

ORGANIZATION: LINCOLN UNIVERSITY (PA)

AGREEMENT DATE 3/28/2017

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**FRINGE BENEFITS**

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**SECTION 11 SPECIAL REMARKS**

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**TREATMENT OF FRINGE BENEFITS:**

The fringe benefits are specifically identified to each employee and are charged individually as direct costs. The directly claimed fringe benefits are listed below.

**TREATMENT OF PAID ABSENCES**

Vacation, holiday, sick leave pay and other paid absences are included in salaries and wages and are claimed on grants, contracts and other agreements as part of the normal cost for salaries and wages. Separate claims are not made for the cost of these paid absences.

Fringe Benefits include: FICA, Workmen's Compensation, Unemployment Compensation, Health Insurance, Life Insurance, Disability Insurance and TIAA/CREF.

\*Your next proposal based on actual costs for the fiscal year ending 06/30/2020, is due in our office by 12/31/2020.\*

**Benefit Rate (as a Percentage of Salaries)**

**FY 18 Budget**

<b>FY 2017-18 Budget</b>		
<b><u>BENEFITS</u></b>	<b><u>Full-Time</u></b>	<b><u>Part-Time</u></b>
FICA	7.65%	7.65%
Unemployment Compensation	0.51%	0.51%
annuity Premiums	8.30%	
Health Insurance	11.85%	
Life Insurance	0.35%	
Disability Expense	0.49%	
Worker's Compensation	0.97%	0.97%
EAP (Employee Assistance Plan)	0.03%	
Tuition Remission	1.00%	
Vacation Accrual	0.00%	
<b>Total:</b>	<b>31.15%</b>	<b>9.13%</b>