

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2020

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	11.07%	12.41%
FICA -OASDI	4.04%	4.70%
FICA -Medical	1.45%	1.45%
Pension	6.16%	6.91%
Employee/dependent tuition*	0.85%	0.96%
Workers' Compensation	0.40%	0.45%
Unemployment compensation	0.13%	0.15%
Postretirement & early retirement benefits	0.47%	0.53%
Study leave	0.71%	0.79%
Benefits management	0.22%	0.25%
Total	25.50%	28.60%
 Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.45%	0.45%
Total	8.10%	8.10%
 Graduate Student:		
12 month		
Health and life ins.	23.02%	20.11%
FICA	0.70%	0.61%
Workers' compensation	0.78%	0.68%
Total	24.50%	21.40%
 Graduate Student:		
Non 12 Month		
Health and life ins.	26.74%	25.09%
FICA	0.50%	0.76%
Workers' compensation	0.56%	0.85%
Total	27.80%	26.70%

Based on 2018- 2019 Actuals

Prepared by: OVPR, Research Administration

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.