

FY 2020 Harvard University Fringe Rates

Projected Components of FY 20 Fringe Rates

Table 1: Projected Components of FY20 Fringe Rates

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Payroll Object Codes:	6010, 6020, 6030, 6040	6050, 6051	6070, 6071, 6080	6150	6152	6090, 6120
Assessment Object Codes:	6250	6270	6280, 6290	6260	6262	6300
Social Security	5.72%	7.05%	7.98%	6.51%	6.93%	6.51%
Pension	10.01%	10.88%	8.49%	0.00%	0.00%	0.00%
Postretirement Health	1.00%	1.07%	1.00%	0.00%	0.00%	0.00%
Medex	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement Benefits Subtotal	16.74%	19.00%	17.47%	6.51%	6.93%	6.51%
Health Plans	5.84%	9.48%	19.14%	15.23%	9.82%	1.26%
University Health Services	0.14%	0.14%	0.15%	0.02%	0.03%	0.05%
Dental Plan	0.40%	0.66%	1.09%	0.83%	0.04%	0.04%
Health Benefits Subtotal	6.39%	10.28%	20.39%	16.08%	9.90%	1.35%
Tuition Assistance Plan	0.01%	0.32%	1.32%	0.00%	0.00%	0.00%
Workers' Compensation	0.00%	0.09%	1.36%	0.00%	1.32%	0.04%
Unemployment Compensation	0.03%	0.22%	0.22%	0.14%	0.14%	0.15%
Transportation	0.35%	0.75%	1.18%	0.61%	0.39%	0.48%
Noncontributory Life Insurance	0.06%	0.08%	0.07%	0.07%	0.00%	0.00%
Short-term Disability	0.00%	0.49%	1.03%	0.27%	0.00%	0.00%
Miscellaneous Programs	0.42%	0.39%	1.01%	0.30%	0.01%	0.01%
Other Benefits Subtotal	0.87%	2.33%	6.19%	1.39%	1.85%	0.67%
Administrative Expenses	0.59%	0.80%	1.90%	0.89%	1.00%	0.00%
Total Expenses	24.59%	32.41%	45.96%	24.88%	19.67%	8.53%
Rate Adjustment	-0.99%	-1.91%	-1.06%	-0.18%	-0.27%	-0.53%
Regular Fringe Rate	23.6%	30.5%	44.9%	24.7%	19.4%	8.0%
Global Fringe Rate	17.9%	23.4%	36.9%	18.2%	12.5%	1.5%

Note: 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).

Vacation Fringe Rate

Table 2: FY20 Vacation Fringe Rate

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Payroll Object Codes:	n/a	6050 only	6070 only	n/a	n/a	n/a
Assessment Object Codes:	n/a	6271	6281	n/a	n/a	n/a
Vacation Fringe Rate	n/a	10.3%	10.7%	n/a	n/a	n/a

Extra Compensation Fringe Rates

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)	8%	8%	8%	8%	8%	8%

Note: 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 6233 for extra comp fringe).

Stipendee Post Docs (object code 6450, assessment code 6261) will be assessed a flat rate of **\$8,136 per year**, or **\$678 per month**. For questions, contact Sherry Cao, Benefits Finance (617-495-2691).

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

Table 4: Medical and Dental Schools

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Regular Rate	23.8%	30.7%	45.1%	24.9%	19.6%	8.0%
Vacation Rate	n/a	10.3%	10.7%	n/a	n/a	n/a

Note: Regular rates for the Medical and Dental Schools (except for the Temps rate) include the supplemental rate of 0.2%. For questions contact the Financial Services Office at the Medical School (617-432-3284).

School of Public Health (Tub 275)

Table 5: School of Public Health

	<u>Faculty</u>	<u>Exempt</u>	<u>Unions</u>	<u>Post Docs</u>	<u>Teaching Assts</u>	<u>Temps</u>
Regular Rate	24.7%	31.6%	46.0%	25.8%	20.5%	8.0%
Vacation Rate	n/a	10.4%	10.8%	n/a	n/a	n/a

Note: Regular rates for the School of Public Health (except for the Temps rate) include the supplemental rate of 1.1%. For questions contact the Financial Services Office at the School of Public Health (617-432-3527).