



FY 2026 Fringe Benefit Rates

FT/PT A and PT B (effective 4/1/23) until amended

Description	Full Time & PT A	PT B
FICA	7.65%	7.65%
NYS.Disability	0.12%	0.12%
Unemployment	0.46%	0.17%
Workers' Compensation	0.35%	0.06%
TIAA Pension	6.89%	-
Health Insurance	18.93%	-
Life Insurance	0.06%	-
Long Term Disability	0.21%	-
Flex Spending Plan	0.03%	-
Retirement Payout	0.30%	-
Total	35.00%	8.00%

FY 2026

Released Time	%
Social Security/Medicare	7.53%
Unemployment	0.04%
Workers' Comp	0.31%
Retirement	16.30%
Health Benefits	26.40%
MCTMA Tax	0.895%
Total	51.4%

Adjunct Rate	%
Social Security/Medicare	7.53%
Unemployment	0.04%
Workers' Comp	0.33%
Retirement (TRS,ERS,TIAA)	1.25%
Health Benefits	4.15%
MCTMA Tax	0.895%
Total	14.2%

Summer 2026

Summer Salary	%
Social Security/Medicare	7.53%
Workers' Comp	0.35%
Retirement (Pension)	16.27%
MCTMA Tax	0.895%
Total	25.05%

Summer 2025

Summer Salary	%
Social Security/Medicare	7.48%
Workers' Comp	0.33%
Retirement (Pension)	16.09%
MCTMA Tax	0.60%
Total	24.5%

* Per CUNY Budget Office, SS 25 will remain @ 24.50%, as the session is nearly complete.

Summer 2025 relates to the period - June 2025 through August 2025

Summer 2026 relates to the period - June 2026 through August 2026