

**WAYNE STATE UNIVERSITY
COMPOSITE FRINGE BENEFIT RATES
FY 2023**

EMPLOYEE GROUP

GROUPS	E-CLASS	DESCRIPTION	FY 2023 RATE
#1 (Clerical/Admin/Prof)	SA	STAFF ASSOCIATION	29.7%
	NC	NON-REPRESENTED CLERICAL	29.7%
	PN	P & A - NONEXEMPT	29.7%
	PE	P & A - EXEMPT	29.7%
	NN	NON-REPRESENTED PROFESSIONAL, NON-EXEMPT	29.7%
	NH	NON-REPRESENTED PROFESSIONAL, HOURLY	29.7%
	NE	NON-REPRESENTED PROFESSIONAL, EXEMPT	29.7%
	C2	12 MONTH CHAIR/ACADEMIC DIRECTOR	29.7%
	C9	9 MONTH CHAIR/ACADEMIC DIRECTOR	29.7%
	D2	12 MONTH ACADEMIC ADMINISTRATOR	29.7%
	D9	9 MONTH ACADEMIC ADMINISTRATOR	29.7%
	EX	EXECUTIVE	29.7%
	MA	MANAGEMENT, EXEMPT	29.7%
	MN	MANAGEMENT, NON-EXEMPT	29.7%
#2 (Faculty)	A2	12 MONTH REPRESENTED FACULTY	24.9%
	A9	9 MONTH REPRESENTED FACULTY	24.9%
	DA	9 MONTH DEFERRED FACULTY	24.9%
	F2	12 MONTH NON-REPRESENTED FACULTY (OVER 50%)	24.9%
	F9	9 MONTH NON-REPRESENTED FACULTY (OVER 50%)	24.9%
	FA	12 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	24.9%
	F1	9 MONTH NON-REPRESENTED FACULTY (UNDER 50%)	24.9%
	PT	PART TIME FACULTY (REPRESENTED)	24.9%
	P2	PART TIME FACULTY (UPTF EXCLUDED)	24.9%
	P5	PART TIME FACULTY, NON-INSTRUCTIONAL	24.9%
	HP	HOURLY PART TIME FACULTY	24.9%
#3 (Faculty - Summer)	P6	PART TIME FACULTY, ADDL SVC INSTRUCTIONAL	15.3%
#4 (Program/Research)	S2	12 MONTH ACADEMIC STAFF	29.2%
	S9	9 MONTH ACADEMIC STAFF	29.2%
	DS	9 MONTH DEFERRED ACADEMIC STAFF	29.2%
	O2	12 MONTH ACADEMIC STAFF, NON-EXEMPT	29.2%
	R2	12 MONTH RESEARCH	29.2%
	R9	9 MONTH RESEARCH	29.2%
	RN	RESEARCH NURSE	29.2%
	N2	12 MONTH RESEARCH, NON-EXEMPT	29.2%
	MR	MEDICAL RESIDENT	29.2%
#5 (Graduate Students)	U2	12 MONTH GEOC	12.4%
	U9	9 MONTH GEOC	12.4%
	G2	12 MONTH GRADUATE ASSISTANT NR	12.4%
	G9	9 MONTH GRADUATE ASSISTANT NR	12.4%
	US	SPRING/SUMMER GTA	12.4%
#6	TE	TECHNICIAN	7.0%
#7	ST	STUDENT ASSISTANT	1.6%
#8	ER	EARLY RETIREES	0.0%
#9	SK	SKILLED TRADES	112.7%
#10	PS	PUBLIC SAFETY	36.5%
	AS	AFSCME	36.5%
	7M	517-M	36.5%
	OE	OPERATING ENGINEER	36.5%
	24	LOCAL 24	36.5%
	HX	HOUSING LOCAL 24	36.5%
#11	AM	AMERICORPS	6.9%
#12	CW	COLLEGE WORK STUDY	0.0%
		UNIVERSITY WIDE AVERAGE	26.7%

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