

**Figure 1**  
**2008-09**  
**Fringe Benefit Rates by Component**

<b>2006-07 Actual (as revised 11/06)</b>	<b>ACADEMIC</b>	<b>CIVIL SERVICE</b>	<b>GRADUATE ASSISTANT</b>
Retirement	13.30	4.40	---
Group Life & Disability	.70	---	---
Workers Compensation	---	1.30	---
Unemployment	.10	.10	---
Social Security	4.80	5.80	5.50
Medicare	1.30	1.40	1.30
Tuition	.20	1.50	**
Health Insurance	11.50	20.50	15.00
Vacation	.50	1.10	---
	<b>32.40</b>	<b>36.10</b>	<b>21.80</b>

<b>2007-08 Actual (as revised)</b>	<b>ACADEMIC</b>	<b>CIVIL SERVICE</b>	<b>GRADUATE ASSISTANT</b>
Retirement	13.60	4.07	--
Group Life & Disability	.38	--	--
Workers Compensation	--	.40	--
Unemployment	.01	.01	--
Social Security	5.34	6.09	5.40
Medicare	1.58	1.48	1.37
Tuition	.34	1.38	**
Health Insurance	9.81	18.93	12.13
Vacation	.54	.34	--
	<b>31.60</b>	<b>32.70</b>	<b>18.90</b>

<b>2008-09 Approved (as revised 3/08)</b>	<b>ACADEMIC</b>	<b>CIVIL SERVICE</b>	<b>GRADUATE ASSISTANT</b>
Retirement	13.26	4.25	---
Group Life & Disability	.38	---	---
Workers Compensation	.08	.77	---
Unemployment	.01	.01	---
Social Security	4.65	6.06	6.03
Medicare	1.43	1.37	1.41
Tuition	.42	1.66	**
Health Insurance	9.69	17.77	14.46
Vacation	.48	.81	---
	<b>30.40</b>	<b>32.70</b>	<b>21.90</b>

\*\* Graduate Student tuition remission is a flat charge per hour that a student works.