

DATE: March 22, 2017

TO: Deans, Directors and Department Heads

FROM: Patrick Clark
Director, Government Cost Compliance

DATE: March 20, 2017

RE: **FY 2018 Fringe Benefit Rates**

Below are the newly negotiated fringe benefit rates for fiscal year 2018 (FY 2018). Additionally, FY 2019 – FY 2023 rates have been projected for planning purposes.

The FY 2018 rates, effective July 1, 2017, are summarized below:

FY 2018 (Negotiated)			
Employee Group	Federal Rates	Non-Federal Rates*	Dependent Tuition Remission Rate (included in Non-Federal Rates)
Exempt Faculty (F)	28.2%	30.2%	2.0%
Exempt Staff (F)	33.7%	36.4%	2.7%
Non-Exempt Staff (F)	41.8%	44.6%	2.8%
Part Time Employees	23.4%	23.6%	0.2%
Student Workers	7.4%	7.4%	0.0%

(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	FY19	FY20	FY21	FY22	FY23
Exempt Faculty (F)	29.2%	29.7%	30.7%	31.2%	32.2%
Exempt Staff (F)	34.7%	35.2%	36.2%	36.7%	37.7%
Non-Exempt Staff (F)	42.8%	43.3%	44.3%	44.8%	45.8%
Part-Time Employees	23.9%	24.4%	24.9%	25.3%	25.9%
Student Workers	7.9%	7.9%	7.9%	7.9%	7.9%

Non-Federal (Projected)					
Employee Group	FY19	FY20	FY21	FY22	FY23
Exempt Faculty (F)	31.2%	31.7%	32.7%	33.2%	34.2%
Exempt Staff (F)	37.4%	37.9%	38.9%	39.4%	40.4%
Non-Exempt Staff (F)	45.6%	46.1%	47.1%	47.6%	48.6%
Part-Time Employees	24.1%	24.6%	25.1%	25.5%	26.1%
Student Workers	7.9%	7.9%	7.9%	7.9%	7.9%

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

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