

FY 2023 Harvard University Fringe Rates

The projected components of the fringe rates for fiscal year 2023 are as follows:

Table 1: Regular & Harvard Global Fringe Rates

	Faculty	Exempt	Unions	Post Docs	Teaching Assts	Temps
Payroll Object Codes:	6010, 6020, 6030, 6040	6050,6051	6070,6071 6080	6150	6152	6090, 6120
Assessment Object Codes:	6250	6270 ¹	6280,6290 ¹	6260	6262	6300
Social Security	5.70%	7.03%	7.84%	6.96%	7.10%	6.49%
Pension	9.56%	10.43%	8.58%	0.00%	0.00%	0.00%
Postretirement Health	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Medex	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Retirement Benefits	15.25%	17.45%	16.41%	6.96%	7.10%	6.49%
Health Plans	6.04%	9.28%	20.20%	14.25%	6.52%	1.80%
University Health Services	0.03%	0.04%	0.07%	0.02%	0.04%	0.14%
Dental Plan	0.34%	0.58%	0.86%	0.72%	0.07%	0.04%
Total Health Benefits	6.41%	9.91%	21.13%	14.99%	6.64%	1.98%
MAPFML Administrative Expense	0.03%	0.05%	0.09%	0.10%	0.16%	0.19%
Tuition Assistance Plan	0.02%	0.35%	1.36%	0.07%	0.00%	0.06%
Workers' Compensation	0.00%	0.10%	0.98%	0.00%	0.00%	0.71%
Unemployment Compensation	0.04%	0.19%	0.23%	0.09%	0.06%	0.72%
Transportation	0.36%	0.45%	1.44%	1.40%	0.28%	0.70%
Noncontributory Life Insurance	0.06%	0.08%	0.07%	0.07%	0.00%	0.00%
Short-term Disability	0.00%	0.64%	1.02%	0.32%	0.21%	0.09%
Miscellaneous Programs	0.40%	0.35%	1.09%	0.42%	0.00%	0.00%
Total Other Benefits	0.92%	2.21%	6.26%	2.47%	0.71%	2.47%
Administrative Expenses	0.68%	0.82%	2.00%	1.39%	1.72%	0.07%
Total Expenses	23.25%	30.39%	45.80%	25.80%	16.18%	11.01%
Rate Adjustment	-1.15%	-2.19%	-1.30%	-0.50%	-0.68%	-1.11%
Regular Fringe Rate	22.1%	28.2%	44.5%	25.3%	15.5%	9.9%
Harvard Global Fringe Rate	22.1%	28.2%	44.5%	25.3%	15.5%	9.9%

Table 2: Vacation Fringe Rate

	Faculty	Exempt	Unions	Post Docs	Teaching Assts	Temps
Payroll Object Codes:		6050 only	6070 only			
Assessment Object Codes:		6271	6281			
Vacation Fringe Rate	n/a	8.8%	9.3%	n/a	n/a	n/a

Table 3: Extra Compensation Fringe Rates

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Pensionable extra comp (6190 - 6191)	15%	15%	15%	n/a	n/a	n/a
Nonpensionable extra comp (6200 - 6205, 6207)²	8%	8%	8%	8%	8%	8%

Stipendee Post Docs (object code 6450, assessment code 6261) will be assessed a flat rate of **\$9,563** per year, or **\$797** per month.

For questions contact Sherry Cao, Benefits Finance (617-495-2691).

Table 4: Medical and Dental Schools (Tubs 490, 515, 520, 565, 570 and 550)

	Faculty	Exempt	Unions	Post Docs	Teaching Assts	Temps
Regular rate ³	21.9%	28.0%	44.3%	25.1%	15.3%	9.9%
Vacation rate	n/a	8.8%	9.3%	n/a	n/a	n/a

For questions contact the Financial Services Office at the Medical School (617- 432-3284).

Table 5: School of Public Health (Tub 275)

	Faculty	Exempt	Unions	Post Docs	Teaching Assts	Temps
Regular rate ⁴	23.3%	29.4%	45.7%	26.5%	16.7%	9.9%
Vacation rate	n/a	8.9%	9.3%	n/a	n/a	n/a

For questions contact the Financial Services Office at the School of Public Health (617-432-3527).

¹ Vacation salary for exempts and nonexempts (codes 6052 and 6072) will also be assessed the regular fringe rate in 6270 and 6280, but vacation pay and related regular fringe will be immediately reimbursed to tubs through an automated allocation in separate object codes set up for this purpose (6054 + 6274 for exempts; 6074 + 6284 for nonexempts).

² Vacation payouts for exempts and nonexempts (codes 6205 and 6207) will also be assessed the extra comp fringe rate in 6231, but vacation payouts and related extra comp fringe will be immediately reimbursed to tubs through an automated allocation in separate object codes set up for this purpose (6206 for exempts, 6208 for nonexempts, and 6323 for extra comp fringe).

³ Regular rates (except for the Temps rate) include the supplemental rate of -0.2%.

⁴ Regular rates (except for the Temps rate) include the supplemental rate of 1.2%.