



**Fringe Benefit Rate Calculation**  
*Fiscal Year 2025*

The following fringe benefits are provided:

<b>Benefit</b>	<b>Rate</b>
FICA Taxes	5.5%
Medicare	1.45%
Worker's Compensation	0.2%
Parental Leave	0.3%
Retirement	9.4%
Dental/Vision	0.8%
Health Insurance	9.1%
Long Term Care	0.1%
Life & AD+D	0.4%
Disability	0.7%
Benefit Administration	0.6%
Health & Wellness	0.5%
Child Care	0.3%
Tuition Reimbursement	0.1%
FY 23 Adjustment	0.85%
<b>Total FY 25 Applied Rate:</b>	<b>30.30%</b>