

# Temple University

## Fringe Benefit Rate Components

### For the Fiscal Year 2025

<b>Full time &amp; Post Doc:</b>	<b>Government Agreement</b>	<b>All Other</b>
Health Insurance	9.98%	12.14%
FICA -OASDI	3.29%	4.31%
FICA -Medical	1.45%	1.45%
Pension	6.68%	8.13%
Employee/dependent tuition	0.71%	2.62%
Workers' Compensation	0.34%	0.41%
Unemployment compensation	0.18%	0.22%
Study Leave	0.68%	0.85%
Post Retirement Benefits	-1.50%	-1.82%
Benefits management	0.30%	0.39%
Total	22.10%	28.70%

**Part time:**

FICA -OASDI	6.16%	6.21%
FICA -Medical	1.45%	1.45%
Workers' compensation	0.39%	0.44%
Total	8.00%	8.10%

**Graduate Student:**

Health and life ins.	18.54%	18.46%
FICA	0.41%	0.47%
Workers' compensation	0.45%	0.57%
Total	19.40%	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.