

PROJECTED HARVARD UNIVERSITY FRINGE RATE - FY2004

The projected components of the various fringe rates for fiscal year 2004 are as follows:

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Social Security	5.33%	6.39%	7.36%	6.37%	6.37%	5.61%
Pension	7.75%	6.97%	4.81%	0.00%	0.00%	0.00%
Postretirement Health	1.00%	1.00%	1.00%	0.00%	0.00%	0.00%
Medex	0.59%	0.93%	1.74%	0.00%	0.00%	0.00%
Retirement Benefits:	14.68%	15.29%	14.91%	6.37%	6.37%	5.61%
Health Plans	4.41%	6.85%	11.98%	10.56%	10.57%	0.20%
University Health Services	0.17%	0.17%	0.17%	0.00%	0.00%	0.00%
Dental Plan	0.30%	0.48%	0.78%	0.48%	0.00%	0.00%
Health Benefits:	4.87%	7.50%	12.92%	11.04%	10.57%	0.20%
Tuition Assistance Plan	0.00%	0.30%	0.97%	0.00%	0.00%	0.02%
Workers' Compensation	0.00%	0.02%	0.61%	0.06%	0.06%	0.08%
Unemployment Compensation	0.02%	0.34%	0.46%	0.24%	0.24%	0.61%
Transportation	0.28%	0.42%	0.67%	0.42%	0.00%	0.00%
Noncontributory Life Insurance	0.11%	0.11%	0.11%	0.11%	0.00%	0.00%
Short-term Disability	0.00%	0.44%	0.71%	0.30%	0.00%	0.00%
Miscellaneous Programs	0.51%	0.51%	0.74%	0.40%	0.00%	0.00%
Other Benefits:	0.92%	2.14%	4.26%	1.53%	0.30%	0.71%
Administrative Expenses	0.44%	0.74%	1.28%	1.00%	1.02%	0.67%
Total expense:	20.91%	25.68%	33.36%	19.94%	18.26%	7.20%
Rate Adjustment:	-1.61%	0.12%	-0.36%	-2.14%	-2.26%	0.40%
ASSESSED RATE	19.30%	25.80%	33.00%	17.80%	16.00%	7.60%

Extra-compensation:

Pensionable	15%	15%	15%	n/a	n/a	n/a
Non-pensionable	8%	8%	8%	8%	8%	8%

Stipendee Post Docs will be assessed a flat rate of \$5,004 per year, or \$417 per month.

Questions can be directed to Benefit Payrolls and Reporting (495-8032).

DENTAL SCHOOL (TUB 550): Faculty salaries are assessed at 21.7%, exempt at 28.2%, unionized at 35.4%, post docs at 20.2%, and teaching assistants at 18.4%. For details about the additional 2.4%, contact the Financial Services Office at the Dental School (432-1403).

MEDICAL SCHOOL (TUB 520): Faculty salaries are assessed at 21.7%, exempt at 28.2%, unionized at 35.4%, post docs at 20.2%, and teaching assistants at 18.4%. For details about the additional 2.4%, contact the Financial Services Office at the Medical School (432-3293).

SCH. OF PUBLIC HEALTH (TUB 275): Faculty salaries are assessed at 20.7%, exempt at 27.2%, unionized at 34.4%, post docs at 19.2%, and teaching assistants at 17.4%. For details about the additional 1.4%, contact the Financial Services Office at the School of Public Health (432-0788).