

**WAYNE STATE UNIVERSITY
COMPOSITE FRINGE BENEFITS RATES
FY2025**

| GROUPS | E-CLASS | EMPLOYEE GROUP | | BASIC RATE * | PREMIUM RATE ** | |
|-------------------------------------|----------------------------------|----------------|--|---|-----------------|-------|
| | | | DESCRIPTION | | | |
| #1 (Clerical/Admin/Prof) | SA | | STAFF ASSOCIATION | 28.0% | 31.0% | |
| | NC | | NON-REPRESENTED CLERICAL | 28.0% | 31.0% | |
| | PN | | P & A - NONEXEMPT | 28.0% | 31.0% | |
| | PE | | P & A - EXEMPT | 28.0% | 31.0% | |
| | NN | | NON-REPRESENTED PROFESSIONAL, NON-EXEMPT | 28.0% | 31.0% | |
| | NH | | NON-REPRESENTED PROFESSIONAL, HOURLY | 28.0% | 31.0% | |
| | NE | | NON-REPRESENTED PROFESSIONAL, EXEMPT | 28.0% | 31.0% | |
| | C2 | | 12 MONTH CHAIR/ACADEMIC DIRECTOR | 28.0% | 31.0% | |
| | C9 | | 9 MONTH CHAIR/ACADEMIC DIRECTOR | 28.0% | 31.0% | |
| | D2 | | 12 MONTH ACADEMIC ADMINISTRATOR | 28.0% | 31.0% | |
| | D9 | | 9 MONTH ACADEMIC ADMINISTRATOR | 28.0% | 31.0% | |
| | EX | | EXECUTIVE | 28.0% | 31.0% | |
| | MA | | MANAGEMENT, EXEMPT | 28.0% | 31.0% | |
| | MN | | MANAGEMENT, NON-EXEMPT | 28.0% | 31.0% | |
| #2 (Faculty) | A2 | | 12 MONTH REPRESENTED FACULTY | 26.7% | 26.7% | |
| | A9 | | 9 MONTH REPRESENTED FACULTY | 26.7% | 26.7% | |
| | DA | | 9 MONTH DEFERRED FACULTY | 26.7% | 26.7% | |
| | F2 | | 12 MONTH NON-REPRESENTED FACULTY (OVER 50%) | 26.7% | 26.7% | |
| | F9 | | 9 MONTH NON-REPRESENTED FACULTY (OVER 50%) | 26.7% | 26.7% | |
| | FA | | 12 MONTH NON-REPRESENTED FACULTY (UNDER 50%) | 26.7% | 26.7% | |
| | F1 | | 9 MONTH NON-REPRESENTED FACULTY (UNDER 50%) | 26.7% | 26.7% | |
| | PT | | PART TIME FACULTY (REPRESENTED) | 26.7% | 26.7% | |
| | P2 | | PART TIME FACULTY (UPTF EXCLUDED) | 26.7% | 26.7% | |
| | P5 | | PART TIME FACULTY, NON-INSTRUCTIONAL | 26.7% | 26.7% | |
| | HP | | HOURLY PART TIME FACULTY | 26.7% | 26.7% | |
| | #3 (Faculty - Summer) | P6 | | PART TIME FACULTY, ADDL SVC INSTRUCTIONAL | 15.0% | 15.0% |
| | #4 (Program/Research) | S2 | | 12 MONTH ACADEMIC STAFF | 30.0% | 31.6% |
| S9 | | | 9 MONTH ACADEMIC STAFF | 30.0% | 31.6% | |
| DS | | | 9 MONTH DEFERRED ACADEMIC STAFF | 30.0% | 31.6% | |
| O2 | | | 12 MONTH ACADEMIC STAFF, NON-EXEMPT | 30.0% | 31.6% | |
| R2 | | | 12 MONTH RESEARCH | 30.0% | 31.6% | |
| R9 | | | 9 MONTH RESEARCH | 30.0% | 31.6% | |
| RN | | | RESEARCH NURSE | 30.0% | 31.6% | |
| N2 | | | 12 MONTH RESEARCH, NON-EXEMPT | 30.0% | 31.6% | |
| MR | | | MEDICAL RESIDENT | 30.0% | 31.6% | |
| #5 (Graduate Students) | U2 | | 12 MONTH GEOC | 15.3% | 15.3% | |
| | U9 | | 9 MONTH GEOC | 15.3% | 15.3% | |
| | G2 | | 12 MONTH GRADUATE ASSISTANT NR | 15.3% | 15.3% | |
| | G9 | | 9 MONTH GRADUATE ASSISTANT NR | 15.3% | 15.3% | |
| | US | | SPRING/SUMMER GTA | 15.3% | 15.3% | |
| #6 | TE | | TECHNICIAN | 8.9% | 8.9% | |
| #7 | ST | | STUDENT ASSISTANT | 1.7% | 1.9% | |
| #8 | ER | | EARLY RETIREES | 0.0% | 0.0% | |
| #9 | SK | | SKILLED TRADES | 65.5% | 94.9% | |
| #10 | PS | | PUBLIC SAFETY | 31.0% | 33.4% | |
| | AS | | AFSCME | 31.0% | 33.4% | |
| | 7M | | 517-M | 31.0% | 33.4% | |
| | OE | | OPERATING ENGINEER | 31.0% | 33.4% | |
| | 24 | | LOCAL 24 | 31.0% | 33.4% | |
| | HX | | HOUSING LOCAL 24 | 31.0% | 33.4% | |
| #11 | AM | | AMERICORPS | 15.3% | 15.3% | |
| #12 | CW | | COLLEGE WORK STUDY | 0.0% | 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.

** 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)