

University of Arizona
 EMPLOYEE RELATED EXPENSES - BY EMPLOYEE CLASS
 FISCAL YEAR 2007-08

E.R.E. ELEMENTS	APPOINTED & FACULTY REGULAR	FACULTY CLINICAL	FACULTY ANCILLARY	CLASSIFIED REGULAR	CLASSIFIED TEMPORARY	STUDENT EMPLOYEES	GRADUATE ASSISTANTS	GRADUATE ASSISTANTS TUITION REMISSION	GRADUATE ASSISTANTS COMBINED	FEDERAL EMPLOYEES
F.I.C.A.	6.80%	3.71%	7.13%	7.36%	7.17%	2.15%	1.04%	0.00%	1.04%	5.70%
RETIREMENT	8.01%	7.50%	0.09%	10.15%	0.54%	0.00%	0.00%	0.00%	0.00%	8.54%
HEALTH, DENTAL, LIFE	11.65%	0.36%	12.60%	21.83%	1.35%	0.00%	7.26%	0.00%	7.26%	9.97%
EMPLOYEE TUITION BENEFITS	0.18%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WORKER'S COMP	0.68%	0.68%	0.68%	0.68%	0.68%	0.68%	0.03%	0.00%	0.03%	0.68%
UNEMPLOYMENT	0.08%	0.08%	0.08%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%
LIABILITY INSURANCE	0.53%	0.53%	0.53%	0.53%	0.53%	0.53%	0.53%	0.00%	0.53%	0.53%
TUITION REMISSION	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	23.92%	23.92%	0.00%
DEPENDENT CARE ASSISTANCE	0.07%	0.05%	0.10%	0.12%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
SUBTOTAL	27.99%	12.91%	21.21%	41.79%	10.29%	3.36%	8.86%	23.92%	32.78%	25.50%
CARRY FWD DFCT/(SRPLS)	-0.56%	0.45%	-0.98%	0.56%	-0.07%	0.73%	1.62%	0.36%	1.99%	2.06%
Rate (Unrounded)	27.43%	13.36%	20.23%	42.36%	10.21%	4.08%	10.48%	24.28%	34.76%	27.56%
ERE RATE (ROUNDED)	27.4%	13.4%	20.2%	42.4%	10.2%	4.1%	10.5%	24.3%	34.8%	27.6%