

Approved Fiscal Year 2014	Fringe Rates		Assistantship Health Contribution	Awards/Councils	Childbearing Leave	Commitment to Campus Wellness Program	DCP ¹	DCP Retiree Medical Premium Refund	Dental Insurance	Employee Assistance Program	Employee Study Privilege	Excess Sick Leave	Health Insurance	Leave Sharing Program	Life Insurance (Basic)	Long-Term Disability Insurance	Medicare ²	PERA ³	PERA Retiree Medical Insurance Subsidy	PERA Retiree Umbrella Rx Plan	Retirement Sick Leave	Retirement/Termination Annual Leave	Short-Term Disability Insurance	Tuition Scholarship Program for Eligible Spouses, Domestic Partners & Children ⁴	Unemployment	Worker's Compensation
	Approved Fiscal Year 2013	Approved Fiscal Year 2014																								
University Benefits Cost Chart																										
Academic Faculty (Regular/Special)	24.1	22.8		✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Administrative Professional (Regular/Special)	24.1	22.8		✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Academic Faculty & Administrative Professional (Temporary)	1 st year or < ½ time					✓			✓				✓		✓		✓	✓				✓		✓	✓	
	2.2	1.5							✓				✓		✓		✓	✓				✓		✓	✓	
	2 nd year ≥ ½ time					✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓			✓		✓		✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 st year or < ½ time				✓	✓			✓	✓	✓		✓		✓	✓	✓	✓				✓		✓	✓	
	9.2	18.7							✓	✓	✓		✓		✓	✓	✓	✓				✓		✓	✓	
	2 nd year ≥ ½ time					✓	✓	✓		✓	✓	✓		✓		✓	✓	✓				✓		✓	✓	
Graduate Assistants	5.1	4.9	✓														✓							✓		
Student Hourly	1.0	0.8															✓							✓		
State Classified (Salaried/Hourly)	33.1	35.0		✓		✓			✓	✓	✓	✓	✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	
Non-Student Hourly	17.7	17.4															✓	✓						✓	✓	
Leave benefit rate for CEMML & CNHP	16.4	16.5																								

- DCP**
DCP employer contribution is not provided to Temps, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns with less than 1 year, or less than 1/2 time appointments.
- 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.
- PERA**
PERA employer contribution does not include F1/J1 Visa holders during first 5 years in the USA.
- Tuition Scholarship Program for Eligible Spouses, Domestic Partners & Children**
Does not include temps, or less than 1/2 time appointments. Not included in the fringe pool calculations. Provided by general University funds.