



Division of Finance & Accounting  
 12424 Research Parkway Suite 300  
 Orlando, Florida 32826  
 Telephone: (407) 384-2000  
 SunCom: 343-2000  
 Fax: (407) 384-2015

**MEMORANDUM**

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

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

DATE: October 30, 2006

SUBJECT: Fringe Benefit Rates for Contract and Grant Proposals  
 Effective November 1, 2006

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
<b>Payroll Matching</b>				
FICA	7.65%	1.45%		1.45%
Retirement	9.90%			
State Health/HMO	10.25%			10.25%
State Life Insurance	0.20%			0.20%
<b>Miscellaneous Fringe – Dept. of Insurance Assessment</b>				
Worker's Compensation	0.00%	0.00%	0.00%	0.00%
General Liability	0.15%			
<b>Miscellaneous Fringe - Other</b>				
Unemployment Comp	0.00%	0.00%		0.00%
Termination Pool	0.00%			
<b>TOTAL</b>	<b>28.15%</b>	<b>1.45%</b>	<b>0.00%</b>	<b>11.90%</b>

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 year. A copy of this memo can be found on the F&A web page at <http://www.finacctg.ucf.edu/> in the Contracts & Grants section.

- c: Administration & Finance
- Finance & Accounting
  - Controllers
  - Budget
  - Contracts & Grants
- Office of Research and Commercialization
  - Directors
  - Contract Managers
- Human Resources
- Colleges/Institutes
  - Research Coordinators
  - Business Administrators