

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	24.36%	28.40%
 Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.31%	0.35%
Total	7.96%	8.00%
 Graduate Student:		
12 month		
Health and life ins.	5.45%	9.32%
FICA	0.20%	0.35%
Workers' compensation	0.19%	0.33%
Total	5.84%	10.00%
 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	15.00%	19.10%

Based on 2016- 2017 Actuals

Prepared by: Karen D. Mitchell, Assistant Vice President

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.