

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2023

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	11.89%	13.11%
FICA -OASDI	4.45%	5.06%
FICA -Medical	1.45%	1.45%
Pension	6.95%	7.67%
Employee/dependent tuition	0.91%	1.00%
Workers' Compensation	0.25%	0.27%
Unemployment compensation	0.29%	0.32%
Study leave	0.74%	0.82%
Benefits management	0.28%	0.30%
Total	27.20%	30.00%
Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.25%	0.45%
Total	7.90%	8.10%
Graduate Student:		
Health and life ins.	3.95%	15.61%
FICA	0.08%	0.33%
Workers' compensation	0.07%	0.26%
Total	4.10%	16.20%

Based on 2020- 2021 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.