

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2019

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	10.00%	11.65%
FICA -OASDI	3.68%	4.53%
FICA -Medical	1.45%	1.45%
Pension	5.85%	6.83%
Employee/dependent tuition*	0.75%	0.87%
Workers' Compensation	0.33%	0.38%
Unemployment compensation	0.13%	0.16%
Postretirement & early retirement benefits	1.35%	1.57%
Study leave	0.60%	0.70%
Benefits management	0.22%	0.26%
Total	<u>24.36%</u>	<u>28.40%</u>

Part time:

FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.31%	0.35%
Total	<u>7.96%</u>	<u>8.00%</u>

**Graduate Student:
12 month**

Health and life ins.	5.45%	9.32%
FICA	0.20%	0.35%
Workers' compensation	0.19%	0.33%
Total	<u>5.84%</u>	<u>10.00%</u>

**Graduate Student:
Non 12 Month**

Health and life ins.	14.25%	17.81%
FICA	0.39%	0.67%
Workers' compensation	0.36%	0.63%
Total	<u>15.00%</u>	<u>19.10%</u>

Based on 2016- 2017 Actuals

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The rate applied to government sponsored agreements excludes the cost of dependent tuition and is applied to Federal (3X, 40), State (42) and Local (43) centers.
