

Composite Benefit Rates by Benefit Type - FY 2023 Rates

Fringe Benefit Costs	HCOMP Faculty, Physicians & SMG	Nurse & Physicians	Faculty, Academic, MSP & Safety Officers	Staff	Service Staff	Post Docs	Faculty Summer Salary	Student	Partial Benefit Eligibility	No Eligibility
Benefits Administration	0.2%	0.2%	0.2%	0.2%	0.0%	0.1%	0.0%	0.0%	-0.1%	0.0%
Dental Benefits	0.5%	0.6%	0.8%	1.5%	1.8%	0.4%	0.0%	0.0%	-0.1%	0.0%
Disability Benefits	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%
Employee Support Programs	0.4%	0.3%	0.4%	0.4%	0.2%	0.3%	0.3%	0.0%	0.2%	0.3%
FICA Tax	5.4%	6.5%	6.8%	8.0%	8.0%	1.2%	5.1%	0.1%	1.5%	1.7%
Incentive Award Programs	0.3%	0.2%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%
Life Insurance	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%
Medical Benefits	6.0%	6.9%	10.8%	21.4%	30.8%	17.8%	0.0%	0.1%	7.9%	0.0%
Retiree Health Benefits	1.7%	2.4%	2.4%	2.4%	2.3%	0.0%	0.0%	0.1%	-0.1%	0.1%
Retirement Benefits	10.6%	15.5%	15.6%	15.8%	15.7%	0.1%	3.0%	0.2%	0.2%	0.5%
Senior Management Supplement	0.1%	0.0%	0.1%	0.1%	-0.1%	-0.1%	0.0%	0.0%	-0.1%	0.0%
Unemployment Insurance	0.4%	0.4%	0.3%	0.4%	0.3%	0.2%	0.2%	0.3%	0.2%	0.3%
Vision Benefits	0.1%	0.1%	0.2%	0.3%	0.1%	0.1%	0.0%	0.0%	-0.1%	0.0%
Workers' Compensation	1.0%	0.8%	0.9%	0.9%	0.7%	1.0%	0.8%	0.8%	0.7%	0.8%
TOTAL FRINGE BENEFIT	26.7%	34.3%	38.9%	51.9%	60.0%	21.4%	9.4%	1.9%	10.0%	4.0%