

PROJECTED HARVARD UNIVERSITY FRINGE RATE

The projected components of the various fringe rates for fiscal year 2005 are as follows:

Payroll Object Code:	(6010, 6020, 6030, 6040)	(6050)	(6070, 6080)	(6150)	(6152)	(6090, 6120)
	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Social Security	5.73%	6.64%	7.82%	6.45%	6.44%	6.80%
Pension	8.70%	8.82%	6.83%	0.00%	0.00%	0.00%
Postretirement Health	1.00%	1.00%	1.00%	0.00%	0.00%	0.00%
Medex	0.59%	0.84%	1.75%	0.00%	0.00%	0.00%
Retirement Benefits:	16.01%	17.30%	17.40%	6.45%	6.44%	6.80%
Health Plans	5.41%	8.22%	14.15%	10.62%	10.83%	1.05%
University Health Services	0.17%	0.17%	0.17%	0.00%	0.00%	0.00%
Dental Plan	0.49%	0.73%	1.12%	0.42%	0.00%	0.00%
Health Benefits:	6.07%	9.12%	15.44%	11.04%	10.83%	1.05%
Tuition Assistance Plan	0.00%	0.32%	1.00%	0.00%	0.00%	0.00%
Workers' Compensation	0.00%	0.03%	0.57%	0.01%	0.01%	0.20%
Unemployment Compensation	0.08%	0.35%	0.44%	0.37%	0.37%	0.44%
Transportation	0.62%	0.61%	0.57%	0.54%	0.00%	0.00%
Noncontributory Life Insurance	0.10%	0.12%	0.12%	0.12%	0.00%	0.00%
Short-term Disability	0.00%	0.44%	0.72%	0.44%	0.00%	0.00%
Miscellaneous Programs	0.78%	0.38%	0.88%	0.31%	0.05%	0.00%
Other Benefits:	1.59%	2.26%	4.30%	1.79%	0.44%	0.64%
Administrative Expenses	0.37%	0.62%	1.18%	0.76%	0.77%	0.46%
Total expense:	24.05%	29.31%	38.33%	20.04%	18.49%	8.95%
Rate Adjustment:	1.35%	2.69%	2.07%	1.26%	1.31%	0.45%
ASSESSED RATE	25.40%	32.00%	40.40%	21.30%	19.80%	9.40%
Extra-compensation:						
Pensionable (obj. 6190)	15%	15%	15%	n/a	n/a	n/a
Non-pensionable (obj. 6200)	8%	8%	8%	8%	8%	8%

Stipendee Post Docs (obj. 6450) will be assessed a flat rate of \$6,420 per year, or \$535 per month.

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

DENTAL SCHOOL (TUB 550): Faculty salaries are assessed at 27.2%, exempt at 33.8%, unionized at 42.2%, post docs at 23.1%, and teaching assistants at 21.6%. For details about the additional 1.8%, contact the Financial Services Office at the Dental School (432-1403).

MEDICAL SCHOOL (TUBs 490, 505, 520, 565, 570): Faculty salaries are assessed at 27.2%, exempt at 33.8%, unionized at 42.2%, post docs at 23.1%, and teaching assistants at 21.6%. For details about the additional 1.8%, contact the Financial Services Office at the Medical School (432-3293).

SCH.OF PUBLIC HEALTH (TUB 275): Faculty salaries are assessed at 26.9%, exempt at 33.5%, unionized at 41.9%, post docs at 22.8%, and teaching assistants at 21.3%. For details about the additional 1.5%, contact the Financial Services Office at the School of Public Health (432-0788).