

**Fiscal Year 2023 - Fringe Benefit Rates**

Job Family Group/Job Family/Earning	%Fringe Rate	
	University Rate	Grant Rate
Faculty	30.00%	29.70%
Summer 1st Class	30.00%	29.70%
Summer Pay - Administration	30.00%	29.70%
Summer Pay - Research	30.00%	29.70%
Summer Pay - Service	30.00%	29.70%
Summer Pay - Teaching	30.00%	29.70%
2nd Summer	7.65%	2.20%
Summer Overload - Administration	7.65%	2.20%
Summer Overload - Research	7.65%	2.20%
Summer Overload - Service	7.65%	2.20%
Summer Overload - Teaching	7.65%	2.20%
Faculty Overload	7.65%	2.20%
Faculty Overload - Administration	7.65%	2.20%
Faculty Overload - Research	7.65%	2.20%
Faculty Overload - Service	7.65%	2.20%
Faculty Overload - Teaching	7.65%	2.20%
AMP	35.55%	37.20%
SP	47.50%	53.50%
Post-doctoral	30.00%	29.70%
OPS		
Students	0.00%	0.00%
Adjuncts	1.45%	1.80%
Other Fica Alternative	1.45%	1.80%
College of Medicine - Preceptor Pay	7.65%	2.20%
College of Medicine - Residents	7.65%	2.20%
Other OPS Assignment with Faculty/AMP/SP Position	7.65%	2.20%

Fringe Rates Based on One Time Payments	OTP Fringe %
Additional Assignment	7.65%
Annual Leave Payout	15.00%
Award Payment	7.65%
Bonus	7.65%
Faculty Recognition Award	7.65%
Non-cash Taxable Fringe	7.65%
Overtime Comp Payout	15.00%
Performance Payment	7.65%
Relocation Payment	7.65%
Research Participant Payment	7.65%
Sick Leave Payout	7.65%
Special Comp Payout	15.00%
Stipend	7.65%
University Merit Payment	7.65%
OTP- Voluntary Retirement Incentive Program	7.65%
*All OTPs made to Adjuncts or other FICA Alternative	1.45%
*All OTPs made to students	0.00%