

DUKE UNIVERSITY - FRINGE BENEFITS

FEDERAL RATE TABLE

FY 07/08 FORECAST

	<u>Exempt</u>	<u>Non-exempt</u>	<u>House Staff</u>	<u>Students Taxable</u>	<u>PhD Students</u>
<i>Current Year Expenditures:</i>					
DU Admin. Benefits Plan	0.004%	0.006%	0.007%		
Medical Care	5.439%	8.662%	8.907%		5.300%
Benefits Administration	0.085%	0.146%	0.141%		
Child Care	0.067%	0.115%	0.110%		
Long Term Disability	0.198%	0.197%			
Travel Accident	0.003%	0.000%			
Group Life AD&D	0.030%	0.044%			
Pension - Non-Exempt	0.000%	0.004%			
Benefits Statements	0.004%	0.006%	0.007%		
Pension - Exempt	8.254%	0.000%			
Service Awards	0.057%	0.099%			
FICA Exempt	6.300%	0.000%	6.768%	4.535%	
FICA Non-Exempt	0.000%	6.216%		3.165%	
Unemployment Compensation	0.074%	0.128%			
Pre-tax Reimbursement Accts.	0.016%	0.028%			
Survivor's Benefits: Death	0.050%	0.076%			
Survivor's Benefits: Retire	0.005%	0.007%			
Employee Health	0.014%	0.415%			
Employee Wellness Program	0.007%	0.189%			
Educational Assistance Prog.	0.217%	0.153%			
Worker's Compensation	0.063%	1.816%			
Fringe Benefit Rates	20.9%	18.3%	15.9%	7.7%	5.3%