRC 125 – Cafeteria Plan, IRC 79)	Premium paid by employer. Employees not taxed on the benefit.				
Dependent/Health Care Reimbursement Account (IRC 129(d) and 106)	Pre-tax benefit. Contributions not taxed.	X			
Domestic Partner – Health and Dental Benefits ³ (HR/Benefits 2002-03)	Imputed value of benefits taxed (federal/FICA only), unless employee claims DP as dependent.		X		X
Fee Waiver/Dependent Annual employer-paid educational assistance maximum is \$5,250. (HR/Benefits 2005-11; PPM N151.2; IRC 127, 117(d), 132(d))	Employee fee waiver – graduate/undergraduate				
	Spouse/child – undergraduate				
	Spouse/child – graduate		X	X	X
	Domestic Partner – graduate/undergraduate		X	X	X
FlexCash (Ref. IRC 125 – Cafeteria Plan)	In lieu of health benefits (IRC 125). This compensation, in lieu of benefits, is taxable.		X	X	X
Health Benefits Premium – Employee Portion Tax Advantage Premium Plan (TAPP) Enrollment (IRC 125 – Cafeteria Plan and IRC 106)	Pre-tax benefit. Employee’s portion of (CalPERS) health premiums not taxed, but subject to CalPERS.	X			
Health Benefits Premium – Employee Portion Non-Enrollment in TAPP	Employee portion of health premium paid with employee wages, after applicable taxes are deducted.	X	X	X	X
Housing Allowance (Executives)	Earnings ID: GP		X	X	X
Industrial Disability Insurance (IDL/EIDL) (TL-IDL 97-01; PPM E708)	Employer paid income replacement for work-related disability. IDL is non-taxable; but subject to CalPERS.	X			
IDL/EIDL Supplementation w/Catastrophic or Sick Leave Credits (TL-IDL 97-01; HR 92-19)	When supplemented with IDL, sick leave credits and catastrophic leave donations are considered taxable wages, but are not subject to CalPERS.		X	X	X
Life Insurance/AD&D – Basic Life (Up to \$50K) (IRC 125 – Cafeteria Plan, IRC 79)	Premium paid by employer. Employees with coverage of 50K or less not taxed on imputed value of benefit.				
Life Insurance/AD&D – Basic Life (Over \$50K) (IRC 125 – Cafeteria Plan, IRC 79; HR/Benefits 99-03; PPM N137.2)	Premium paid by employer, however, imputed value of life insurance exceeding \$50K is taxable/reportable income. Taxable amount based on IRS formula.		X	X	X
Life Insurance – Voluntary Life/AD&D	Premium paid by employee on after-tax basis. Employees not taxed on the benefit.				
Long-Term Disability (LTD)	Premium paid by employer. LTD payments are taxable wages; not subject to FICA if fully disabled.		X	X	

Program	Description	Withholdings/Taxability ¹			
		Subject to CalPERS	Reportable/Taxable		Subject to FICA ²
			Fed	St	Med/SS
Benefits, Continued					
Travel Reimbursement, Moving/Relocation Expenses – Qualified (IRC 132; PPM 147; HR/Benefits 2004-26; HR 2004-35)	Travel, moving and relocation expenses and allowances paid in accordance with CSU travel policy and procedures are not taxable or reportable.				
Travel Reimbursement, Moving/Relocation Expenses - Non-Qualified (IRC 132, PPM 147; HR/Benefits 2004-26; HR 2004-35)	Travel, moving and relocation costs that do not meet IRS definition of qualified expenses are taxable and reportable (i.e., meals, temporary living expenses, storage expenses in excess of 30 days, etc).		X	X	X
Non Industrial Disability Insurance (NDI) (TL-NDI 97-01)	Employer paid income replacement benefit for non-work related disability; considered taxable wages.		X	X	X
NDI Supplementation w/Catastrophic Leave (HR 92-19)	Donations received are considered taxable wages, and are subject to CalPERS.	X	X	X	X
Pre-Tax Parking (IRC 132(f); HR/Benefits 2005-04)	Pre-tax benefit. Parking costs are non-taxable if within federal annual limits (\$200 for 2005).	X			
Rural Health Care Stipend (Refer to appropriate Collective Bargaining Agreement)	Earnings ID: GE Payment amount: \$500, payable based on either timebase or employee, subject to collective bargaining.		X	X	X
Transportation Incentive – Transit pass; vanpool (HR/Benefits 2005-04; IRC 132(f); PPM N161)	Non-taxable if within federal annual limits, and if deemed qualified plan by IRS guidelines. Taxability may vary by campus.		X	X	X
Transportation Incentive – Gift certificates, prizes, merchandise, etc., earned through point accumulation programs, such as Rideshare (HR/Benefits 2005-04; PPM N127.1)	Value of incentive awards (i.e., gift certificates), received as the result of participation in an employee public transportation program is considered taxable.		X		X
Uniform Allowance for M80/R08 Public Safety, (IRC 62(c) and 274; Article 17.20; PPM N163.1.2) Non-accountable plan	Earnings ID: 91 (MPP); S1 (Public Safety) Payment Amount: \$57 per qualifying month; lump sum. Benefit is taxable under non-accountable plan; subject to CalPERS for M80 Public Safety only.	M80	X	X	X
Uniform Allowance for CSUEU (Certain Classes) (IRC 62(c) and 27; CSUEU Article 21) PPM N163.1.2) Accountable plan	Payment amount varies. CSU procedures qualify this plan as accountable. Benefit is non-taxable, non-reportable.				
Vision Insurance ⁴	Premium paid by employer. Employees not taxed on the benefit.				
Voluntary Defined Contribution Retirement Plans (IRC 401(k), 403(b), 457)	Not subject to state and federal taxes but subject to FICA taxes.	X			X

¹ **Withholding Requirements: Federal – 25%, State – 6%, Social Security– 6.2%, Medicare – 1.45%. State Controller’s Office Reference PPM N171**

² Some employee categories are not subject to both social security and medicare (FICA), but may be only subject to one of these taxes. Public Safety employees (Management Personnel Plan M80) and State University Police Association [Unit 8]), CSUEU [R09] Fire Apparatus Engineers, and employees enrolled in the PST Program are subject to the Medicare portion. Employees in a non-resident alien tax status are exempt from FICA pursuant to IRC 3121(b)(19), and students working in student classes remain exempt from FICA pursuant to IRC 3121(b)(10). If a benefit were subject to FICA (give examples), employees in the aforementioned categories would be assessed the Medicare portion only or remain FICA exempt as appropriate.

³ If an employee is claiming a domestic partner as a dependent for federal income tax purposes, a completed CSU Domestic Partner Tax Dependent Certification form is required.

⁴ Vision insurance for a domestic partner is not taxable to the employee.