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MEMORANDUM

TO: Mr. Doug Backman, Associate Director
 Office of Sponsored Research

FROM: Mr. Randy Foster, Associate Controller
 Finance and Accounting

DATE: June 21, 2005

SUBJECT: Fringe Benefit Rates for Contract and Grant Proposals
 Effective July 1, 2005

The following are the current fringe benefit rates for payroll on contracts and grants in the Sponsored Research Trust Fund. The fringe benefit rates are for all salary/OPS personnel on established 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 contract and grant proposals 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	Post Doctoral Associates
Payroll Matching				
FICA	7.65%	1.45%		1.45%
Retirement	9.90%			
State Health/HMO	10.25%			10.25%
State Life Insurance	0.20%			0.20%
Miscellaneous Fringe – Dept. of Insurance Assessment				
Worker's Compensation	0.00%	0.00%	0.00%	0.00%
General Liability	0.15%			
Miscellaneous Fringe - Other				
Unemployment Comp	0.15%	0.15%		0.15%
Termination Pool	2.20%			
TOTAL	30.50%	1.60%	0.00%	12.05%

Please note that the rates for these 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 in the Sponsored Research Trust Fund. Specific benefit rates can be found on the Human Resources Web Page; <http://www.hr.ucf.edu/>.

Please note also that the FICA Alternative Plan reduces Payroll Matching for FICA to 1.45%. This information 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 closing process and are based on all Sponsored Research Trust Fund payroll entries.

These rates are subject to change each January and July. 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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