

DATE: March 22, 2016

TO: Deans, Directors and Department Heads

FROM: Patrick Clark
Director, Government Cost Compliance

DATE: March 24, 2016

RE: **FY 2017 Fringe Benefit Rates**

Below are the newly negotiated fringe benefit rates for fiscal year 2017 (FY 2017). Additionally, FY 2018 – FY 2022 rates have been projected for planning purposes.

The FY 2017 rates, effective July 1, 2016, are summarized below:

FY 2017 (Negotiated)			
Employee Group	Federal Rates	Non-Federal Rates*	Dependent Tuition Remission Rate (included in Non-Federal Rates)
Exempt Faculty (F)	31.0%	33.0%	2.0%
Exempt Staff (F)	31.1%	34.0%	2.9%
Non-Exempt Staff (F)	38.6%	41.4%	2.8%
Part Time Employees	24.7%	24.9%	0.2%
Student Workers	8.5%	8.5%	0.0%

(F) = Full Time (Faculty > 65%; Staff > 80%, 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	FY18	FY19	FY20	FY21	FY22
Exempt Faculty (F)	31.5%	32.0%	32.5%	33.0%	33.5%
Exempt Staff (F)	32.1%	32.6%	33.1%	33.6%	34.1%
Non-Exempt Staff (F)	39.1%	39.6%	40.1%	40.6%	41.1%
Part-Time Employees	25.2%	25.7%	26.2%	26.7%	27.2%
Student Workers	8.5%	8.5%	8.5%	8.5%	8.5%

Non-Federal (Projected)					
Employee Group	FY18	FY19	FY20	FY21	FY22
Exempt Faculty (F)	33.5%	34.0%	34.5%	35.0%	35.5%
Exempt Staff (F)	35.0%	35.5%	36.0%	36.5%	37.0%
Non-Exempt Staff (F)	41.9%	42.4%	42.9%	43.4%	43.9%
Part-Time Employees	25.4%	25.9%	26.4%	26.9%	27.4%
Student Workers	8.5%	8.5%	8.5%	8.5%	8.5%

(F) = Full Time (Faculty > 65%; Staff > 80%, 100% for Faculty in Medical Center)

If you have questions, please contact me at extension 6-2628.