

University of Miami
Composite Fringe Benefit Rate Factors
For the Year Ending May 31, 2022

Description	Regular Faculty	Clinical Faculty	Other Staff	Part-Time Staff
Retirement	10.5031%	7.5438%	10.2790%	1.4722%
Health Insurance	10.4281%	5.9471%	15.9621%	4.4222%
FICA	5.7744%	3.9122%	6.8888%	6.1199%
Professional Disability	0.1959%	0.7343%	0.2261%	0.0459%
Benefits Office	0.4002%	0.2852%	0.3353%	0.4427%
Tuition Remission	0.1745%	0.1020%	1.5762%	
Worker's Compensation	0.3181%	0.1116%	0.6736%	0.0645%
Life Insurance	0.1303%	0.2102%	0.1617%	0.0427%
Unemployment Compensation	0.0037%	0.0000%	0.0276%	0.0770%
Roll-Forward	-0.5283%	-1.2464%	1.3696%	-2.0871%
Total Federal	27.4%	17.6%	37.5%	10.6%
Employee Discounts	0.0456%	0.0018%	0.1647%	
Tuition Rem - Away Tuition	0.0000%	1.1632%	0.0000%	
Tuition Rem - Dependents	1.7256%	0.4545%	3.9087%	
"Roll Forward - Non Federal"	-1.2712%	-0.8195%	0.2266%	
Total Rate	27.9%	18.4%	41.8%	10.6%
Federal Rate Requested	27.4%	17.6%	37.5%	10.6%