

UNIVERSITY OF CINCINNATI
Fringe Benefit Rate Components

	FY 2010					FY 2011				
	Faculty	Exempt	Non-Exempt	Part-Time	Student	Faculty	Exempt	Non-Exempt	Part-Time	Student
Retirement:	14.12%	15.55%	15.33%	13.77%	7.27%	14.80%	15.81%	15.49%	15.64%	7.36%
Health:	14.57%	16.67%	25.99%	6.48%	0.55%	15.27%	16.94%	26.28%	7.36%	0.56%
University Sponsored:	2.02%	3.64%	3.18%	1.73%	0.00%	2.11%	3.72%	3.21%	1.98%	0.00%
Insurance And Other:	0.29%	0.54%	0.50%	0.02%	0.08%	0.30%	0.54%	0.50%	0.02%	0.08%
Total Federal Rate	31.00%	36.40%	45.00%	22.00%	7.90%	32.50%	37.00%	45.50%	25.00%	8.00%
Dependent Tuition Remission	1.50%	1.50%	1.00%	0.00%	0.00%	0.10%	1.50%	1.00%	0.00%	0.00%
Total Non-Federal Rate	32.50%	37.90%	46.00%	22.00%	7.90%	32.60%	38.50%	46.50%	25.00%	8.00%

	FY 2010					FY 2011				
	Faculty	Exempt	Non-Exempt	Part-Time	Student	Faculty	Exempt	Non-Exempt	Part-Time	Student
Retirements										
STRS	7.90%	1.08%	0.00%	6.97%	0.00%	8.28%	1.10%	0.00%	7.92%	0.00%
TIAA Etc	1.28%	0.42%	0.21%	0.94%	0.00%	1.34%	0.43%	0.21%	1.07%	0.00%
PERS	0.24%	7.54%	13.57%	3.22%	6.02%	0.25%	7.66%	13.72%	3.66%	6.10%
City	0.01%	0.09%	0.21%	0.03%	0.00%	0.01%	0.09%	0.21%	0.03%	0.00%
ARP	3.75%	5.50%	0.36%	1.05%	0.15%	3.93%	5.59%	0.36%	1.19%	0.15%
Medicare Tax	0.94%	0.92%	0.98%	1.56%	1.10%	0.99%	0.94%	0.99%	1.77%	1.11%
Prior Service Credit	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Retirement	14.12%	15.55%	15.33%	13.77%	7.27%	14.80%	15.81%	15.49%	15.64%	7.36%
Health										
Health Insurance	12.82%	15.45%	24.84%	6.04%	0.00%	13.44%	15.70%	25.12%	6.86%	0.00%
Workers' Compensation	0.29%	0.32%	0.32%	0.26%	0.55%	0.30%	0.33%	0.32%	0.30%	0.56%
Dental Plans	1.46%	0.90%	0.83%	0.18%	0.00%	1.53%	0.91%	0.84%	0.20%	0.00%
Total Health	14.57%	16.67%	25.99%	6.48%	0.55%	15.27%	16.94%	26.28%	7.36%	0.56%
University Sponsored										
Tuition Remission	0.26%	1.27%	1.44%	1.04%	0.00%	0.27%	1.29%	1.46%	1.18%	0.00%
Sick @ Retirement	0.67%	0.44%	0.34%	0.21%	0.00%	0.69%	0.45%	0.34%	0.24%	0.00%
Sick > 160 Hrs	0.38%	0.22%	0.74%	0.01%	0.00%	0.40%	0.22%	0.75%	0.01%	0.00%
Vacation @ Termination	0.58%	1.71%	0.66%	0.47%	0.00%	0.61%	1.76%	0.66%	0.55%	0.00%
Benefit Related Expenses	0.13%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%
Short-Term Sick	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total University Sponsored	2.02%	3.64%	3.18%	1.73%	0.00%	2.11%	3.72%	3.21%	1.98%	0.00%
Insurance And Other										
Unemployment Compensation	0.02%	0.16%	0.10%	0.00%	0.08%	0.02%	0.16%	0.10%	0.00%	0.08%
Life Insurance Plans	0.27%	0.22%	0.21%	0.02%	0.00%	0.28%	0.22%	0.21%	0.02%	0.00%
Long-Term Disability	0.00%	0.16%	0.19%	0.00%	0.00%	0.00%	0.16%	0.19%	0.00%	0.00%
Total Insurance	0.29%	0.54%	0.50%	0.02%	0.08%	0.30%	0.54%	0.50%	0.02%	0.08%
Total Federal Rate	31.00%	36.40%	45.00%	22.00%	7.90%	32.50%	37.00%	45.50%	25.00%	8.00%
Dependent Tuition Remission	1.50%	1.50%	1.00%	0.00%	0.00%	0.10%	1.50%	1.00%	0.00%	0.00%
Total Non-Federal Rate	32.50%	37.90%	46.00%	22.00%	7.90%	32.60%	38.50%	46.50%	25.00%	8.00%