

WAYNE STATE UNIVERSITY
COMPOSITE FRINGE BENEFIT RATES
FY 2021

GROUPS	EMPLOYEE GROUP		BASIC RATE *	PREMIUM RATE **
	E-CLASS	DESCRIPTION		
#1 Clerical/Admin/Prof)	SA	STAFF ASSOCIATION	28.8%	28.8%
	NC	NON-REPRESENTED CLERICAL	28.8%	28.8%
	PN	P & A - NONEXEMPT	28.8%	28.8%
	PE	P & A - EXEMPT	28.8%	28.8%
	NN	NON-REPRESENTED PROFESSIONAL, NON-EXEMPT	28.8%	28.8%
	NH	NON-REPRESENTED PROFESSIONAL, NON-EXEMPT HOURLY	28.8%	28.8%
	NE	NON-REPRESENTED PROFESSIONAL, EXEMPT	28.8%	28.8%
	C2	12 MONTH CHAIR/ACADEMIC DIRECTOR	28.8%	28.8%
	C9	9 MONTH CHAIR/ACADEMIC DIRECTOR	28.8%	28.8%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	28.8%	28.8%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	28.8%	28.8%
	EX	EXECUTIVE	28.8%	28.8%
	MA	MANAGEMENT, EXEMPT	28.8%	28.8%
	MN	MANAGEMENT, NON-EXEMPT	28.8%	28.8%
#2 (Faculty)	A2	12 MONTH REPRESENTED FACULTY	25.6%	25.6%
	A9	9 MONTH REPRESENTED FACULTY	25.6%	25.6%
	DA	9 MONTH DEFERRED FACULTY	25.6%	25.6%
	F2	12 MONTH NON-REPRESENTED FACULTY (OVER 50%)	25.6%	25.6%
	F9	9 MONTH NON-REPRESENTED FACULTY (OVER 50%)	25.6%	25.6%
	FA	12 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	25.6%	25.6%
	F1	9 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	25.6%	25.6%
	PT	PART TIME FACULTY (REPRESENTED)	25.6%	25.6%
	P2	PART TIME FACULTY (UPTF EXCLUDED)	25.6%	25.6%
	P5	PART TIME FACULTY, NON-INSTRUCTIONAL	25.6%	25.6%
	HP	HOURLY PART TIME FACULTY	25.6%	25.6%
#3 Faculty - Summer)	P6	PART TIME FACULTY, ADDL SVC INSTRUCTIONAL	14.2%	14.2%
#4 Program/Research)	S2	12 MONTH ACADEMIC STAFF	31.2%	31.2%
	S9	9 MONTH ACADEMIC STAFF	31.2%	31.2%
	DS	9 MONTH DEFERRED ACADEMIC STAFF	31.2%	31.2%
	O2	12 MONTH ACADEMIC STAFF, NON-EXEMPT	31.2%	31.2%
	R2	12 MONTH RESEARCH	31.2%	31.2%
	R9	9 MONTH RESEARCH	31.2%	31.2%
	RN	RESEARCH NURSE	31.2%	31.2%
	N2	12 MONTH RESEARCH, NON-EXEMPT	31.2%	31.2%
	MR	MEDICAL RESIDENT	31.2%	31.2%
#5 Graduate Students)	U2	12 MONTH GRADUATE ASSISTANT	18.8%	18.8%
	U9	9 MONTH GRADUATE ASSISTANT	18.8%	18.8%
	G2	12 MONTH GRADUATE ASSISTANT NR	18.8%	18.8%
	G9	9 MONTH GRADUATE ASSISTANT NR	18.8%	18.8%
	US	SPRING/SUMMER GTA	18.8%	18.8%
#6	TE	TECHNICIAN	8.1%	8.1%
#7	ST	STUDENT ASSISTANT	2.1%	2.7%
#8	ER	EARLY RETIREES	0.0%	0.0%
#9	SK	SKILLED TRADES	85.5%	88.3%
#10	PS	PUBLIC SAFETY	37.4%	37.4%
	AS	AFSCME	37.4%	37.4%
	7M	517-M	37.4%	37.4%
	OE	OPERATING ENGINEER	37.4%	37.4%
	24	LOCAL 24	37.4%	37.4%
	HX	HOUSING LOCAL 24	37.4%	37.4%
#11	AM	AMERICORPS	7.9%	7.9%
#12	CW	COLLEGE WORK STUDY	0.0%	0.0%
UNIVERSITY WIDE AVERAGE			27.0%	

OTE: 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)