

	COM Clinical Faculty	Faculty	TEAMS/USPS Exempt	TEAMS/USPS Hourly	Housestaff & Clin Post Docs	Grad Asst & Reg Post Docs	Other OPS/Temp Faculty	Student OPS/FWSP
Total Historical FY2010 Earnings	210,770,211	346,403,316	201,272,028	151,168,103	75,712,810	69,816,883	116,607,455	16,056,004
Adjustments to Historical Earnings:								
Reclass Regular Post Docs Earnings to Grad Assistant Group					(22,385,541)	22,385,541		
Projected Paid Parental Leave Program Usage FY2012 Earnings	136,768	576,675	385,164	258,110				
Projected Faculty and Staff Pay Increases (3.0%) for FY2012	6,327,209	10,409,400	6,049,716	4,542,786				
Projected Earnings Base - FY2012	217,234,188	357,389,391	207,706,907	155,968,999	53,327,269	92,202,424	116,607,455	16,056,004
Projected Benefits to be Recovered - FY2012	48,778,857	96,215,424	62,359,046	63,628,960	16,747,628	7,681,295	2,992,503	499,017
FY2012 Fringe Benefit Rates	22.5%	26.9%	30.0%	40.8%	31.4%	8.3%	2.6%	3.1%
FY2011 Rates	24.6%	28.3%	34.5%	44.7%	16.8%	8.8%	2.4%	0.5%
Increase/(Decrease) in Rates	-2.1%	-1.4%	-4.5%	-3.9%	14.6%	-0.5%	0.2%	2.6%

FY2012 Effective Component Rates	COM Clinical Faculty	Faculty	TEAMS/USPS Exempt	TEAMS/USPS Hourly	Housestaff & Clin Post Docs	Grad Asst & Reg Post Docs	Other OPS/Temp Faculty	Student OPS/FWSP
FICA OASDI	3.1%	5.0%	5.8%	5.8%	0.0%	0.0%	0.3%	0.5%
FICA Medicare	1.6%	1.5%	1.4%	1.4%	2.0%	0.0%	0.9%	0.1%
Health Ins	6.2%	9.3%	14.3%	24.7%	19.9%	8.6%	0.0%	0.0%
Life	0.3%	0.2%	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%
Retirement	7.2%	7.2%	5.2%	4.2%	0.0%	0.0%	0.0%	0.0%
Other (Disability, DSGI Admin Fee)	1.2%	0.3%	0.2%	0.3%	0.2%	0.0%	0.0%	0.0%
Subtotal Payroll Fringe	19.5%	23.4%	27.1%	36.6%	22.2%	8.6%	1.3%	0.6%
Workmen's Comp	0.6%	0.6%	0.6%	0.6%	0.9%	0.5%	0.6%	0.6%
Unemployment Comp/Sick Lv Pool	0.1%	0.1%	0.1%	0.1%	0.2%	0.0%	0.1%	0.0%
Leave Cash outs	1.0%	1.2%	1.5%	1.1%	0.0%	0.0%	0.1%	0.0%
	1.8%	1.9%	2.2%	1.8%	1.1%	0.5%	0.8%	0.6%
Short (over) prior years FBP	1.2%	1.6%	0.6%	2.4%	8.1%	-0.8%	0.5%	1.9%
FY2012 Fringe Benefit Rates	22.5%	26.9%	30.0%	40.8%	31.4%	8.3%	2.6%	3.1%