

Research Foundation for Mental Hygiene, Inc.
Fringe Benefit Rate

	Fiscal 2017	Fiscal 2018
Retirement	7.02%	6.85%
Group Life	0.16%	0.15%
Group Long Term Disability	0.16%	0.15%
F.I.C.A.	7.32%	7.35%
Unemployment	0.60%	0.51%
N.Y.S. Disability	0.03%	0.05%
Workers Compensation	0.38%	0.33%
Group Health	16.11%	13.92%
Group Dental	0.66%	0.64%
Tuition Assistance	0.33%	0.24%
Retiree Health Insurance	1.03%	1.56%
Vacation Accrual	1.20%	1.25%
 Total Fringe Benefits	 <u>35.00%</u>	 <u>33.00%</u>