

**WAYNE STATE UNIVERSITY**  
**COMPOSITE FRINGE BENEFIT RATES**  
**FY 2020**

GROUPS	E-CLASS	EMPLOYEE GROUP DESCRIPTION	BASIC RATE *	PREMIUM RATE **
#1 (Clerical/Admin/Prof)	SA	STAFF ASSOCIATION	28.0%	29.3%
	NC	NON-REPRESENTED CLERICAL	28.0%	29.3%
	PN	P & A - NONEXEMPT	28.0%	29.3%
	PE	P & A - EXEMPT	28.0%	29.3%
	NN	NON-REPRESENTED PROFESSIONAL, NON-EXEMPT	28.0%	29.3%
	NE	NON-REPRESENTED PROFESSIONAL, EXEMPT	28.0%	29.3%
	C2	12 MONTH CHAIR/ACADEMIC DIRECTOR	28.0%	29.3%
	C9	9 MONTH CHAIR/ACADEMIC DIRECTOR	28.0%	29.3%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	28.0%	29.3%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	28.0%	29.3%
	EX	EXECUTIVE	28.0%	29.3%
	MA	MANAGEMENT, EXEMPT	28.0%	29.3%
	MN	MANAGEMENT, NON-EXEMPT	28.0%	29.3%
#2 (Faculty)	A2	12 MONTH REPRESENTED FACULTY	25.4%	25.7%
	A9	9 MONTH REPRESENTED FACULTY	25.4%	25.7%
	DA	9 MONTH DEFERRED FACULTY	25.4%	25.7%
	F2	12 MONTH NON-REPRESENTED FACULTY (OVER 50%)	25.4%	25.7%
	F9	9 MONTH NON-REPRESENTED FACULTY (OVER 50%)	25.4%	25.7%
	FA	12 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	25.4%	25.7%
	F1	9 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	25.4%	25.7%
	PT	PART TIME FACULTY (REPRESENTED)	25.4%	25.7%
	P2	PART TIME FACULTY (UPTF EXCLUDED)	25.4%	25.7%
	P5	PART TIME FACULTY, NON-INSTRUCTIONAL	25.4%	25.7%
	HP	HOURLY PART TIME FACULTY	25.4%	25.7%
#3 (Faculty - Summer)	P6	PART TIME FACULTY, ADDL SVC INSTRUCTIONAL	10.8%	11.6%
#4 (Program/Research)	S2	12 MONTH ACADEMIC STAFF	29.6%	31.5%
	S9	9 MONTH ACADEMIC STAFF	29.6%	31.5%
	DS	9 MONTH DEFERRED ACADEMIC STAFF	29.6%	31.5%
	O2	12 MONTH ACADEMIC STAFF, NON-EXEMPT	29.6%	31.5%
	R2	12 MONTH RESEARCH	29.6%	31.5%
	R9	9 MONTH RESEARCH	29.6%	31.5%
	RN	RESEARCH NURSE	29.6%	31.5%
	N2	12 MONTH RESEARCH, NON-EXEMPT	29.6%	31.5%
	MR	MEDICAL RESIDENT	29.6%	31.5%
#5 (Graduate Students)	U2	12 MONTH GRADUATE ASSISTANT	15.1%	19.0%
	U9	9 MONTH GRADUATE ASSISTANT	15.1%	19.0%
	US	SPRING/SUMMER GTA	15.1%	19.0%
#6	TE	TECHNICIAN	6.7%	6.7%
#7	ST	STUDENT ASSISTANT	2.7%	2.7%
#8	ER	EARLY RETIREES	0.0%	0.0%
#9	SK	SKILLED TRADES	88.3%	117.4%
#10	PS	PUBLIC SAFETY	32.0%	33.2%
	AS	AFSCME	32.0%	33.2%
	7M	517-M	32.0%	33.2%
	OE	OPERATING ENGINEER	32.0%	33.2%
	24	LOCAL 24	32.0%	33.2%
HX	HOUSING LOCAL 24	32.0%	33.2%	
#11	AM	AMERICORPS	7.9%	7.9%
#12	CW	COLLEGE WORK STUDY	0.0%	0.0%
UNIVERSITY WIDE AVERAGE			26.1%	27.2%

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)