

# DUKE UNIVERSITY - FRINGE BENEFITS

## FULL 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	5.547%	8.793%	8.907%		5.300%
Benefits Administration	0.086%	0.148%	0.141%		
Child Care	0.068%	0.116%	0.110%		
Long Term Disability	0.202%	0.200%			
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	8.418%	0.000%			
Service Awards	0.059%	0.101%			
FICA Exempt	6.425%	0.000%	6.768%	4.535%	
FICA Non-Exempt	0.000%	6.310%		3.165%	
Unemployment Compensation	0.075%	0.130%			
Pre-tax Reimbursement Accts.	0.017%	0.028%			
Survivor's Benefits: Death	0.051%	0.077%			
Survivor's Benefits: Retire	0.005%	0.007%			
Employee Health	0.015%	0.421%			
Employee Wellness Program	0.007%	0.192%			
Educational Assistance Prog.	0.222%	0.155%			
Worker's Compensation	0.064%	1.844%			
Supplemental Rate	1.400%	0.716%			
<b>Full Fringe Rate</b>	<b>22.7%</b>	<b>19.3%</b>	<b>15.9%</b>	<b>7.7%</b>	<b>5.3%</b>