

### Fringe Benefit Components

	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>
	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	7.3	7.0	7.7	7.4	7.3	7.7	7.6	7.6	7.6	7.6	7.6	7.6
Medical	8.9	8.2	9.9	17.5	16.4	17.0				12.8	12.1	12.4
Unemployment	0.1	0.0	0.0	0.1	0.1	0.1	0.5	0.4	0.4	0.1	0.1	0.1
Extended Sick Pay	0.6	0.5	0.9	0.6	0.6	0.7	0.6	0.5	0.7	0.6	0.6	0.8
Disability	0.2	0.3	0.2	0.4	0.5	0.4				0.5	0.5	0.4
Life Insurance	0.1	0.1	0.1	0.1	0.1	0.1				0.1	0.1	0.1
Retirement	7.5	7.6	7.8	5.2	5.2	6.0						
Workers' Comp	0.9	0.4	0.4	0.9	1.1	1.1	1.0	0.5	0.5	1.5	1.7	1.8
Tuition Benefit	0.9	0.7	0.8	1.7	1.4	1.6				1.5	1.2	1.2
Other	1.8	4.5	2.2	0.6	1.9	1.0	0.0	0.4	0.7	-0.7	-1.6	-1.3
<b>Total</b>	<b>28.3</b>	<b>29.3</b>	<b>30.0</b>	<b>32.0</b>	<b>34.5</b>	<b>35.7</b>	<b>9.7</b>	<b>9.4</b>	<b>9.9</b>	<b>24.0</b>	<b>22.3</b>	<b>23.1</b>
<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	0.1	0.1	0.1	0.7	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	0.1	0.0	0.1	0.0	0.0	0.0
Leave of Absence	1.3	1.0	1.2									
Occupational Health	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Environ. Health & Safety	0.2	0.1	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.2
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
Travel Insurance	0.0	0.0	0.0									
<i>Prior Year Variance*</i>	-0.3	2.8	0.3	-0.7	0.7	-0.1	-0.8	-0.4	0.0	-1.3	-2.2	-1.9
Total Other	1.8	4.5	2.2	0.6	1.9	1.0	0.0	0.4	0.7	-0.7	-1.6	-1.3