

SUMMARY OF FRINGE BENEFIT RATES TO BE INCLUDED IN  
GRANT AND CONTRACT PROPOSALS  
BUDGET PERIOD EFFECTIVE JULY 1, 2001

DESCRIPTION	RATE	OBJECT SYMBOL	BASE	LIMITATIONS
RETIREMENT PLAN Retirement Contribution	0.00%	2x34	Eligible salaries & wages	Exclude students; graduate assistants; supplemental salaries to faculty; hourly employees with less than one-half of full-time equivalent; for others consult with personnel office
Plan Administration	0.03%	2x36	Eligible salaries & wages	
FICA Social Security	6.20%	2x37	Eligible salaries & wages First \$80,400 Calendar Year 2001	Exclude undergraduate students and employees with less than one-half of full-time equivalent and less than three month appointment
Medicare	1.45%	2x43	Eligible salaries & wages	Exclude students, but apply to all employees hired after March 31, 1986 who are not otherwise subject to Medicare tax. Consult personnel office for exceptions.
HEALTH PLAN (Medical) Self BU 01, 10, 61, 70, 20, 90, & 33	\$94.80 \$135.10	2x39	Per eligible employee per month	Exclude undergraduate students and employees with less than one-half of full-time equivalent and less than three month appointment
Family BU 01, 10, 61, 70, 20, 90, & 33	\$284.44 \$324.74			
DRUG PLAN HMSA Self BU 01, 10, 61, 70, 20, 90, & 33	\$22.96 \$27.96	2x45	Same as above	Same as above
Family BU 01, 10, 61, 70, 20, 90, & 33	\$70.70 \$75.70			
KAISER Self Family	\$15.40 \$46.16			
VISION CARE PLAN Self Family	\$3.36 \$6.60	2x46	Same as above	Same as above
ADULT DENTAL PLAN Self BU 01, 10, 61, 70, 20, 90, & 33	\$12.90 \$14.90	2x46	Same as above	Same as above
Self & Spouse BU 01, 10, 61, 70, 20, 90, & 33	\$25.80 \$27.80			
RETIREE HEALTH INSURANCE	5.69%	2x44	Eligible salaries & wages of employees in ERS	Same as retirement plan
CHILDREN'S DENTAL PLAN HDS HMSA DMO	\$14.96 \$13.52	2x40	Per month of each child of eligible employee	Same as Health Plan, child must be under 19 years of age
GROUP LIFE INSURANCE PLAN	\$4.16	2x38	Per eligible employee per month	Same as Health Plan
WORKERS COMPENSATION	1.45%	2x41	Eligible salaries & wages	None
UNEMPLOYMENT INSURANCE	0.20%	2x42	Eligible salaries & wages	Exclude students & graduate assistants
VACATION RESERVE APT Employees	2.25%	2x49	Eligible salaries & wages on federal or non-federal grants and contracts	P-280 to P-283, P-380 only. Exclude employees that do not accrue vacation.
Civil Service Employees	0.00%			Not applicable
Faculty	2.25%			Exclude employees that do not accrue vacation

NOTE 1: These fringe benefit rates are to be used for budgetary purposes only and should not be construed to represent the actual rates charged to grants and contracts.

NOTE 2: For RCUH fringe benefit rates, please contact RCUH Human Resources at 956-3100.