

Fringe Benefit Components

	FY13	FY14	FY15	FY13	FY14	FY15	FY13	FY14	FY15	FY13	FY14	FY15
	Rate 1	Rate 1	Rate 1	Rate 2	Rate 2	Rate 2	Rate 3	Rate 3	Rate 3	Rate 4	Rate 4	Rate 4
FICA	7.7	7.7	7.6	7.6	7.6	7.6	7.9	7.7	7.7	7.5	7.7	7.7
Medical	8.8	9.0	8.5	16.4	17.4	16.5				14.4	14.1	14.4
Unemployment	0.1	0.1	0.1	0.2	0.2	0.2	1.2	1.1	1.2	0.2	0.2	0.2
Extended Sick Pay	0.5	0.5	0.5	0.9	0.9	1.0	0.1	0.1	0.1	0.3	0.3	0.4
Disability	0.3	0.3	0.3	0.5	0.5	0.6				0.6	0.5	0.7
Life Insurance	0.1	0.1	0.1	0.1	0.1	0.1				0.1	0.1	0.1
Retirement	8.6	8.4	8.2	5.5	5.5	5.6						
Workers' Comp	0.7	0.9	1.0	1.0	1.2	1.1	1.0	1.2	1.2	1.4	1.7	1.7
Tuition Benefit	1.0	0.9	1.3	1.7	1.6	2.3				1.5	1.3	1.9
Other	2.4	3.2	1.0	1.6	2.3	0.4	0.3	0.9	0.2	0.9	-0.2	-0.3
Total	30.2	31.0	28.6	35.3	37.3	35.3	10.5	10.9	10.3	27.0	25.8	26.7
<u>Other categories include</u>												
Staff Benefit Admin.	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Awards	0.0	0.0	0.0	0.0	0.0	0.0						
Separation/Vacation Pay	0.2	0.2	0.2	0.5	0.5	0.5						
Staff Benefits-ACS	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Family Care Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Leave of Absence	1.5	1.5	1.5									
Occupational Health	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Environ. Health & Safety	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Employee Assistance Prog.	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0
Other Benefit Expense	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
ADA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<i>Prior Year Variance*</i>	<i>0.1</i>	<i>1.0</i>	<i>-1.4</i>	<i>0.4</i>	<i>1.1</i>	<i>-0.8</i>	<i>-0.5</i>	<i>0.2</i>	<i>-0.6</i>	<i>0.3</i>	<i>-0.8</i>	<i>-0.9</i>
Total Other	2.4	3.2	1.0	1.6	2.3	0.4	0.3	0.9	0.2	0.9	-0.2	-0.3