

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2022

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	12.35%	13.05%
Life Insurance	0.02%	0.00%
FICA -OASDI	4.90%	5.25%
FICA -Medical	1.45%	1.45%
Pension	7.18%	7.58%
Employee/dependent tuition*	1.05%	1.11%
Workers' Compensation	0.64%	0.68%
Unemployment compensation	0.20%	0.22%
Postretirement & early retirement benefits	-0.06%	-0.07%
Study leave	0.74%	0.78%
Benefits management	0.34%	0.36%
Total	28.80%	30.40%
 Part time:		
FICA -OASDI	6.20%	6.20%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.65%	0.45%
Total	8.30%	8.10%
 Graduate Student:		
Health and life ins.	21.80%	25.25%
FICA	0.34%	0.39%
Workers' compensation	0.66%	0.76%
Total	22.80%	26.40%

Based on 2019- 2020 Actuals

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