### Benefits Eligibility Chart

**Fiscal Year 2017**

<table>
<thead>
<tr>
<th>Fringe Rates*</th>
<th>Approved Fiscal Year 2016</th>
<th>Approved Fiscal Year 2017</th>
<th>Fringe Rates*</th>
</tr>
</thead>
<tbody>
<tr>
<td>DCP</td>
<td>25.4</td>
<td>24.7</td>
<td>7.2</td>
</tr>
<tr>
<td>MEDICARE</td>
<td>24.7</td>
<td>23.8</td>
<td>39.9</td>
</tr>
<tr>
<td>PERA</td>
<td>14.1</td>
<td>13.6</td>
<td>16.3</td>
</tr>
<tr>
<td>Tuition Scholarship Program for Eligible Spouses, Domestic Partners, Civil Union Partners &amp; Children</td>
<td>4.0</td>
<td>2.9</td>
<td>20.8</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>14.1</td>
<td>13.6</td>
<td>39.9</td>
</tr>
</tbody>
</table>

This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate.

*The fringe rates are shown for informational purposes only.

- **Graduate Assistants**: 7.2, 8.5
- **State Classified (Salaried/Hourly)**: 39.9, 39.6
- **Non-Student Hourly**: 20.8, 25.5
- **Leave benefit rate for CEMM & CNHP**: 16.3, 17.6

Shaded boxes above indicate benefits NOT included in the fringe rate.

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1. **DCP**
   - DCP employer contribution is not provided to Temporary Academic Faculty & Administrative Professionals, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns with less than 1 year, or less than 1/2 time appointments.

2. **MEDICARE**
   - Does not include employees hired prior to April 1, 1986; Students/Graduate Assistants regularly enrolled and attending classes; F1/J1 Visa holders during first 5 years in the USA.

3. **PERA**
   - PERR employer contribution does not include F1/J1 Visa holders during first 5 years in the USA.

4. **Tuition Scholarship Program for Eligible Spouses, Domestic Partners, Civil Union Partners & Children**
   - Does not include Temporary Academic Faculty & Administrative Professionals, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns, or less than 1/2 time appointments. Not included in the fringe pool calculations. Provided by general University funds.

5. **Health Insurance**
   - Healthcare Reform Affordable Care Act federal regulations determine eligibility. HR provides an offer of coverage to employees when criteria is met.