

Temple University

Fringe Benefit Rate Components

For the Fiscal Year 2024

Full time & Post Doc:	Government Agreement	All Other
Health Insurance	10.90%	12.86%
FICA -OASDI	3.91%	4.88%
FICA -Medical	1.45%	1.45%
Pension	6.02%	7.10%
Employee/dependent tuition	0.69%	0.81%
Workers' Compensation	0.40%	0.47%
Unemployment compensation	0.00%	0.00%
Study leave	0.62%	0.73%
Post Retirement Benefits	-0.94%	-1.11%
Benefits management	0.25%	0.30%
Total	23.30%	27.50%

Part time:

FICA -OASDI	6.11%	6.21%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.44%	0.44%
Total	8.00%	8.10%

Graduate Student:

Health and life ins.	7.57%	18.46%
FICA	0.19%	0.47%
Workers' compensation	0.23%	0.57%
Total	8.00%	19.50%

Based on 2022- 2023 Actuals

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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.