

Fringe Benefit Components

	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23	FY21	FY22	FY23
	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	7.5	7.9	7.5	7.5	7.9	7.5	7.6	7.6	7.6	7.6	7.7	7.6
Medical	9.0	10.4	9.9	17.0	18.7	18.0				13.4	13.3	14.1
Unemployment	0.0	0.1	0.0	0.1	0.1	0.1	0.3	0.6	0.4	0.1	0.1	0.1
Extended Sick Pay	0.8	0.9	0.7	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.8	0.7
Disability	0.2	0.2	0.2	0.4	0.4	0.3				0.4	0.4	0.4
Life Insurance	0.1	0.1	0.1	0.1	0.1	0.1				0.1	0.1	0.1
Retirement	5.4	8.4	8.0	4.2	6.5	4.8						
Workers' Comp	0.4	0.4	0.3	1.0	1.0	0.8	0.4	0.5	0.3	1.7	1.6	1.4
Tuition Benefit	1.0	1.1	0.8	1.8	2.1	1.4				1.8	1.9	1.6
Other	4.4	1.1	4.4	2.8	-0.9	4.3	1.5	1.1	2.0	-1.6	-1.7	-0.3
Total	28.8	30.5	31.9	35.5	36.6	37.9	10.5	10.5	11.0	24.2	24.2	25.7
<u>Other categories include</u>												
Staff Benefit Admin.	0.2	0.2	0.2	0.2	0.2	0.2	0.6	0.6	0.5	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	0.2	0.5	0.5	0.9						
Staff Benefits-ACS	0.0	0.1	0.0	0.1	0.1	0.1	0.2	0.3	0.2	0.1	0.1	0.1
Family Care Program	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.9	0.0	0.0	0.2
Leave of Absence	1.3	1.5	1.2									
Occupational Health	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Environ. Health & Safety	0.1	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1
Employee Assist Program	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.3	0.0	0.0	0.1
Other Benefit Expense	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.3	0.2	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>	2.5	-1.1	2.5	1.7	-1.9	2.6	0.1	-0.3	-0.2	-2.1	-2.3	-1.1
Total Other	4.4	1.1	4.4	2.8	-0.9	4.3	1.5	1.1	2.0	-1.6	-1.7	-0.3