

WAYNE STATE UNIVERSITY
COMPOSITE FRINGE BENEFIT RATES
FY 2008

EMPLOYEE GROUP			FY 2008
GROUPS	E-CLASS	DESCRIPTION	RATE
#1	SK	SKILLED TRADES	80.7%
#2	PS	PUBLIC SAFETY	37.0%
	AS	AFSCME	37.0%
	7M	517-M	37.0%
	OE	OPERATING ENGINEER	37.0%
	OS	OPERATING ENGINEER SUPERVISORS	37.0%
	24	LOCAL 24	37.0%
#3	SA	STAFF ASSOCIATION	33.3%
	NC	NON-REP CLERICAL	33.3%
#4	U2	12 MONTH GRADUATE ASSISTANT	25.8%
	U9	9 MONTH GRADUATE ASSISTANT	25.8%
	PN	P&A NON-EXEMPT	25.8%
	PE	P&A EXEMPT	25.8%
	A2	12 MONTH REPRESENTED FACULTY	25.8%
	A9	9 MONTH REPRESENTED FACULTY	25.8%
	F2	NR 12 MONTH FACULTY OVER 50%	25.8%
	FA	NR 12 MONTH FACULTY UNDER 50%	25.8%
	F9	NR 9 MONTH FACULTY OVER 50%	25.8%
	F1	NR 9 MONTH FACULTY UNDER 50%	25.8%
	S2	12 MONTH ACADEMIC STAFF	25.8%
	S9	9 MONTH ACADEMIC STAFF	25.8%
	R2	12 MONTH RESEARCH	25.8%
	R9	9 MONTH RESEARCH	25.8%
	EX	EXECUTIVE	25.8%
	MA	MANAGEMENT	25.8%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	25.8%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	25.8%
	NN	NON-REP PROFESSIONAL NON-EXEMPT	25.8%
	NE	NON-REP PROFESSIONAL EXEMPT	25.8%
HE	NON-REP HOUSING PROFESSIONAL EXEMPT	25.8%	
C2	12 MONTH CHAIR/ACADEMIC DIRECT	25.8%	
C9	9 MONTH CHAIR/ACADEMIC DIRECT	25.8%	
#5	ER	EARLY RETIREES	0.0%
#6	P5	SUMMER ASSIGNMENT OF 9 MONTH FAC	8.7%
	P6	PART TIME FACULTY-ADD'L SERVICE W/RETIREMENT	8.7%
	PT	PART TIME FACULTY	8.7%
	P2	PART TIME FACULTY-ADD'L SERVICE/U EMPLOYEE	8.7%
#7	HP	HOURLY PTF	9.0%
	MC	MCGREGOR	9.0%
	SU	SUBSTITUTE TEACHER	9.0%
	TE	TECHNICIAN	9.0%
#8	ST	STUDENT ASSISTANT	3.0%
	CW	COLLEGE WORK STUDY	3.0%
UNIVERSITY WIDE AVERAGE			24.9%

NOTE: PLEASE CONTACT HUMAN RESOURCES CLASSIFICATION & COMPENSATION DEPARTMENT FOR INFORMATION REGARDING THE E-CLASS/JOB TITLE WITHIN EACH EMPLOYEE GROUP.