



**Fringe Benefit Rate Calculation for FY 2023-2024**

| FY 2024                           |                        |                   |                |             |                     |                 |                  |                            |                     |
|-----------------------------------|------------------------|-------------------|----------------|-------------|---------------------|-----------------|------------------|----------------------------|---------------------|
| Account                           | Fringe Benefits        | Faculty and Staff | House Officers | Transients  | Graduate Assistants | Student Workers | PostDoc/ Fellows | Faculty and Staff Add Comp | External Adjunct PT |
| 511000                            | Retirement - State     | 3.5%              |                |             |                     |                 |                  |                            | 3.5%                |
| 511100-511299                     | Retirement - Teachers  | 21.8%             |                |             |                     |                 |                  |                            | 21.8%               |
| 512000-513099                     | FICA                   | 1.4%              | 4.0%           | 7.7%        | 0.0%                | 4.5%            | 5.0%             | 1.5%                       | 1.4%                |
| 511600                            | Deferred Compensation  | 0.0%              |                |             |                     |                 |                  |                            |                     |
| 514000                            | Unemployment           | 0.0%              | 0.0%           | 0.0%        |                     |                 | 0.0%             |                            |                     |
| 515000                            | Group Health Insurance | 12.6%             | 9.5%           |             |                     |                 | 8.3%             |                            |                     |
| 501700-502710                     | Terminal Leave         | 1.0%              |                |             |                     |                 |                  |                            |                     |
| 532402                            | Worker's Compensation  | 0.7%              | 0.7%           | 0.9%        | 0.7%                | 0.8%            | 0.6%             |                            | 0.7%                |
| <b>Total Fringe Benefit Rates</b> |                        | <b>41.0%</b>      | <b>14.2%</b>   | <b>8.6%</b> | <b>0.7%</b>         | <b>5.3%</b>     | <b>13.9%</b>     | <b>1.5%</b>                | <b>27.4%</b>        |

**Fringe Benefit Rate Calculation  
Faculty and Staff Rate (Historical Rates)**

| Account                           | Fringe Benefits        | 2016-17 Percentage | 2017-18 Percentage | 2018-19 Percentage | 2019-20 Percentage | 2020-21 Percentage | 2021-22 Percentage | 2022-23 Percentage | 2023-24 Percentage |
|-----------------------------------|------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 511000                            | Retirement - State     | 5.1%               | 5.1%               | 4.6%               | 4.6%               | 4.2%               | 3.9%               | 3.5%               | 3.5%               |
| 511100-511299                     | Retirement - Teachers  | 24.2%              | 24.5%              | 23.1%              | 22.9%              | 23.4%              | 23.4%              | 21.9%              | 21.8%              |
| 512000-513099                     | FICA                   | 1.5%               | 1.5%               | 1.4%               | 1.4%               | 1.4%               | 1.5%               | 1.4%               | 1.4%               |
| 511600                            | Deferred Compensation  | 0.0%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               |
| 514000                            | Unemployment           | 0.1%               | 0.1%               | 0.1%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               | 0.0%               |
| 515000                            | Group Health Insurance | 13.0%              | 11.6%              | 11.9%              | 12.5%              | 15.2%              | 15.4%              | 12.5%              | 12.6%              |
| 501700-502710                     | Terminal Leave         | 1.1%               | 1.1%               | 1.0%               | 1.0%               | 1.0%               | 1.0%               | 1.0%               | 1.0%               |
| 532402                            | Worker's Compensation  | 1.1%               | 1.2%               | 0.9%               | 0.6%               | 0.7%               | 0.8%               | 0.7%               | 0.7%               |
| <b>Total Fringe Benefit Rates</b> |                        | <b>46.0%</b>       | <b>45.0%</b>       | <b>43.0%</b>       | <b>43.0%</b>       | <b>46.0%</b>       | <b>46.0%</b>       | <b>41.0%</b>       | <b>41.0%</b>       |