



DATE: March 8, 2017
TO: Deans, Directors, Department Heads, and Fiscal Officers
FROM: Office of Budget & Planning
RE: **UNIVERSITY PROGRAM FRINGE BENEFIT RATES FOR FY18**

The University has developed composite fringe benefit rates for FY18 for the University Program accounts. These rates are charged against employees on all non-sponsored research accounts, including those funded by tuition, state appropriation, auxiliaries, research IDC, fees, outside revenue, and Foundation. Ledgers 2, 3, 4 and some 6 (Foundation accounts), all use these University Program rates.

The composite rates are based on the actual charges from the benefit programs administered by the State of Connecticut. The FY18 rates were developed by adding inflation on to the prior year's (FY17) estimated fringe benefit charges. Individual employee selections of healthcare and retirement, which can fluctuate year to year, are the main drivers of the rates.

The new rates are effective with the first pay period in FY2018 which will begin June 9, 2017.

The University establishes distinct rates for both University Program accounts and for Sponsored Programs accounts. The Sponsored Program rates are awaiting final approval from the U.S. Department of Health and Human Services and should be released soon.

If you have any questions on the University Program rates, please contact your assigned budget analyst, the Office of Budget & Planning main line at 486-6288 or budget@uconn.edu.

University of Connecticut (Storrs and Regional Campuses)
University Programs Fringe Benefit Cost Recovery Rates By Expenditure Object - FY18

<u>Object Code</u>	<u>Fringe Benefit Description</u>	<u>University Programs</u>
Permanent and Continuing Regular Payroll		
5110	Classified	96.2%
5111	Faculty	49.0%
5112	Other Professional	65.0%
Temporary Payroll		
5230	Durational/Temporary Employees	60.5%
5260	Post Doctoral Fellows	29.5%
Graduate Assistants		
5250	Graduate Assistants	18.0%
Special Payroll		
5231	Special Payroll - Contractual	23.6%
Student Payroll		
5240	Student Labor	0.0%
5245	Work Study Student Payroll	0.0%
Other Personal Services		
5350	Fees	57.0%
5360	Longevity Payments	57.0%
5370	Overtime	57.0%
5380	Shift Differential Pay	57.0%
5390	Accrued Sick Leave at Retirement or Death	57.0%
5310	Snow and Ice Differential	57.0%
5320	Accrued Vacation at Termination, Retirement, or Death	57.0%
5340	Holiday Pay	57.0%
5330	Allowances/Reportable Payments	57.0%

Note: Workers Compensation is included within the fringe rates above.