

From: Erin McGuinness, Associate Vice President for Total Rewards and HR Operations
Date: June 21, 2024
RE: Benefits Charge Back (Fringe) Rates for Fiscal Year 2025 (July 1, 2024 – June 30, 2025)

The below benefit charge back (fringe) rates are in effect for fiscal year 2025 and are broken down by the following deduction types:

Benefits Category	FT	PT	Student
FICA	6.89%	7.65%	0.00%
Retirement	8.00%	0.00%	0.00%
Group Life, STD, LTD, Other	1.98%	0.00%	0.00%
Unemployment/Worker's Comp	0.44%	0.44%	0.44%
Dental/Medical	15.58%	0.00%	0.00%
Post retirement expenses	0%	0%	0%
Tuition remission	5.10%	5.10%	0.00%
Total Benefits Fringe Rate	38.00%	13.20%	0.44%

Full-Time Faculty Summer Rate for Stipends: 8.09%