

WAYNE STATE UNIVERSITY
COMPOSITE FRINGE BENEFIT RATES
FY 2014

GROUPS	EMPLOYEE GROUP		BASIC RATE *	PREMIUM RATE **
	E-CLASS	DESCRIPTION		
#1 (Clerical)	SA	STAFF ASSOCIATION	40.6%	40.6%
	NC	NON-REP CLERICAL	40.6%	40.6%
#2 (Faculty/Prof/Admin)	PN	P&A NON-EXEMPT	26.8%	26.8%
	PE	P&A EXEMPT	26.8%	26.8%
	A2	12 MONTH REPRESENTED FACULTY	26.8%	26.8%
	A9	9 MONTH REPRESENTED FACULTY	26.8%	26.8%
	F2	NR 12 MONTH FACULTY OVER 50%	26.8%	26.8%
	F9	NR 9 MONTH FACULTY OVER 50%	26.8%	26.8%
	DA	9M DEFERRED - FACULTY	26.8%	26.8%
	DS	9M DEFERRED - ACADEMIC STAFF	26.8%	26.8%
	S2	12 MONTH ACADEMIC STAFF	26.8%	26.8%
	S9	9 MONTH ACADEMIC STAFF	26.8%	26.8%
	R2	12 MONTH RESEARCH	26.8%	26.8%
	R9	9 MONTH RESEARCH	26.8%	26.8%
	EX	EXECUTIVE	26.8%	26.8%
	MA	MANAGEMENT	26.8%	26.8%
	MR	MEDICAL RESIDENT	26.8%	26.8%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	26.8%	26.8%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	26.8%	26.8%
	NN	NON-REP PROFESSIONAL NON-EXEMPT	26.8%	26.8%
	NE	NON-REP PROFESSIONAL EXEMPT	26.8%	26.8%
	C2	12 MONTH CHAIR/ACADEMIC DIRECT	26.8%	26.8%
C9	9 MONTH CHAIR/ACADEMIC DIRECT	26.8%	26.8%	
#3 (Part Time Faculty)	P5	PART TIME FACULTY- NON - INSTRUCTIONAL (NON-REP)	9.0%	10.0%
	P6	PART TIME FACULTY-ADD'L SERVICE INSTRUCTIONAL (NON-REP) W/RETIREMENT	9.0%	10.0%
	PT	PART TIME FACULTY (REPRESENTED)	9.0%	10.0%
	P2	PART TIME FACULTY (UPTF EXCLUDED)	9.0%	10.0%
	HP	HOURLY PTF	9.0%	10.0%
	US	SPRING/SUMMER GTA	9.0%	10.0%
	FA	NR 12 MONTH FACULTY UNDER 50%	9.0%	10.0%
	F1	NR 9 MONTH FACULTY UNDER 50%	9.0%	10.0%
#4	TE	TECHNICIAN	12.8%	12.8%
#5	ST	STUDENT ASSISTANT	1.3%	2.0%
	CW	COLLEGE WORK STUDY	0.0%	0.0%
#6	U2	12 MONTH GRADUATE ASSISTANT	14.7%	14.7%
	U9	9 MONTH GRADUATE ASSISTANT	14.7%	14.7%
#7	SK	SKILLED TRADES	69.1%	102.8%
#8	PS	PUBLIC SAFETY	27.4%	38.8%
	AS	AFSCME	27.4%	38.8%
	7M	517-M	27.4%	38.8%
	OE	OPERATING ENGINEER	27.4%	38.8%
	OS	OPERATING ENGINEER SUPERVISORS	27.4%	38.8%
	24	LOCAL 24	27.4%	38.8%
	HX	HOUSING LOCAL 24 REPRESENTED	27.4%	38.8%
#9	ER	EARLY RETIREES	0.0%	0.0%
UNIVERSITY WIDE AVERAGE			25.3%	

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

* Basic Rate applies to all Fund Types excluding those included in the Premium Rate listed below.

** Premium Rate applies to the following Fund Types:

- Designated Funds (Fund Type: 12)
- Donations and Gifts (Fund Type: 28)
- Endowment Beneficiaries (Fund Type: 29)
- Auxiliary Funds (Fund Type: 37)
- Independent Operations (Fund Type: 39)