



**Harvard Medical School
AY03 Fringe Benefit Rates**

		Salary	HU Fringe Rate	HMS* Fringe Rate	Object Code
Quad Faculty	>85k	4.0%	17.3%	19.6%	6250
	<85k	4.5%			
Clinical Faculty		2.0%			6250
Exempt	>85k	4.0%	22.7%	25.0%	6270
	<85k	4.5%			
Non-Exempt	Structure Progression	3.0% 2.2%	28.9%	31.2%	6280
PostDoc			16.0%	18.3%	6260
Casual			6.4%	6.4%	6300
Pensionable Extra Comp Fringe				15.0%	6320
Non-Pensionable Extra Comp Fringe				8.0%	6321
Non-Harvard Students				0.00%	
Students in Professional Positions				0.00%	

* HMS supplemental rate is 2.25%