

**FY 2021 Fringe Rate Detail**  
**BY**  
**Fringe Component**  
*(Approved by DHHS, March, 2020)*

	<i>Fringe Group</i>					
	<b>A</b>	<b>N</b>	<b>PB</b>	<b>GU</b>	<b>GA</b>	<b>UG</b>
Fringe Component	Academic Faculty/P&A Police	Non-Academic Civil Service AFSCME/Teamsters	Partial Benefits Trades/Temp&Casual Residents/Fellows/ Federal Employees	Post Docs w/Uplan/ Research Specialist/ Community Clinical Preceptor/ Industrial Fellow	Graduate Assistant w/GA Health	Undergrads/ Profes in Training
Retirement	10.9%	6.4%				
Income Disability	0.2%					
Unemployment	0.1%	0.1%	0.1%	0.1%		
Worker's Comp	0.1%	0.1%	0.1%	0.1%		
FICA	6.2%	6.2%	6.2%	6.2%		
Medicare	1.4%	1.4%	1.4%	1.4%		
Medical	16.0%	16.0%		16.0%		
Dental	0.7%	0.7%		0.7%		
Life	0.1%	0.1%		0.1%		
Tuition	0.1%	0.1%		0.1%		
GA Health					19.7%	
Internal Admin	0.2%	0.2%	0.2%	0.2%	0.2%	
Vacation	0.5%	0.5%		0.5%		
<b>Fringe Rate by Employee Class *</b>	<b>36.5%</b>	<b>31.8%</b>	<b>8.0%</b>	<b>25.4%</b>	<b>19.9%</b>	<b>0.0%</b>

## FY 2021 Fringe Rate Summary

Final Budget Salary Account	Actual Salary Account	Actual Account Description	Jobcodes	Employee Class Description	Employee Class Code	Fringe Group Description	Fringe Group	Fringe Rate	Final Budget Fringe Account	Actual Fringe Account
700100	700101	Salaries-Faculty Regular	94xx	Faculty - Regular	FAR	Academic	A	36.5%	710100	710101
700100	700102	Salaries-Faculty Adjunct/Clin	94xx	Faculty - Adjunct/Clinical	FAA	Academic	A	36.5%	710100	710102
700100	700103	Salaries-Faculty Contract	94xx	Faculty - Contract	FAC	Academic	A	36.5%	710100	710103
700100	700104	Salaries-Temp/UMD-NonReg	94xx	Faculty-Temp/Duluth Non-Reg	FTD	Academic	A	36.5%	710100	710104
700100	700105	Salaries-Visiting Fac	94xx	Faculty - Visiting	FAV	Academic	A	36.5%	710100	710105
700120	700121	Salaries-Faculty FedBen	94xx	Federal Benefits	FEB	Partial Benefits	PB	8.0%	710120	710121
700200	700201	Salaries-Academic Professional	9621-9630, 97xx (Except 9755)	Academic Professional	ACP	Academic	A	36.5%	710200	710201
700200	700202	Salaries-Academic Administrative	93xx	Academic Administrative	ACA	Academic	A	36.5%	710200	710202
700200	700203	Salaries-Police	0150PD, 0150PT, 7106Z(A,B)	Civil Service	CVL	Academic	A	36.5%	710200	710203
			6912,6913	LR-Police	LRP					
700210	700211	Salaries-Post Doc	9540, 9545, 9546, 9755	Post Doc	PDO	Post Doc	GU	25.4%	710210	710211
700220	700221	Salaries-P/A Prof Federal Ben	9621-9630 97xx (Except 9755)	Federal Benefits	FEB	Partial Benefits	PB	8.0%	710220	710221
700220	700222	Salaries-P/A Admin Federal Ban	93xx	Federal Benefits	FEB	Partial Benefits	PB	8.0%	710220	710222
700310	700311 700351	Salaries-Grad Asst/9535 Salaries-Grad Asst Work Study	9510, 9511, 9515, 9517, 9518, 9519, 9521, 9526, 9527, 9528, 9529, 9531, 9532, 9533, 9571, 9572, 9573, 9574, 9575	Graduate Assistants	GRD	Grad/GA Health	GA	19.9%	710310	710311
			9535	Professionals In Training	PFT					
700320	700321	Residents/Fellows	9541, 9542, 9548, 9549, 9552 - 9559	Residents / Fellows	MED	Partial Benefits	PB	8.0%	710320	710321
700400	700401 700451	Salaries-Professional in Trng Salaries-Pro In Trng WorkStudy	9514, 9516, 9538, 9539	Professionals In Training	PFT	N/A	UG	0.0%	710400	710401
700400	700402 700452	Salaries-Undergraduate Student Salaries-Undergrad Work Study	2xxx	Student Employee	UND	N/A	UG	0.0%	710400	710402
700500	700501	Salaries - Civil Service	0015 - 0999, 3522, 3524, 3580, 7000 - 8999 (Except 0150PD, 0150PT, 7106Z(A,B))	Civil Service	CVL	Non-Academic	N	31.8%	710500	710501
700510	700511 700551	Salaries-AFSCME Salaries-AFSCME Work Study	1800 - 1899	*LR-Clerical	LRC	Non-Academic	N	31.8%	710510	710511
			4900 - 4999	*LR-Technical	LRT					
			5000 - 5099	*LR-Health Care	LRH					
700510	700512 700552	Salaries-Teamsters Salaries-Teamsters Work Study	6000 - 6099	*LR - Service & Maintenance	LRS	Non-Academic	N	31.8%	710510	710512
700520	700521	Salaries-Trades	5200 - 5499	*LR - Trades	LRR	Partial Benefits	PB	8.0%	710520	710521
700530	700531	Salaries-Temp&Casual	0001, 0003, 0007, 0011, 9524, 9525	Temp Casual	TMP	Partial Benefits	PB	8.0%	710530	710531
800600	800601	Stipends Fellows or Trainees	956x, 958x (Company UNS)	Non-Employees (UNS)	NON	No Fringe	N/A	0.0%	N/A	N/A

