

Fringe Benefit Components

	FY14	FY15	FY16	FY14	FY15	FY16	FY14	FY15	FY16	FY14	FY15	FY16
	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	7.6	7.5	7.6	7.6	7.5	7.7	7.7	7.6	7.7	7.7	7.6
Medical	9.0	8.5	8.6	17.4	16.5	16.7				14.1	14.4	13.1
Unemployment	0.1	0.1	0.1	0.2	0.2	0.2	1.1	1.2	1.1	0.2	0.2	0.2
Extended Sick Pay	0.5	0.5	0.4	0.9	1.0	0.8	0.1	0.1	0.1	0.3	0.4	0.3
Disability	0.3	0.3	0.3	0.5	0.6	0.5				0.5	0.7	0.6
Life Insurance	0.1	0.1	0.1	0.1	0.1	0.1				0.1	0.1	0.1
Retirement	8.4	8.2	7.9	5.5	5.6	5.5						
Workers' Comp	0.9	1.0	1.0	1.2	1.1	1.1	1.2	1.2	1.2	1.7	1.7	1.8
Tuition Benefit	0.9	1.3	0.9	1.6	2.3	1.7				1.3	1.9	1.6
Other	3.2	1.0	1.1	2.3	0.4	-0.5	0.9	0.2	1.0	-0.2	-0.3	-2.2
Total	31.0	28.6	28.0	37.3	35.3	33.6	10.9	10.3	11.0	27.0	26.7	23.1
<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	0.6						
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	0.1	0.1	0.0	0.0	0.0
Leave of Absence	1.5	1.5	1.4	0.0	0.0	0.0						
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>1.0</i>	<i>-1.4</i>	<i>-1.1</i>	<i>1.1</i>	<i>-0.8</i>	<i>-1.7</i>	<i>0.2</i>	<i>-0.6</i>	<i>0.2</i>	<i>-0.8</i>	<i>-0.9</i>	<i>-2.9</i>
Total Other	3.2	1.0	1.1	2.3	0.4	-0.5	0.9	0.2	1.0	0.9	-0.3	-2.2