

University of Miami
Composite Fringe Benefit Rate Factors
For the Year Ending May 31, 2024

Description	Regular Faculty	Clinical Faculty	Other Staff	Part-Time Staff
Retirement	8.7418%	6.3137%	8.6749%	0.7785%
Health Insurance	9.8603%	4.9098%	15.5682%	3.7372%
FICA	6.6174%	4.0262%	7.1800%	4.9502%
Professional Disability	0.1661%	0.6968%	0.1502%	0.0304%
Benefits Office	0.3072%	0.2104%	0.2291%	1.3153%
Tuition Remission	0.0987%	0.0714%	1.4264%	0.0000%
Worker's Compensation	0.0863%	0.0255%	0.1332%	0.4550%
Life Insurance	0.1357%	0.1746%	0.1427%	0.0364%
Unemployment Compensation	0.0054%	0.0000%	0.0284%	0.0566%
Roll-Forward	-2.2189%	0.1716%	-2.1333%	1.4404%
Total Federal	23.8%	16.6%	31.4%	12.8%
Employee Discounts	0.0869%	0.0027%	0.2420%	
Tuition Rem - Away Tuition	0.0000%	0.9810%	0.0000%	
Tuition Rem - Dependents	2.3200%	0.6044%	2.6802%	
"Roll Forward - Non Federal"	0.6931%	0.2119%	-1.0223%	
Total Rate	26.9%	18.4%	33.3%	12.8%
Federal Rate Requested	23.8%	16.6%	31.4%	12.8%