

# DUKE UNIVERSITY - FRINGE BENEFITS

## FY 08/09 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	0.003%	0.004%	0.004%		
Medical Care	5.154%	7.778%	7.424%		5.800%
Benefits Administration	0.079%	0.121%	0.109%		
Child Care	0.063%	0.098%	0.088%		
Long Term Disability	0.143%	0.124%			
Travel Accident	0.002%	0.000%			
Group Life AD&D	0.029%	0.040%			
Pension - Non-Exempt	0.000%	0.003%			
Benefits Statements	0.004%	0.006%	0.006%		
Pension - Exempt	8.557%	0.000%			
Service Awards	0.054%	0.083%			
FICA Exempt	6.320%	0.000%	6.465%	4.340%	
FICA Non-Exempt	0.000%	6.069%		3.326%	
Unemployment Compensation	0.077%	0.119%			
Pre-tax Reimbursement Accts.	0.004%	0.006%			
Survivor's Benefits: Death	0.045%	0.067%			
Survivor's Benefits: Retire	0.005%	0.006%			
Employee Health	0.095%	0.289%			
Employee Wellness Program	0.041%	0.124%			
Educational Assistance Prog.	0.147%	0.084%			
Worker's Compensation	0.225%	1.437%			
Supplemental Rate	1.946%	0.945%			
<b>Full Fringe Rate</b>	<b>22.9%</b>	<b>17.4%</b>	<b>14.1%</b>	<b>7.7%</b>	<b>5.8%</b>