



UNIVERSITY OF CINCINNATI  
Fringe Benefit Rate Components

	FY 2019 (Actuals)						FY 2020 (Projected)						FY 2021 (Projected)					
	Faculty	Exempt	DC Exempt	Non-Exempt	Part-Time	Student	Faculty	Exempt	DC Exempt	Non-Exempt	Part-Time	Student	Faculty	UC Exempt	DC Exempt	Non-Exempt	Part-Time	Student
<b>Retirement:</b>	15.19%	15.28%	15.46%	15.92%	14.48%	7.00%	15.62%	15.40%	15.75%	15.90%	14.15%	6.70%	15.63%	15.51%	15.75%	15.99%	14.15%	7.10%
<b>Health:</b>	12.30%	18.43%	17.55%	25.44%	10.87%	0.00%	12.85%	14.47%	18.19%	22.65%	6.03%	0.00%	14.02%	9.60%	14.45%	13.99%	4.73%	0.00%
<b>University Sponsored:</b>	1.66%	3.02%	2.00%	3.54%	1.47%	0.00%	1.38%	3.25%	2.38%	3.26%	1.33%	0.00%	1.40%	3.31%	2.42%	3.29%	1.34%	0.00%
<b>Insurance And Other:</b>	0.15%	0.27%	0.29%	0.30%	0.08%	0.00%	0.15%	0.28%	0.28%	0.29%	0.08%	0.00%	0.15%	0.28%	0.28%	0.33%	0.08%	0.00%
<b>Total Federal Rate</b>	29.30%	37.00%	35.30%	45.20%	26.90%	7.00%	30.00%	33.40%	36.60%	42.10%	21.60%	6.70%	31.20%	28.70%	32.90%	33.60%	20.30%	7.10%
<b>Dependent Tuition Remission</b>	1.80%	2.70%	2.70%	2.70%	0.30%	0.00%	1.40%	2.80%	2.00%	3.00%	0.30%	0.00%	1.40%	2.70%	2.50%	2.50%	0.30%	0.00%
<b>Total Non-Federal Rate</b>	31.10%	39.70%	38.00%	47.90%	27.20%	7.00%	31.40%	36.20%	38.60%	45.10%	21.90%	6.70%	32.60%	31.40%	35.40%	36.10%	20.60%	7.10%

  

