

## FY 2006 HARVARD UNIVERSITY FRINGE RATE

The projected components of the various fringe rates for fiscal year 2006 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	5.27%	6.34%	7.16%	6.30%	6.40%	6.21%
Pension	8.82%	8.24%	6.10%	0.00%	0.00%	0.00%
Postretirement Health	0.94%	0.95%	0.93%	0.00%	0.00%	0.00%
Medex	0.64%	1.09%	1.93%	0.00%	0.00%	0.00%
<b>Retirement Benefits:</b>	<b>15.67%</b>	<b>16.62%</b>	<b>16.12%</b>	<b>6.30%</b>	<b>6.40%</b>	<b>6.21%</b>
Health Plans	5.69%	8.92%	15.39%	12.38%	13.83%	0.00%
University Health Services	0.17%	0.17%	0.18%	0.01%	0.00%	0.00%
Dental Plan	0.44%	0.73%	1.15%	0.64%	0.00%	0.00%
<b>Health Benefits:</b>	<b>6.30%</b>	<b>9.82%</b>	<b>16.72%</b>	<b>13.03%</b>	<b>13.83%</b>	<b>0.00%</b>
Tuition Assistance Plan	0.00%	0.32%	0.96%	0.06%	0.00%	0.00%
Workers' Compensation	0.00%	0.04%	0.70%	0.01%	0.00%	0.09%
Unemployment Compensation	0.00%	0.52%	0.48%	0.07%	0.11%	0.10%
Transportation	0.31%	0.59%	0.90%	0.42%	0.35%	0.14%
Noncontributory Life Insurance	0.08%	0.10%	0.14%	0.14%	0.00%	0.00%
Short-term Disability	0.00%	0.42%	0.69%	0.12%	0.00%	0.00%
Miscellaneous Programs	0.54%	0.45%	0.81%	0.27%	0.27%	0.03%
<b>Other Benefits:</b>	<b>0.93%</b>	<b>2.44%</b>	<b>4.68%</b>	<b>1.09%</b>	<b>0.73%</b>	<b>0.36%</b>
Administrative Expenses	0.41%	0.64%	1.47%	0.76%	1.62%	0.11%
<b>Total expense:</b>	<b>23.31%</b>	<b>29.52%</b>	<b>38.99%</b>	<b>21.18%</b>	<b>22.58%</b>	<b>6.68%</b>
<b>Rate Adjustment:</b>	<b>2.49%</b>	<b>3.88%</b>	<b>4.21%</b>	<b>2.02%</b>	<b>2.02%</b>	<b>1.32%</b>
<b>ASSESSED RATE</b>	<b>25.80%</b>	<b>33.40%</b>	<b>43.20%</b>	<b>23.20%</b>	<b>24.60%</b>	<b>8.00%</b>

**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 \$3,888 per year, or \$324 per month.**

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

DENTAL SCHOOL (TUB 550): Faculty salaries are assessed at 27.1%, exempt at 34.7%, unionized at 44.5%, post docs at 24.5%, and teaching assistants at 25.9%. For details about the additional 1.3%, contact the Financial Services Office at the Dental School (432-1403).

MEDICAL SCHOOL (TUBs 490, 505, 520, 565, 570): Faculty salaries are assessed at 27.1%, exempt at 34.7%, unionized at 44.5%, post docs at 24.5%, and teaching assistants at 25.9%. For details about the additional 1.3%, contact the Financial Services Office at the Medical School (432-3293).

SCH.OF PUBLIC HEALTH (TUB 275): Faculty salaries are assessed at 27.6%, exempt at 35.2%, unionized at 45.0%, post docs at 25.0%, and teaching assistants at 26.4%. For details about the additional 1.8%, contact the Financial Services Office at the School of Public Health (432-0788).