

Composite Benefit Rates by Benefit Type - FY 2024 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%	-0.2%	0.1%	0.0%	0.0%	-0.1%	0.0%
Dental Benefits	0.4%	0.6%	0.8%	1.3%	1.4%	0.5%	0.0%	0.0%	-0.1%	0.0%
Disability Benefits	0.1%	0.0%	0.1%	0.2%	-0.2%	0.1%	0.0%	0.1%	0.1%	0.0%
Employee Support Programs	0.4%	0.3%	0.4%	0.3%	0.0%	0.3%	0.1%	0.3%	0.2%	0.4%
FICA Tax	5.4%	6.5%	7.0%	8.1%	7.7%	1.1%	5.4%	0.3%	1.6%	1.9%
Incentive Award Programs	0.3%	0.2%	0.3%	0.2%	-0.1%	0.2%	0.1%	0.2%	0.1%	0.3%
Life Insurance	0.1%	0.0%	0.1%	0.1%	-0.2%	0.0%	0.0%	0.0%	-0.1%	0.0%
Medical Benefits	6.1%	6.9%	11.0%	21.5%	29.2%	18.1%	0.0%	0.1%	7.6%	0.0%
Retiree Health Benefits	1.7%	2.3%	2.4%	2.4%	1.9%	0.0%	0.0%	0.0%	-0.1%	0.1%
PFCB (Pay for Family Care and Bonding leave)	0.2%	0.1%	0.2%	0.1%	-0.2%	0.1%	0.1%	0.1%	0.0%	0.2%
Postdoctoral Scholars Childcare	0.0%	0.0%	0.0%	0.0%	-0.4%	0.7%	0.0%	0.0%	-0.1%	0.0%
Retirement Benefits	10.9%	16.0%	16.0%	16.2%	15.3%	0.0%	2.9%	0.2%	0.2%	0.7%
Senior Management Supplement	0.1%	0.0%	0.0%	0.0%	-0.4%	-0.1%	0.0%	0.0%	-0.1%	0.0%
Unemployment Insurance	0.1%	0.1%	0.2%	0.1%	-0.2%	-0.1%	0.0%	0.0%	-0.1%	0.0%
Vision Benefits	0.1%	0.1%	0.1%	0.2%	-0.1%	0.1%	0.0%	0.0%	-0.1%	0.0%
Workers' Compensation	0.8%	0.7%	0.7%	0.7%	0.3%	1.0%	0.6%	0.6%	0.6%	0.7%
TOTAL FRINGE BENEFIT	26.8%	34.1%	39.6%	51.6%	53.9%	22.1%	8.8%	2.2%	9.4%	4.6%