

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2021

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	12.70%	13.69%
Life Insurance	0.01%	0.00%
FICA -OASDI	4.86%	5.34%
FICA -Medical	1.45%	1.45%
Pension	7.06%	7.60%
Employee/dependent tuition*	1.03%	1.11%
Workers' Compensation	0.47%	0.51%
Unemployment compensation	0.18%	0.19%
Postretirement & early retirement benefits	0.00%	0.00%
Study leave	0.80%	0.86%
Benefits management	0.24%	0.26%
Total	28.80%	31.00%
 Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.55%	0.55%
Total	8.20%	8.20%
 Graduate Student:		
Health and life ins.	30.90%	26.55%
FICA	0.47%	0.41%
Workers' compensation	0.63%	0.54%
Total	32.00%	27.50%

Based on 2018- 2019 Actuals

Prepared by: Allison Shah, Associate Vice President