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MEMORANDUM

TO: Mr. Doug Backman, Director Compliance
 Office of Research and Commercialization

FROM: Mr. Randy Foster, Associate Director University Budgets
 Finance and Accounting

DATE: February 2, 2010

SUBJECT: Fringe Benefit Rates for Contract and Grant Proposals
 Effective March 1, 2010

The following are the current fringe benefit rates for contracts and grants. The fringe benefit rates are for all salary/OPS personnel on established contracts and grants payroll lines. Exclude consultants and independent contractors in the business of offering services on a contract basis for a limited period of time.

These rates are ESTIMATES for contracts and grants budget proposal preparations only. ACTUAL fringe costs are charged to each contract or grant based on the individual employee's actual fringe benefits costs.

Category	Salaried	OPS Temp/Adjunct and Research	Graduate & Student <= 32 hours	Graduate & Student > 32 hours	Post Doctoral Associates
Payroll Matching					
FICA	7.65%	1.45%		7.65%	1.45%
Retirement	10.20%				
State Health/HMO	10.00%				10.00%
State Life Insurance	0.20%				0.20%
Miscellaneous Fringe – Dept. of Financial Services, Div. of Risk Management					
Workers' Compensation	0.50%	0.50%	0.50%	0.50%	0.50%
General Liability	0.35%				
Miscellaneous Fringe - Other					
Unemployment Comp	0.50%	0.50%			0.50%
Termination Pool	4.00%				
TOTAL	33.40%	2.45%	0.50%	8.15%	12.65%

Please note the following:

Rates for the Payroll Matching items; Retirement, State Health/HMO and State Life Insurance, are calculated by taking total fringe costs and dividing them by total payroll costs for externally sponsored awards. Specific benefit rates can be found on the Human Resources Web Page at <http://www.hr.ucf.edu/> or by contacting Human Resources. The Office of Research & Commercialization may choose to quote actual fringe benefit rates in lieu of estimated rates when employee rates are known and award conditions warrant such treatment.

The FICA Alternative Plan reduces Payroll Matching for FICA to 1.45% for the OPS and PDA categories. Information on the FICA Alternative Plan can be found on the Human Resources Web Page also.

Miscellaneous Fringe items are not applied during the Payroll process but are charged once a month during the month end general ledger closing process and are applied to all externally sponsored awards.

These rates are subject to change each year. A copy of this memo can be found on the F&A web page at <http://www.fa.ucf.edu/> in the Contracts & Grants section.

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