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<b>Retirements</b>																		
STRS	7.46%	0.42%	5.25%	0.05%	8.55%	0.00%	7.59%	0.39%	5.03%	0.06%	8.23%	0.00%	7.60%	0.38%	5.03%	0.01%	8.23%	0.00%
TIAA Etc	0.25%	0.06%	0.06%	0.03%	0.00%	0.00%	0.19%	0.04%	0.14%	0.03%	0.00%	0.00%	0.19%	0.04%	0.14%	0.03%	0.00%	0.00%
PERS	0.17%	7.72%	2.07%	12.37%	2.51%	5.67%	0.17%	7.83%	2.30%	12.32%	2.47%	5.29%	0.17%	8.21%	2.30%	11.98%	2.47%	5.61%
City	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARP	6.03%	5.80%	6.80%	2.18%	2.14%	0.01%	6.22%	5.69%	6.83%	2.04%	2.00%	0.01%	6.22%	5.41%	6.83%	2.51%	2.00%	0.01%
Medicare Tax	1.28%	1.28%	1.28%	1.29%	1.28%	1.32%	1.45%	1.45%	1.45%	1.45%	1.45%	1.40%	1.45%	1.46%	1.45%	1.45%	1.45%	1.48%
Prior Service Credit	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total Retirement</b>	15.19%	15.28%	15.46%	15.92%	14.48%	7.00%	15.62%	15.40%	15.75%	15.90%	14.15%	6.70%	15.62%	15.50%	15.75%	15.98%	14.15%	7.10%
<b>Health</b>																		
Health Insurance	11.20%	17.78%	16.64%	24.76%	10.67%	0.00%	11.70%	13.80%	17.27%	21.99%	5.83%	0.00%	12.85%	8.90%	13.51%	13.32%	4.52%	0.00%
Workers' Compensation	0.11%	0.11%	0.11%	0.11%	0.11%	0.00%	0.11%	0.11%	0.11%	0.10%	0.11%	0.00%	0.11%	0.12%	0.11%	0.10%	0.11%	0.00%
Dental Plans	0.99%	0.54%	0.80%	0.57%	0.09%	0.00%	1.04%	0.56%	0.81%	0.56%	0.09%	0.00%	1.07%	0.58%	0.83%	0.57%	0.10%	0.00%
<b>Total Health</b>	12.30%	18.43%	17.55%	25.44%	10.87%	0.00%	12.85%	14.47%	18.19%	22.65%	6.03%	0.00%	14.02%	9.60%	14.45%	13.99%	4.73%	0.00%
<b>University Sponsored</b>																		
Tuition Remission	0.25%	1.26%	0.90%	1.86%	0.86%	0.00%	0.17%	1.33%	1.16%	1.53%	0.84%	0.00%	0.17%	1.38%	1.20%	1.52%	0.85%	0.00%
Sick @ Retirement	0.48%	0.21%	0.09%	0.12%	0.06%	0.00%	0.43%	0.25%	0.11%	0.10%	0.04%	0.00%	0.44%	0.25%	0.11%	0.10%	0.04%	0.00%
Sick > 160 Hrs	0.37%	0.33%	0.29%	0.54%	0.02%	0.00%	0.36%	0.40%	0.35%	0.63%	0.01%	0.00%	0.36%	0.43%	0.35%	0.60%	0.01%	0.00%
Vacation @ Termination	0.38%	1.21%	0.71%	0.67%	0.52%	0.00%	0.36%	1.26%	0.75%	0.63%	0.44%	0.00%	0.37%	1.25%	0.75%	0.60%	0.44%	0.00%
Benefit Related Expenses	0.18%	0.01%	0.01%	0.01%	0.01%	0.00%	0.06%	0.01%	0.01%	0.01%	0.00%	0.00%	0.07%	0.01%	0.01%	0.01%	0.00%	0.00%
Short-Term Sick	0.00%	0.00%	0.00%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.46%	0.00%	0.00%
<b>Total University Sponsored</b>	1.66%	3.02%	2.00%	3.54%	1.47%	0.00%	1.38%	3.25%	2.38%	3.26%	1.33%	0.00%	1.40%	3.31%	2.42%	3.29%	1.34%	0.00%
<b>Insurance And Other</b>																		
Unemployment Compensation	0.08%	0.07%	0.08%	0.08%	0.08%	0.00%	0.08%	0.08%	0.08%	0.08%	0.08%	0.00%	0.08%	0.08%	0.08%	0.08%	0.08%	0.00%
Life Insurance Plans	0.07%	0.10%	0.12%	0.12%	0.00%	0.00%	0.07%	0.10%	0.11%	0.11%	0.00%	0.00%	0.07%	0.10%	0.11%	0.14%	0.00%	0.00%
Long-Term Disability	0.00%	0.10%	0.09%	0.10%	0.00%	0.00%	0.00%	0.10%	0.09%	0.10%	0.00%	0.00%	0.00%	0.10%	0.09%	0.11%	0.00%	0.00%
<b>Total Insurance</b>	0.15%	0.27%	0.29%	0.30%	0.08%	0.00%	0.15%	0.28%	0.28%	0.29%	0.08%	0.00%	0.15%	0.28%	0.28%	0.33%	0.08%	0.00%
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<b>Total Non-Federal Rate</b>	31.10%	39.70%	38.00%	47.90%	27.20%	7.00%	31.40%	36.20%	38.60%	45.10%	21.90%	6.70%	32.60%	31.40%	35.40%	36.10%	20.60%	7.10%