\* LR = Labor Represented

Note: Fringe group assigned based on employee's primary job.

Note: For job codes that have two characters after the first 4 numeric characters use the first 4 numeric characters for purposes of finding the fringe rate.

Example - for job code 9358D2 use 9358 (Except where listed above)

**Student Professional Fringe Table 2020-21**

**Effective Fall 2020**

**Band tuition**

Hourly tuition rates will be in effect for Fall Semester (1st Pay Period in Sept) Pay Period begin date

8/31/2020

		Tuition per hour	Health %	Social Security Medicare %	Unemployment %	Worker Comp %	Internal Admin Fee %	Total of % Fringe Items *
<b>Summer Term Only</b>								
9571	Summer Term TA	\$0.00	19.7%				0.2%	19.9%
9572	Summer Term RA	\$0.00	19.7%				0.2%	19.9%
9573	Summer Term AF	\$0.00	19.7%				0.2%	19.9%
9574	Summer Session TA w/ T. Ben	\$46.88	19.7%				0.2%	19.9%
9575	Summer Session TA w/o T. Ben	\$0.00	19.7%				0.2%	19.9%

**Academic Year and Summer Term**

9510	Grad Assistant Coach	\$21.06	19.7%				0.2%	19.9%
9511	Teaching Assistant (TA)	\$21.06	19.7%				0.2%	19.9%
9515	Graduate Instructor	\$21.06	19.7%				0.2%	19.9%
9517	Ph.D. Cand. Graduate Instructor	\$3.34	19.7%				0.2%	19.9%
9518	Adv. Masters TA	\$3.34	19.7%				0.2%	19.9%
9519	Ph.D. Cand. w/24 thesis cred. TA	\$3.34	19.7%				0.2%	19.9%

9521	Research Assistant (RA)	\$21.06	19.7%				0.2%	19.9%
9526	Graduate Research Project Asst.	\$21.06	19.7%				0.2%	19.9%
9527	Ph.D. Cand. Grad Research Proj. Asst.	\$3.34	19.7%				0.2%	19.9%
9528	Adv. Masters RA	\$3.34	19.7%				0.2%	19.9%
9529	Ph.D. Cand. w/24 thesis cred. RA	\$3.34	19.7%				0.2%	19.9%

9531	Admin Fellow (AF)	\$21.06	19.7%				0.2%	19.9%
9532	Adv. Masters AF	\$3.34	19.7%				0.2%	19.9%
9533	Ph.D. Cand. w/24 thesis cred. AF	\$3.34	19.7%				0.2%	19.9%

9535	Professional Program Asst.	\$0.00	19.7%				0.2%	19.9%
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9538	Legal Project Assistant w/T. Ben	\$47.54	0.0%					0.0%
9539	Legal Project Assistant w/o T. Ben	\$0.00	0.0%					0.0%

9553	Dental Fellow	\$21.06	0.0%	7.6%	0.1%	0.1%	0.2%	8.0%
9554	Med Fellow, Graduate Program	\$10.53	0.0%	7.6%	0.1%	0.1%	0.2%	8.0%
9559	Med. Resident, Graduate Program	\$10.53	0.0%	7.6%	0.1%	0.1%	0.2%	8.0%
9549	Vet Resident, Graduate Program	\$14.05	0.0%	7.6%	0.1%	0.1%	0.2%	8.0%