

**Eastern Michigan University
Budget Development
Composite Staff Benefit Rates**

Effective 7/1/2007

<u>ABR</u>	<u>Category</u>	<u>1/1/2003</u>	<u>1/1/2004</u>	<u>1/1/2005</u>	<u>7/1/2005</u>	<u>1/1/2006</u>	<u>7/1/2007</u>
1000	Ranked Faculty	32.78	33.91	36.44	35.33	36.05	35%
1010	Ranked Faculty Fall/Winter	32.78	33.91	36.44	35.33	36.05	35%
1020	Ranked Faculty - Summer	20.37	20.61	19.51	19.34	19.60	19%
1030	Ranked Faculty - Spring	20.37	20.61	19.51	19.34	19.60	19%
1040	Ranked Faculty – Release Time	32.78	33.91	36.44	35.33	36.05	35%
1050	Ranked Faculty – Supplemental	20.37	20.61	19.51	19.34	19.60	19%
1070	Ranked Faculty – Sabbaticals	32.78	33.91	36.44	35.33	36.05	35%
1100	Lecturer -EMU FT-Fall/Winter	37.05	44.01	43.07	39.75	52.35	44%
1110	Lecturer -EMU FT-Spring	20.37	20.61	19.51	19.34	19.60	19%
1120	Lecturer -EMU FT-Summer	20.37	20.61	19.51	19.34	19.60	19%
1130	Lecturer -EMU FT-Overload	18.58	18.03	18.02	18.20	19.18	20%
1140	Adjunct Lecturer - Fall/Winter	9.58	9.54	10.61	10.60	10.84	11%
1150	Adjunct Lecturer - Spring	9.58	9.54	10.61	10.60	10.84	11%
1160	Adjunct Lecturer - Summer	9.58	9.54	10.61	10.60	10.84	11%
1210	Administrator/Professional	29.87	34.42	33.56	32.27	33.06	35%
1230	Professional/Technical (UAW)	37.02	38.40	39.56	39.49	40.96	42%
1240	Athletic Coaches	36.77	39.86	40.31	37.17	38.31	42%
1250	Police Officers (FOP)	31.86	38.61	37.10	41.58	39.47	35%
1260	Police Sergeants (FOP)	40.65	48.12	41.71	42.54	42.91	45%
1280	Clerical/Secretarial (UAW)	47.28	55.22	62.22	62.97	65.14	66%
1290	Clerical/Secretarial (NBF)	43.10	60.75	56.48	49.43	53.83	60%
1310	Maintenance (AFSCME)	44.73	44.91	50.04	47.60	45.19	56%
1320	Food Services (AFSCME)	44.73	44.91	50.04	47.60	45.19	56%
1330	Fast Food Workers	8.03	8.06	8.10	8.08	8.07	8%
1400	Overtime/Shift Differential	22.31	24.67	23.66	24.94	22.13	24%
1500	Temporary Staff	8.03	8.06	8.10	8.10	8.07	8%
1610	Longevity	24.47	24.34	26.98	25.24	24.69	25%
1630	Honorarium	7.65	7.65	7.65	7.65	7.65	8%
1650	Employee Consultant	7.65	7.65	7.65	7.65	8.07	8%
*1710	Graduate Assistant	---	---	---	---	---	8%
*1890	Non-Enrolled Students	.0065	0.0065	0.0065	0.0065	---	8%

*Note:
FICA Exemption is determined by enrollment.