

Composite Benefit Rates by Benefit Type - FY 2020 Final Rates

Fringe Benefit	HCOMP Faculty & SMG	Nurses & Physicians	Faculty, Academic, MSP & Safety Officers	All Other Staff	Service Staff	Postdoc	Faculty Summer Salaries	Grad & Undergrad Students	Partial Benefit Edibility	No Benefit Eligibility
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J
Benefits Administration	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%
Dental Benefits	0.5%	0.7%	0.9%	1.6%	2.3%	0.6%	0.0%	0.0%	0.0%	0.0%
Disability Benefits	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	0.0%	0.0%	0.1%	0.0%
Employee Support Programs	0.2%	0.2%	0.3%	0.3%	0.4%	0.0%	0.3%	0.3%	0.3%	0.2%
FICA Tax	5.2%	6.2%	6.6%	7.8%	7.8%	1.3%	5.0%	0.4%	2.1%	1.6%
Incentive Award Programs	0.1%	0.2%	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Life Insurance	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Medical Benefits	6.0%	7.4%	11.4%	23.1%	36.1%	21.9%	0.4%	0.1%	12.2%	0.0%
Retiree Health Benefits	1.8%	2.7%	2.7%	2.7%	2.6%	0.1%	0.0%	0.0%	0.2%	0.1%
Retirement Benefits	10.1%	15.3%	14.8%	15.2%	14.9%	0.5%	3.4%	0.2%	1.2%	0.5%
Senior Management Supplement	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unemployment Insurance	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.2%	0.2%
Vision Benefits	0.1%	0.1%	0.1%	0.2%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%
Workers' Compensation	1.1%	1.0%	1.0%	1.0%	1.0%	1.0%	0.9%	0.9%	1.0%	0.9%
Total Fringe Benefits	25.5%	34.1%	38.4%	53.1%	66.1%	26.3%	10.3%	1.9%	17.4%	3.6%