

WAYNE STATE UNIVERSITY

COMPOSITE FRINGE BENEFITS RATES

FY2024

| GROUPS | E-CLASS | DESCRIPTION | FY 2024 RATE |
|------------------------------|---------|--|--------------|
| #1 (ClericalAdmin / Prof) | SA | STAFF ASSOCIATION | 31.0% |
| | NC | NON-REPRESENTED CLERICAL | 31.0% |
| | PN | P & A - NONEXEMPT | 31.0% |
| | PE | P & A - EXEMPT | 31.0% |
| | NN | NON-REPRESENTED PROFESSIONAL, NON-EXEMPT | 31.0% |
| | NH | NON-REPRESENTED PROFESSIONAL, HOURLY | 31.0% |
| | NE | NON-REPRESENTED PROFESSIONAL, EXEMPT | 31.0% |
| | C2 | 12 MONTH CHAIR/ACADEMIC DIRECTOR | 31.0% |
| | C9 | 9 MONTH CHAIR/ACADEMIC DIRECTOR | 31.0% |
| | D2 | 12 MONTH ACADEMIC ADMINISTRATOR | 31.0% |
| | D9 | 9 MONTH ACADEMIC ADMINISTRATOR | 31.0% |
| | EX | EXECUTIVE | 31.0% |
| | MA | MANAGEMENT, EXEMPT | 31.0% |
| | MN | MANAGEMENT, NON-EXEMPT | 31.0% |
| #2 (Faculty) | A2 | 12 MONTH REPRESENTED FACULTY | 25.6% |
| | A9 | 9 MONTH REPRESENTED FACULTY | 25.6% |
| | DA | 9 MONTH DEFERRED FACULTY | 25.6% |
| | F2 | 12 MONTH NON-REPRESENTED FACULTY (OVER 50%) | 25.6% |
| | F9 | 9 MONTH NON-REPRESENTED FACULTY (OVER 50%) | 25.6% |
| | FA | 12 MONTH NON-REPRESENTED FACULTY (UNDER 50%) | 25.6% |
| | F1 | 9 MONTH NON-REPRESENTED FACULTY (UNDER 50%) | 25.6% |
| | PT | PART TIME FACULTY (REPRESENTED) | 25.6% |
| | P2 | PART TIME FACULTY (UPTF EXCLUDED) | 25.6% |
| | P5 | PART TIME FACULTY, NON-INSTRUCTIONAL | 25.6% |
| | HP | HOURLY PART TIME FACULTY | 25.6% |
| #3 (Faculty - Summer) | P6 | PART TIME FACULTY, ADDL SVC INSTRUCTIONAL | 14.5% |
| #4 (Program/Research) | S2 | 12 MONTH ACADEMIC STAFF | 31.6% |
| | S9 | 9 MONTH ACADEMIC STAFF | 31.6% |
| | DS | 9 MONTH DEFERRED ACADEMIC STAFF | 31.6% |
| | O2 | 12 MONTH ACADEMIC, STAFF NON-EXEMPT | 31.6% |
| | R2 | 12 MONTH RESEARCH | 31.6% |
| | R9 | 9 MONTH RESEARCH | 31.6% |
| | RN | RESEARCH NURSE | 31.6% |
| | N2 | 12 MONTH RESEARCH, NON-EXEMPT | 31.6% |
| | MR | MEDICAL RESIDENT | 31.6% |
| #5 (Graduate Students) | U2 | 12 MONTH GEOC | 15.0% |
| | U9 | 9 MONTH GEOC | 15.0% |
| | G2 | 12 MONTH GRADUATE ASSISTANT NR | 15.0% |
| | G9 | 9 MONTH GRADUATE ASSISTANT NR | 15.0% |
| | US | SPRING/SUMMER GTA | 15.0% |
| #6 | TE | TECHNICIAN | 7.3% |
| #7 | ST | STUDENT ASSISTANT | 1.9% |
| #8 | ER | EARLY RETIREES | 0.0% |
| #9 | SK | SKILLED TRADES | 94.9% |
| #10 | PS | PUBLIC SAFETY | 33.4% |
| | AS | AFSCME | 33.4% |
| | 7M | 517-M | 33.4% |
| | OE | OPERATING ENGINEER | 33.4% |
| | 24 | LOCAL 24 | 33.4% |
| | HX | HOUSING LOCAL 24 | 33.4% |
| #11 | AM | AMERICORPS | 6.0% |
| #12 | CW | COLLEGE WORK STUDY | 0.0% |
| UNIVERSITY WIDE AVERAGE | | | 27.9% |

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



FISCAL OPERATIONS

Composite Fringe Benefit Rate Detail FY2024

| | Group #1 Clerical/Admin/Prof | Group #2 Faculty | Group #3 Faculty - Summer | Group #4 Program/Research | Group #5 Graduate Students | Group #6 Technician | Group #7 Student Assistant |
|---------------------|---------------------------------|---------------------|------------------------------|------------------------------|-------------------------------|------------------------|-------------------------------|
| FICA | 7.1 | 6.8 | 7.6 | 7.4 | 0.0 | 6.8 | 1.9 |
| Retirement | 9.1 | 8.2 | 6.9 | 7.4 | 0.0 | 0.0 | 0.0 |
| Medical | 11.7 | 8.9 | 0.0 | 13.5 | 13.8 | 0.0 | 0.0 |
| Life Insurance | 0.2 | 0.2 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 |
| Dental | 0.6 | 0.4 | 0.0 | 0.7 | 1.0 | 0.0 | 0.0 |
| Vision | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 |
| LTD | 0.2 | 0.2 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 |
| Employee Tuition | 0.8 | 0.7 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 |
| Workers Compensatic | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.0 |
| Unemployment | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.4 | 0.0 |
| Other Retirement | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Vacation Payout | 0.8 | 0.2 | 0.0 | 1.3 | 0.0 | 0.0 | 0.0 |
| Illness Payout | 0.5 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| LTD Health | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| LTD Life | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTAL | 31.0 | 25.6 | 14.5 | 31.6 | 15.0 | 7.3 | 1.9 |

Group E-Classes

- 1 SA, NC, PN, PE, NN, NH, NE, C2, C9, D2, D9, EX, MA, MN
- 2 A2, A9, DA, F2, F9, FA, F1, PT, P2, P5, HP
- 3 P6
- 4 S2, S9, DS, O2, R2, R9, RN, N2, MR
- 5 U2, U9, G2, G9, US
- 6 TE
- 7 ST