

Fringe Benefit Pool Rates History

| | COM Clinical Faculty & Regional Physicians | Faculty | TEAMS/ USPS Exempt | TEAMS/ USPS Hourly | Housestaff & Clinical Post Docs | Grad Assistants & Reg Post Docs | Other OPS/ Temporary Faculty | Student OPS/ FWSP |
|--------------------------|--|-------------|--------------------------|--------------------------|---------------------------------------|--|------------------------------------|-------------------------|
| FY2010 | 22.6 | 27.8 | 33.1 | 42.1 | 18.3 | 11.6 | 2.1 | 0.5 |
| FY2011 | 24.6 | 28.3 | 34.5 | 44.7 | 16.8 | 8.8 | 2.4 | 0.5 |
| FY2012 ^(a) | 22.5 | 26.9 | 30.0 | 40.8 | 31.4 | 8.3 | 2.6 | 3.1 |
| FY2013 | 18.7 | 23.2 | 29.7 | 41.4 | 25.1 | 4.4 | 2.9 | 1.7 |
| FY2014 | 17.1 | 26.3 | 33.3 | 45.5 | 18.1 | 7.2 | 4.6 | 1.6 |
| FY2015 | 17.5 | 27.8 | 31.8 | 45.6 | 25.2 | 13.1 | 3.9 | 1.6 |
| FY2016 | 17.5 | 25.7 | 33.3 | 42.9 | 28.1 | 14.9 | 5.4 | 2.6 |
| FY2017 | 16.4 | 26.9 | 36.9 | 44.8 | 22.1 | 20.4 | 7.6 | 2.5 |
| FY2018 | 18.3 | 27.4 | 35.8 | 45.2 | 20.6 | 10.2 | 6.6 | 0.6 |
| FY2019 | 17.8 | 27.0 | 35.1 | 48.3 | 23.1 | 11.7 | 5.6 | 1.3 |
| FY2020 | 18.8 | 26.8 | 35.7 | 48.6 | 23.4 | 12.1 | 5.7 | 1.6 |
| FY2021 | 18.0 | 29.7 | 39.1 | 51.6 | 23.6 | 10.5 | 5.2 | 1.9 |
| FY2022 | 18.3 | 31.0 | 40.7 | 54.6 | 22.4 | 10.9 | 7.5 | 1.2 |
| FY2023 ^(b) | 19.6 | 31.0 | 41.6 | 54.8 | 21.8 | 12.4 | 7.2 | 1.3 |
| FY2024 (proposed) | 19.5 | 29.3 | 39.4 | 53.4 | 21.5 | 11.8 | 4.2 | 1.7 |
| Change From Prior Year | (0.1) | (1.7) | (2.2) | (1.4) | (0.3) | (0.6) | (3.0) | 0.4 |
| 3-Year Average | 19.1 | 30.4 | 40.6 | 54.3 | 21.9 | 11.7 | 6.3 | 1.4 |
| 5-Year Average | 18.8 | 29.6 | 39.3 | 52.6 | 22.5 | 11.5 | 6.0 | 1.5 |
| LTD Average | 19.1 | 27.7 | 35.3 | 47.0 | 22.8 | 11.2 | 4.9 | 1.6 |

(a) Regular Post Docs moved from *Housestaff and PostDocs* pool to the *Grad Assistants* pool beginning with FY2012.

(b) Includes SCRIPPS campus integration and move of VetMed and Dentistry *Faculty* to the *COM Clinical Faculty & Regional Physicians* pool

Over/(Under)-collections each year are accounted for in the calculation of subsequent years' fringe benefit rates.