

DATE: March 22, 2018

TO: Deans, Directors and Department Heads

FROM: Lisa Deckard
Director, Government Cost Compliance

DATE: March 26, 2018

RE: **FY 2019 Fringe Benefit Rates**

Below are the newly negotiated fringe benefit rates for fiscal year 2019 (FY 2019). Additionally, FY 2020 – FY 2024 rates have been projected for planning purposes.

The FY 2019 rates, effective July 1, 2018, are summarized below:

FY 2019 (Approved)			
Employee Group	Federal Rates	Non-Federal Rates*	Dependent Tuition Remission Rate (included in Non-Federal Rates)
Exempt Faculty (F)	29.30%	31.10%	1.80%
UC Exempt Staff (F)	37.00%	39.70%	2.70%
DC Exempt Staff (F)	35.30%	38.00%	2.70%
Non-Exempt Staff (F)	45.20%	47.90%	2.70%
Part Time Employees	26.90%	27.20%	0.30%
Student Workers	7.00%	7.00%	0.00%

(F) = Full Time (Faculty > 65%; Staff > 75%, 100% for Faculty in Medical Center)

* As in prior years, the Non-Federal rates include dependent tuition remission expense which cannot be included in the Federal rates. This unallocable cost cannot be included in the calculation of a recharge or other cost allocation to Federal awards.

For your planning and budgeting purposes and for sponsored program proposals, the fringe benefit rates are projected as follows, effective July 1 in each of the five subsequent fiscal years:

Federal (Projected)					
Employee Group	FY20	FY21	FY22	FY23	FY24
Exempt Faculty (F)	30.30%	30.80%	31.30%	31.80%	32.30%
UC Exempt Staff (F)	38.00%	38.50%	39.00%	39.50%	40.00%
DC Exempt Staff (F)	36.30%	36.80%	37.30%	37.80%	38.30%
Non-Exempt Staff (F)	46.20%	46.70%	47.20%	47.70%	48.20%
Part-Time Employees	27.90%	28.40%	28.90%	29.40%	29.90%
Student Workers	7.50%	7.50%	7.50%	7.50%	7.50%

Non-Federal (Projected)					
Employee Group	FY20	FY21	FY22	FY23	FY24
Exempt Faculty (F)	32.10%	32.60%	33.10%	33.60%	34.10%
Exempt Staff (F)	40.70%	41.20%	41.70%	42.20%	42.70%
DC Exempt Staff (F)	39.00%	39.50%	40.00%	40.50%	41.00%
Non-Exempt Staff (F)	48.90%	49.40%	49.90%	50.40%	50.90%
Part-Time Employees	28.20%	28.70%	29.20%	29.70%	30.20%
Student Workers	7.50%	7.50%	7.50%	7.50%	7.50%

(F) = Full Time (Faculty > 65%; Staff > 75%, 100% for Faculty in Medical Center)

If you have questions, please contact me at extension 6-4846.