

**Research Foundation for Mental Hygiene, Inc.**  
**Fringe Benefit Rate**

	<u>Fiscal</u> <u>2015</u>	<u>Fiscal</u> <u>2016</u>
Retirement	7.24%	7.24%
Group Life	0.15%	0.15%
Group Long Term Disability	0.15%	0.15%
F.I.C.A.	7.29%	7.29%
Unemployment	0.63%	0.63%
N.Y.S. Disability	0.05%	0.05%
Workers Compensation	0.44%	0.44%
Group Health	16.97%	16.97%
Group Dental	0.62%	0.62%
Tuition Assistance	0.40%	0.40%
Retiree Health Insurance	0.92%	0.00%
Vacation Accrual	1.14%	1.06%
Total Fringe Benefits	<u>36.00%</u>	<u>35.00%</u>