

## FY 2007 Fringe Rates

To Calculate Fringe Benefit Costs
<b>Full-Time &amp; Benefit Eligible Part-Time Professional &amp; Faculty Employees</b> <b>Multiply Annual Salary by 21.57% then add \$6,531</b> <i>Example: \$40,000 x .2157 + 6,531 = \$15,159 Total Fringe Benefit Costs</i> To be eligible for benefits an employee must work at least 20 hours per week for five consecutive months.
<b>Full-Time &amp; Benefit Eligible Part-Time Classified Employees</b> <b>Multiply Annual Salary by 22.19% then add \$6,531</b> <i>Example: \$40,000 x .2219 + 6,531 = \$15,407 Total Fringe Benefit Costs</i> To be eligible for benefits an employee must work at least 20 hours per week for five consecutive months.
<b>Facilities, Trades &amp; Custodial Employees ONLY</b> (due to higher Workers Compensation rates) <b>Multiply Annual Salary by 26.31% then add \$6,531</b> <i>Example: \$40,000 x .2631 + 6,531 = \$17,055 Total Fringe Benefit Costs</i>
<b>Temporary &amp; Part-Time Employees (Non-Benefit Eligible)</b> <b>Multiply Annual Salary by 9.0%</b> <i>Example: \$20,000 x .09 = \$1,800 Total Fringe Benefit Costs</i>
<b>Student Employees (Non-Benefit Eligible)</b> <b>Multiply Annual Salary by 4.0%</b> <i>Example: \$10,000 x .04 = \$400 Total Fringe Benefit Costs</i>

FRINGE BENEFIT RATES						
		Professional / Faculty Employees <small>(includes benefit eligible temporary employees)</small>	Classified Employees <small>(includes benefit eligible temporary employees)</small>	Classified - Facilities, Trades & Custodial Employees	Non-Benefit Eligible Temporary Employees	Student Employees
<b>Variable Benefits</b> (calculated as percent of salary)	<b>% of Salary</b>					
420500 - Life Insurance	1.10%	1.10%	1.10%	1.10%		
421500 - Workers Compensation	0.89%	0.89%	0.89%	5.01%		
422500 - Employer Retirement Contribution	11.00%	11.00%	11.00%	11.00%		
423000 - Retirement Sick Leave	0.65%	0.65%	0.65%	0.65%		
425000 - State Division of Human Resources	0.00%	0.00%	0.62%	0.62%		
425500 - Unemployment Insurance	0.28%	0.28%	0.28%	0.28%		
426000 - Social Security & Medicare (FICA SSDI & SSHI)	7.65%	7.65%	7.65%	7.65%		
<b>Total Variable Benefit Rate</b>	<b>21.57%</b>	<b>22.19%</b>	<b>26.31%</b>	<b>9.00%</b>	<b>4.00%</b>	
<b>Fixed Benefits</b> (constant for all benefit eligible positions)	<b>Per Position</b>					
421000 - Health Insurance: Medical, Dental, Mental	<b>\$ 6,531.00</b>	<b>\$ 6,531.00</b>	<b>\$ 6,531.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>