



Fringe Benefit Rate Calculation for FY 2019-2020

Account	Fringe Benefits	Faculty and Staff	House Officers	Transients	Graduate Assistants	Student Workers	PostDoc/ Fellows	Faculty and Staff Add Comp
511000	Retirement - State	4.6%						
511100-511299	Retirement - Teachers	22.9%						
512000-513099	FICA	1.4%	2.9%	7.7%		6.0%	4.0%	1.4%
511600	Deferred Compensation	0.0%						
514000	Unemployment	0.0%	0.0%	0.1%			0.1%	
515000	Group Health Insurance	12.5%	10.1%				13.2%	
501700-502710	Terminal Leave	1.0%						
532402	Worker's Compensation	0.6%	0.6%	0.8%	0.9%	0.7%	0.6%	
Total Fringe Benefit Rates		43.0%	13.6%	8.6%	0.9%	6.7%	17.9%	1.4%

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

Account	Fringe Benefits	2013-14 Percentage	2014-15 Percentage	2015-16 Percentage	2016-17 Percentage	2017-18 Percentage	2018-19 Percentage	2019-20 Percentage
511000	Retirement - State	4.3%	5.3%	5.1%	5.1%	5.1%	4.6%	4.6%
511100-511299	Retirement - Teachers	22.5%	22.2%	22.5%	24.2%	24.5%	23.1%	22.9%
512000-513099	FICA	1.4%	1.4%	1.4%	1.5%	1.5%	1.4%	1.4%
511600	Deferred Compensation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
514000	Unemployment	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
515000	Group Health Insurance	11.2%	11.3%	11.1%	13.0%	11.6%	11.9%	12.5%
501700-502710	Terminal Leave	0.8%	0.8%	0.9%	1.1%	1.1%	1.0%	1.0%
532402	Worker's Compensation	0.7%	0.9%	0.8%	1.1%	1.2%	0.9%	0.6%
Total Fringe Benefit Rates		41.0%	42.0%	42.0%	46.0%	45.0%	43.0%	43.0%