

## **Explanation of Fringe Benefit Rates**

The Cary Institute of Ecosystem Studies has two fringe benefit rates, one for benefited employees and one for non-benefited employees. Any permanent staff working 42 hours or more per pay period is eligible for Cary Institute benefits.

The current rates are 34.5% for benefited staff and 12% non-benefited staff.

The fringe rate for benefited staff includes all costs associated with health and dental, retirement, life insurance, social security, workers compensation, unemployment insurance, disability insurance, local imposed taxes, and employee assistance program.

The non-benefited rate includes all costs above except for health, dental, retirement, and life insurance.