



PERSONNEL FRINGE BENEFIT RATES

FOR PROPOSALS SUBMITTED ON OR AFTER 1 JANUARY 2023

OVERVIEW

Fringe benefits are considered a direct cost under most sponsored program budgets; the inclusion of these costs in a budget a

Please note that the costs for medical insurance below consist of the final selection of the employee.

Questions related to fringe benefits may be directed Ron F

Personnel Category	Medical (13.85%)	Retirement (10.5%) ¹	FICA (6.20%)	MQFE/Medicare (1.45%)	Worker's Compensation (3.00%)	Life Insurance (4.16%)	Long-Term Disability (2.50%)	Total Fringe (%)
Faculty: Summer Salary		X	X	X				18.15%
Faculty: Academic Year ²	X	X	X	X	X	X	X	41.66%
Undergraduate Researchers: Academic Year								0%
Undergraduate Researchers: Summer			X	X				7.65%
Other Personnel: Less than 0.5 FTE on Project			X	X	X			7.65%
Other Personnel: Greater than 0.50 FTE but Less than 0.75 FTE on Project		X	X	X	X			21.15%
Other Personnel: Greater than 0.75 FTE on Project	X	X	X	X	X	X	X	41.66%

¹ If this is a new position or employee, there are no retirement contributions for the first budget year; employees are not eligible for these contributions during the first year per the retirement plan guidelines and regardless of funding source.

² For named personnel on projects, fringe benefits are estimated based on actual benefit selections made by the employee. Contact OSRP for estimates.