

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2018

Full time & Post Doc:	Sponsored Agreements	All Other
Health Insurance	11.87%	13.89%
FICA -OASDI	3.84%	4.73%
FICA -Medical	1.45%	1.45%
Pension	6.19%	7.23%
Employee/dependent tuition*	0.75%	0.88%
Workers' Compensation	0.46%	0.54%
Unemployment compensation	0.14%	0.17%
Postretirement & early retireme	1.35%	1.58%
Study leave	0.57%	0.67%
Benefits management	0.23%	0.27%
Total	<u>26.85%</u>	<u>31.40%</u>

Part time:

FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.18%	0.45%
Total	<u>7.83%</u>	<u>8.10%</u>

Graduate Student:

12 month

Health and life ins.	8.85%	10.11%
FICA	0.31%	0.35%
Workers' compensation	0.38%	0.44%
Total	<u>9.53%</u>	<u>10.90%</u>

Graduate Student:

Non 12 Month

Health and life ins.	11.78%	17.72%
FICA	0.31%	0.61%
Workers' compensation	0.38%	0.77%
Total	<u>12.47%</u>	<u>19.10%</u>

Based on 2015- 2016 Actuals

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

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* **Please see the Temple University Fringe Benefit Memo FY18**