

# UC DAVIS | FINANCE

## Composite Benefit Rates by Benefit Type - FY 2021 **Proposed** 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	0.4%	0.6%	0.7%	1.4%	2.1%	0.5%	0.0%	0.0%	0.0%	0.0%
Disability Benefits	0.0%	0.1%	0.1%	0.1%	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%
Employee Support Programs	0.2%	0.2%	0.4%	0.3%	0.4%	0.0%	0.3%	0.3%	0.3%	0.3%
FICA Tax	5.1%	6.4%	6.5%	7.8%	7.9%	1.2%	4.8%	0.4%	1.8%	1.6%
Incentive Award Programs	0.0%	0.1%	0.1%	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	6.2%	7.5%	10.6%	20.6%	34.4%	19.6%	0.4%	0.1%	10.6%	0.1%
Retiree Health Benefits	1.8%	2.7%	2.6%	2.7%	2.6%	0.0%	0.0%	0.0%	0.1%	0.1%
Retirement Benefits	10.7%	16.1%	15.7%	16.0%	15.7%	0.3%	2.8%	0.2%	0.5%	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%	0.1%	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	1.0%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%
<b>Total Fringe Benefits</b>	<b>26.0%</b>	<b>35.1%</b>	<b>38.1%</b>	<b>50.9%</b>	<b>65.1%</b>	<b>23.5%</b>	<b>9.4%</b>	<b>1.9%</b>	<b>14.8%</b>	<b>3.6%</b>