



USC

SPONSORED AWARDS MANAGEMENT

01/20/2023

SN23-02

FRINGE BENEFIT RATES
01/01/23 – 06/30/23

A.	<i>State Retirement</i>	23.81%
B.	<i>FICA (Social Security)</i>	7.65%
C.	<i>Unemployment Compensation</i>	.03% (Rounded from .028%)
D.	<i>Worker's Compensation</i>	<u>.45%</u>
	Total	31.94%

E. *Health Insurance - (effective 01/01/2023 - 06/30/2023)*

<u>Coverage Type</u>	<u>State Health Plan</u>	<u>Dental</u>	<u>Total/Month (12 mo. appt.)</u>	<u>Total/Annual</u>
Employee Only	\$ 466.70	\$13.48	\$ 480.18	\$ 5,762
Employee/Spouse	\$ 968.48	\$13.48	\$ 981.96	\$11,784
Employee/Child	\$ 760.44	\$13.48	\$ 773.92	\$ 9,287
Full Family	\$1,226.04	\$13.48	\$ 1239.52	\$14,874

The above rates are to be applied when the faculty/staff is on a twelve-month appointment.

The following rates are to be applied when the faculty member has a nine-month appointment:

<u>Coverage Type</u>	<u>Total/Month (9 mo. appt.)</u>
Employee Only	\$ 640.24
Employee/Spouse	\$1,309.28
Employee/Child	\$1,031.89
Full Family	\$1,652.69

For a faculty member (with spouse) on a nine-month appointment, the monthly rate is \$1,309.28. [981.96 X 12 = 11,783.52 ÷ 9 = 1,309.28].

(see Fringe Benefit calculations on next page)

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II. Calculation of Fringe Benefits

A. *Faculty, Staff, and Postdoctoral Associates:*

(A+B+C+D) x Salary + E
(31.94% x Salary + Health Insurance)

B. *Faculty Summer Salary only:*

(A+B+C+D) x Salary
(31.94% x Salary)

C. *Students - Graduate and Undergraduate when enrolled and regularly attending classes:*

(D) x Salary
(.45% x Salary)

D. *Temporary Help, Unclassified, Students during summer (when not enrolled and attending classes):*

(B+C+D) x Salary
(8.13% x Salary)

(Changes in bold.)