

Example of Possible Savings for Employees

| | <u>Single Person</u> | | <u>Working Couples</u> | | <u>Family Person</u> | |
|---|----------------------|--------------------------|------------------------|--------------------------|----------------------|--------------------------|
| | Without SISC Flex | <u>With</u> SISC Flex | Without SISC Flex | <u>With</u> SISC Flex | Without SISC Flex | <u>With</u> SISC Flex |
| Total Monthly Pay | \$2,000 | \$2,000 | \$4,000 | \$4,000 | \$5,000 | \$5,000 |
| <u>Less Non-Taxable Benefits</u> | | | | | | |
| Insurance Premiums | \$ -0- | \$ 360 | \$ -0- | \$ 125 | \$ -0- | \$ 150 |
| Medical Expenses | \$ -0- | \$ 75 | \$ -0- | \$ 150 | \$ -0- | \$ 200 |
| Childcare Expenses | <u>\$ -0-</u> | <u>\$ -0-</u> | <u>\$ -0-</u> | <u>\$ 400</u> | <u>\$ -0-</u> | <u>\$ 200</u> |
| Total Pay Subject to Tax | \$2,000 | \$1,565 | \$4,000 | \$3,325 | \$5,000 | \$4,450 |
| <u>Less Deductions</u> | | | | | | |
| Federal & State Taxes* | \$ 204 | \$ 127 | \$ 447 | \$ 295 | \$ 690 | \$ 554 |
| Social Security & Medicare Tax | <u>\$ 153</u> | <u>\$ 120</u> | <u>\$ 306</u> | <u>\$ 254</u> | <u>\$ 383</u> | <u>\$ 340</u> |
| After-Tax Income | \$1,643 | \$1,318 | \$3,247 | \$2,776 | \$3,927 | \$3,556 |
| <u>After-Tax Expenses</u> | | | | | | |
| Insurance Premiums | \$ 360 | \$ -0- | \$ 125 | \$ -0- | \$ 150 | \$ -0- |
| Medical Expenses | \$ 75 | \$ -0- | \$ 150 | \$ -0- | \$ 200 | \$ -0- |
| Childcare Expenses** | <u>\$ -0-</u> | <u>\$ -0-</u> | <u>\$ 400</u> | <u>\$ -0-</u> | <u>\$ 200</u> | <u>\$ -0-</u> |
| Net Spendable Income | \$1,208 | \$1,318 | \$2,572 | \$2,776 | \$3,377 | \$3,556 |
| Monthly Difference | | \$ 110 | | \$ 204 | | \$ 179 |
| Times 12 months = | | | | | | |
| Annual Increase in Take-Home Pay | | \$1,320 | | \$2,448 | | \$2,148 |

*Federal & State taxes reflect 2016 Federal Tax rates and typical CA state taxes.

**Does not include any available tax credit for child care expenses.