

## Schedule 1

University of Tennessee System Proposed FY25 Fringe Benefit Rates Year Calculation FYE 06/30/2023	Fringe Benefit Rates										
Fringe Benefits Account Description	Regular Employees		Medical Residents		Graduate Student Employees		Temp Employees		Student Employees		TOTAL
Health Insurance	\$ 139,205,694	37.2%	\$ 10,684,577	61.1%	\$ 7,192,351	96.0%		0.0%		0.0%	\$ 157,082,622
OPEB	\$ 6,147,819	1.6%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 6,147,819
Retirement Contribution	\$ 139,632,120	37.3%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 139,632,120
Social Security	\$ 72,559,167	19.4%	\$ 6,603,973	37.7%	\$ 167,953	2.2%	\$ 2,982,336	97.4%	\$ 314,051	87.0%	\$ 82,627,479
Unemployment Insurance	\$ 258,232	0.1%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 258,232
Workers Compensation	\$ 2,251,954	0.6%	\$ 172,846	1.0%	\$ 129,973	1.7%	\$ 78,057	2.6%	\$ 46,964	13.0%	\$ 2,679,793
Terminal Leave	\$ 7,148,791	1.9%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 7,148,791
Life Insurance	\$ 499,001	0.1%	\$ 38,300	0.2%	\$ -	0.0%		0.0%		0.0%	\$ 537,301
Employee Tuition Remission	\$ 5,855,558	1.6%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 5,855,558
Death Benefit - Sick Leave	\$ 838,616	0.2%	\$ -	0.0%	\$ -	0.0%		0.0%		0.0%	\$ 838,616
<b>FY23 Fringe Benefits</b>	<b>\$ 374,396,952</b>		<b>\$ 17,499,697</b>		<b>\$ 7,490,276</b>		<b>\$ 3,060,393</b>		<b>\$ 361,015</b>		<b>\$ 402,808,333</b>
<b>FY23 Salaries and Wages</b>	<b>\$1,124,717,671</b>		<b>\$86,326,447</b>		<b>\$64,913,665</b>		<b>\$38,984,787</b>		<b>\$23,455,726</b>		<b>\$ 1,338,398,296</b>
<b>FY23 Total Salaries/Wages/Fringe Benefit Costs</b>											<b>\$ 1,741,206,629</b>
<b>FY23 Actual Calculated Fringe Benefit Rates</b>	<b>33.3%</b>		<b>20.3%</b>		<b>11.5%</b>		<b>7.9%</b>		<b>1.5%</b>		
<b>Proposed FY25 Fringe Benefit Rates</b>											
<b>Projections</b>											
FY24 fringe benefit estimated \$ amount increase (CY24 Health Insurance rate 9.2% increase)	<b>\$ 12,771,000</b>										
FY24 rate % increase (CY24 Health Insurance rate increase; 2% base increase)	<b>1.16%</b>										
FY25 rate % increase ( CY24 Health Insurance rate increase and 2% base increase)	<b>0.73%</b>										
<b>FY25 Proposed Calculated Fringe Benefit Rate</b>	<b>35.2%</b>		<b>20.3%</b>		<b>11.5%</b>		<b>7.9%</b>		<b>1.5%</b>		
Federal FY23 salaries/wages \$	\$ 109,545,576		\$ 13,814,252		\$ 24,116,751		\$ 104,863		\$ 3,927,764		
Federal % of total salaries/wages	<b>9.7%</b>		<b>16.0%</b>		<b>37.2%</b>		<b>0.3%</b>		<b>16.7%</b>		