

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2017

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	13.90%	13.90%
FICA -OASDI	4.51%	4.51%
FICA -Medical	1.45%	1.45%
Pension	6.69%	6.69%
Employee/dependent tuition*	0.75%	2.50%
Workers' Compensation	0.35%	0.35%
Unemployment compensation	0.21%	0.21%
Postretirement & early retirement benefits	0.94%	0.94%
Study leave	0.62%	0.62%
Benefits management	0.28%	0.28%
Total	29.70%	31.44%
 Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.25%	0.25%
Total	7.90%	7.90%
 ** Affordable Care Rate:		
Health and life ins.	10.24%	10.24%
FICA	7.65%	7.65%
Workers' compensation	0.41%	0.41%
Total	18.30%	18.30%
 Graduate Student:		
12 month		
Health and life ins.	17.41%	17.41%
FICA	0.50%	0.50%
Workers' compensation	0.39%	0.39%
Total	18.30%	18.30%
 Graduate Student:		
Non 12 Month		
Health and life ins.	25.40%	25.40%
FICA	0.51%	0.51%
Workers' compensation	0.39%	0.39%
Total	26.30%	26.30%

Based on 2014- 2015 Actuals

**** Affordable Care Rate is based on Projections**

Prepared by: Jeanette Pastelak, Director

*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.