

FY 2008 BENEFIT RATE TABLE

The fringe benefit rates for FY 2008 effective July 1, 2007 are as follows:

Rate 1 – 27.1%	Faculty and Senior Administrators
Refer to the Rate 1 Schedule for rates on salaries above \$97,500.	
Rate 1 Fringe Benefit Components - note that for FY11 and going forward we will be publishing the rates and components to one decimal place only	
Rate 2 – 31.4%	Professional, Administrative, Supervisory (PAS) and nonexempt staff
Rate 3* – 9.7%	Visiting faculty, Co-op Students and all TAR staff
Rate 4 – 25.2%	Interns, Residents, and Fellows
Rate 6** – 56.4%	Union position codes
Rate S – 12.5%	Faculty summer compensation (includes retirement)
Rate 7 – 7.65%	Extra Compensation (no retirement) under limit
Rate 8 – 27.0%	Strong Staffing
Rate 9 – 1.45%	Extra compensation (no retirement) over limit

Notes:

*This rate does not include costs to cover health insurance premiums. During the summer period, undergraduate and graduate students who are not enrolled on a full-time basis and are paid on the undergraduate payroll will be charged this rate.

**Change due primarily to inclusion of prior year variance.

***Change due to an increase in the percentage of salary paid into the National Benefit Fund (NBF). The NBF rate increased from 28.8% to 31.6%.