

## Fringe Benefit Charging Rates 2019-20 (as of June 2020)

GL Name	Budget GL Number	Posting GL Number	Fund Master Data Flag	Current Rate	Responsible Area	Lump Sum or %
Liability and Fidelity Ins.	512010	512010	Fringes	0.19%	Risk Mgmt	<i>*Per email from Dan Van Hoosier, the rate of .19% is projected to remain in effect through 6/30/19.</i>
Health Insurance	512012	512012, 512020 512035, 512045 512050, 512056 512027, 512037 512047, 512021	Fringes	\$10,999 per year FY AY BW	HR	Lump Sum
Grad Staff Insurance	512055	512055	Fringes	\$1,529 annual	HR	Lump Sum
Group Life	512060	512060	Fringes	\$.134/\$1000/Month	Mgr Accting	%
Accidental Death and dismemberment	512015	512015	Fringes	\$.017/\$1000/Month		
Long Term Disability	512065	512065	Fringes	0.25%	HR	Rate is 0.25% of total budgeted salaries for all except graduate students, student labor, and temporary staff.
Non Exempt Staff DC Base (Fidelity)	512073	512073	Fringes	4%		%
Non Exempt Staff DC Match (Fidelity)	512074	512074	Fringes	up to 4%		%
Retirement Exempt Staff – Defined Contribution (Fidelity)	512075	512075	Fringes	10.00%	HR	Only faculty and administrative staff who have fulfilled the eligibility requirements will receive this benefit.
PERF – Defined Benefit Plan (ER)	512085	512085	PERF/SS	11.20%	HR	%
PERF – Annuity Savings (EE funded by PU)	512090	512090	Fringes	3.00%	HR	%
Civil Service Retirement	512095	512095	PERF/SS	7.00%	HR	%
Social Security	512100	512100	Fringes	6.20%	HR	<i>On the first \$137,200 of salary for calendar year 2020.</i>
Social Security Biweekly		512101	PERF/SS			
Unemployment Compensation	512110	512110	Fringes		HR	Rates chargeable on the first \$9,500 of annual earnings for all staff except student enrolled in classes, work study students, and graduate students.
West Lafayette				.05625% (.0005625/\$1)		
HFS				.05625% (.0005625/\$1)		
PU Northwest Fort Wayne				.05625% (.0005625/\$1) .05625% (.0005625/\$1)		
Workers Compensation	512115	512115	Fringes		HR	%
Faculty,Admin./Prof., and Clerical Service				.13%		
Bus Drivers/Chauffers				1.34%		
Student Flight Instructors				1.05%		
Staff on Foreign Assignment				1.68%		
Staff Fee Remits	512710	512710	Fee Remissions	0.06%	Mgr Accting	%
Other Fee Remits	512720	512720	Fee Remissions	0.42%	Mgr Accting	%
Grad Staff Remits	512730	512730	Fee Remissions	397.00 per bi-weekly	Mgr Accting	Lump Sum
Medicare Tax		512105	Fringes	1.45%	HR	%
Medicare Biweekly		512104	PERF/SS			