## Benefits Eligibility Chart

<table>
<thead>
<tr>
<th>Fiscal Year 2022</th>
<th>Fringe Rates*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate.</strong></td>
<td></td>
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<tr>
<td><strong>The fringe rates are shown for informational purposes only.</strong></td>
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</tbody>
</table>

**Approved Fiscal Year 2021** | **Approved Fiscal Year 2022** | **Answer** |
---|---|---|
Academic Faculty (Regular/Special) | 27.1 | 26.7 |
Administrative Professional (Regular/Special) | 27.1 | 26.7 |
Academic Faculty & Administrative Professional (Temporary) | 13.5 | 13.0 |
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns | 13.6 | 13.0 |
Academic Faculty and Administrative Professional less than 1/2 time | 13.5 | 13.0 |
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns less than 1/2 time | 13.6 | 13.0 |
Graduate Assistants & Predoc Fellows FY20 | 9.5 | 10.0 |
Student Hourly | 0.9 | 0.2 |
State Classified (Salaried/Hourly) | 45.9 | 48.2 |
Non-Student Hourly | 27.4 | 25.9 |
Leave benefit rate for CENML & CNHP | 23.5 | 23.5 |

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

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**
   - PERA 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.

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12/17/2020