



To: Gloria Greene  
From: Chih Loo  
Re: Fringe Benefits Rate  
Date: December 7, 2015

**The fringe benefits rate for full-time employees for all research proposals will be at 35% for FY 2015-16. The composite fringe benefits rate increase by 1% due to moderate rate increases in TRS, University paid health insurance premium, and Business Interruption Insurance.**

**In addition, research employs many on-call employees who are on lower fringe benefits rate. Please use the following fringe benefits for on-call employees:**

**On-call employees who are not previously covered by TRS:**

FICA	7.65%
SUI	<u>0.11%</u>
Total	7.76%

**On-call employees who are previously covered by TRS (Tier 1):**

FICA	07.65%
SUI	00.11%
TRS	<u>11.94%</u>
Total	19.70%

**On-call employees who are previously covered by TRS (Tier II):**

FICA	07.65%
SUI	00.11%
TRS	<u>10.84%</u>
Total	18.60%

**These rates will be adjusted annually.**

C: Diane Gibbs  
Candy Horch  
Whitney Keelon

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