

Composite Benefit Rates by Benefit Type - FY 2022 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
Benefits Administration	0.1%	0.2%	0.1%	0.0%	0.1%	-0.1%	0.0%	0.0%	-0.3%	0.0%
Dental Benefits	0.4%	0.6%	0.7%	1.2%	2.1%	0.2%	0.0%	0.0%	-0.3%	0.0%
Disability Benefits	0.0%	0.1%	0.0%	0.0%	0.2%	-0.1%	0.0%	0.0%	-0.1%	0.0%
Employee Support Programs	0.3%	0.4%	0.3%	0.2%	0.4%	0.0%	0.3%	0.1%	0.0%	0.3%
FICA Tax	5.1%	6.3%	6.6%	7.5%	7.7%	1.0%	5.3%	0.2%	1.3%	1.5%
Incentive Award Programs	0.2%	0.3%	0.2%	0.1%	0.2%	-0.1%	0.0%	0.1%	-0.1%	0.1%
Life Insurance	0.0%	0.0%	0.0%	-0.1%	0.0%	-0.2%	0.0%	0.0%	-0.3%	0.0%
Medical Benefits	6.0%	7.6%	10.9%	21.8%	35.4%	18.7%	0.3%	0.1%	10.0%	0.0%
Retiree Health Benefits	1.7%	2.6%	2.5%	2.3%	2.5%	-0.2%	0.0%	0.1%	-0.2%	0.0%
Retirement Benefits	10.8%	15.9%	16.0%	15.9%	16.1%	0.0%	3.1%	0.2%	0.0%	0.3%
Senior Management Supplement	0.0%	0.0%	0.0%	-0.2%	-0.1%	-0.3%	0.0%	0.0%	-0.3%	0.0%
Unemployment Insurance	0.1%	0.1%	0.1%	0.0%	0.0%	-0.1%	0.1%	0.1%	-0.1%	0.1%
Vision Benefits	0.0%	0.1%	0.1%	0.1%	0.3%	-0.1%	0.0%	0.0%	-0.3%	0.0%
Workers' Compensation	0.9%	0.8%	0.8%	0.7%	0.7%	0.9%	0.8%	0.8%	0.6%	0.8%
Total Fringe Benefits	25.9%	34.9%	38.3%	49.5%	65.5%	19.5%	9.9%	1.6%	10.0%	3.0%