

TO: Deans, Directors, and Department Heads

FROM: Lisa Deckard, Director Government Cost Compliance

DATE: July 1, 2025

RE: Fiscal Year 2026 Fringe Rates

This memo serves to provide an update regarding fringe benefit rates for the upcoming fiscal year. As of today, the federal fringe rates are still pending approval from the U.S. Department of Health & Human Services. Until official approval is received, the FY25 rates will remain effective for the federal fringe benefit rates. Additionally, the non-federal fringe rates for FY26 will be updated, effective on July 1, 2025.

We will notify you as soon as the federal rates are approved and rates are finalized. The rates for FY 2026, effective July 1, 2025, are summarized below:

Employee Group	Federal Rates	Non-Federal Rates
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Exempt Faculty	28.4%	34.5%
UC Exempt Staff	32.2%	34.5%
DC Exempt Staff	38.1%	40.7%
Non-Exempt Staff	47.5%	34.5%
Part Time Employees	18.8%	19.8%
Student Workers	9.2%	9.6%

If you have any questions, please contact Lisa Deckard at Lisa.Deckard@uc.edu.

[Additional resources are available on the GCC website.](#)