DUKE UNIVERSITY - FRINGE BENEFITS						
			House	Exempt	Non-exempt	
FY 18/19 Approved Rates			Staff/	Students	Students	PhD
	Exempt	Non-exempt	Postdocs	Taxable	Taxable	Students
Current Year Expenditures:						
DU Admin. Benefits Plan	0.002%	0.003%	0.003%			
Health Care	7.259%	11.464%	9.262%			10.507%
Benefits Administration	0.050%	0.085%	0.078%			
Child Care	0.018%	0.031%	0.028%			
Long Term Disability	0.272%	0.270%	0.119%			
Travel Accident	0.005%	0.000%	0.000%			
Group Life AD&D	0.015%	0.024%	0.083%			
Pension - Non-Exempt	0.000%	2.356%	0.000%			
Pension - Exempt	9.699%	0.000%	0.005%			
Employee Recognition Programs	0.028%	0.048%	0.044%			
FICA Exempt	6.287%	0.000%	7.235%	7.700%		
FICA Non-Exempt	0.000%	6.749%	0.000%		7.700%	
Unemployment Compensation	0.024%	0.041%	0.038%			
Pre-tax Reimbursement Accts.	0.014%	0.023%	0.021%			
Survivor's Benefits: Death	0.035%	0.046%	0.000%			
Survivor's Benefits: Retire	0.002%	0.004%	0.000%			
Employee Occupational Health	0.083%	0.337%	0.337%			
Employee Wellness Program	0.036%	0.111%	0.123%			0.485%
Employee Tuition Assistance Program	0.085%	0.184%	0.000%			
Workers' Compensation	0.124%	0.805%	0.095%			
Federal Rates	24.0%	22.6%	17.5%	7.7%	7.7%	11.0%