

**WAYNE STATE UNIVERSITY**  
**COMPOSITE FRINGE BENEFIT RATES**  
**FY 2018**

GROUPS	EMPLOYEE GROUP		BASIC RATE *	PREMIUM RATE **
	E-CLASS	DESCRIPTION		
#1 (Clerical/Admin/Prof)	SA	STAFF ASSOCIATION	27.4%	30.9%
	NC	NON-REPRESENTED CLERICAL	27.4%	30.9%
	PN	P & A - NONEXEMPT	27.4%	30.9%
	PE	P & A - EXEMPT	27.4%	30.9%
	NN	NON-REPRESENTED PROFESSIONAL, NON-EXEMPT	27.4%	30.9%
	NE	NON-REPRESENTED PROFESSIONAL, EXEMPT	27.4%	30.9%
	C2	12 MONTH CHAIR/ACADEMIC DIRECTOR	27.4%	30.9%
	C9	9 MONTH CHAIR/ACADEMIC DIRECTOR	27.4%	30.9%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	27.4%	30.9%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	27.4%	30.9%
	EX	EXECUTIVE	27.4%	30.9%
MA	MANAGEMENT	27.4%	30.9%	
#2 (Faculty)	A2	12 MONTH REPRESENTED FACULTY	23.7%	24.2%
	A9	9 MONTH REPRESENTED FACULTY	23.7%	24.2%
	DA	9 MONTH DEFERRED FACULTY	23.7%	24.2%
	F2	12 MONTH NON-REPRESENTED FACULTY (OVER 50%)	23.7%	24.2%
	F9	9 MONTH NON-REPRESENTED FACULTY (OVER 50%)	23.7%	24.2%
	FA	12 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	23.7%	24.2%
	F1	9 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	23.7%	24.2%
	PT	PART TIME FACULTY (REPRESENTED)	23.7%	24.2%
	P2	PART TIME FACULTY (UPTF EXCLUDED)	23.7%	24.2%
	P5	PART TIME FACULTY, NON-INSTRUCTIONAL	23.7%	24.2%
	HP	HOURLY PART TIME FACULTY	23.7%	24.2%
#3 (Faculty - Summer)	P6	PART TIME FACULTY, ADDL SVC INSTRUCTIONAL	20.5%	20.5%
#4 (Program/Research)	S2	12 MONTH ACADEMIC STAFF	29.1%	32.3%
	S9	9 MONTH ACADEMIC STAFF	29.1%	32.3%
	DS	9 MONTH DEFERRED ACADEMIC STAFF	29.1%	32.3%
	R2	12 MONTH RESEARCH	29.1%	32.3%
	R9	9 MONTH RESEARCH	29.1%	32.3%
	RN	RESEARCH NURSE	29.1%	32.3%
	N2	12 MONTH RESEARCH-NON-EXEMPT	29.1%	32.3%
	MR	MEDICAL RESIDENT	29.1%	32.3%
#5 (Graduate Students)	U2	12 MONTH GRADUATE ASSISTANT	18.1%	18.2%
	U9	9 MONTH GRADUATE ASSISTANT	18.1%	18.2%
	US	SPRING/SUMMER GTA	18.1%	18.2%
#6	TE	TECHNICIAN	7.0%	11.1%
#7	ST	STUDENT ASSISTANT	2.1%	2.1%
#8	ER	EARLY RETIREES	0.0%	0.0%
#9	SK	SKILLED TRADES	91.4%	91.4%
#10	PS	PUBLIC SAFETY	34.9%	38.3%
	AS	AFSCME	34.9%	38.3%
	7M	517-M	34.9%	38.3%
	OE	OPERATING ENGINEER	34.9%	38.3%
	24	LOCAL 24	34.9%	38.3%
	HX	HOUSING LOCAL 24	34.9%	38.3%
#11	AM	AMERICORPS	7.0%	11.1%
#12	CW	COLLEGE WORK STUDY	0.0%	0.0%
UNIVERSITY WIDE AVERAGE			25.5%	

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)