



Fringe Benefit Rates Fiscal Year 2021

Research Foundation Fringe Benefit Rates

Rates - Fiscal Year 2020-2021						
Components	Regular Employees	Graduate Students	Undergraduate Students	Summer-Only Employees	Post-Doctoral	SUNY-IFR (NYS Rate)***
Retirement	10.3	—	—	6.6	7.9	13.95
Group Health Insurance*	20.2	14.0	—	—	7.8	30.00
Social Security	7.0	1.0	4.0	6.8	6.7	7.55
Dental Insurance	0.9	—	—	—	—	0.36
Vacation and Sick Leave Payments **	1.1	—	—	—	1.1	—
New York State Unemployment Insurance	0.3	0.2	0.2	0.1	0.3	0.05
Group Life Insurance	—	—	—	—	—	0.07
Long Term Disability Insurance	0.3	—	—	—	0.3	—
Workers' Compensation	0.6	0.45	0.1	0.34	0.6	4.53
New York State Disability Insurance	0.1	0.2	0.6	0.1	0.1	—
MTA Expense	0.1	0.1	0.1	0.1	0.1	—
Dependent Care Subsidy	0.1	—	—	—	0.1	—
Employee Benefit Funds	—	—	—	—	—	1.18
TOTAL RATE	41.00%	16.00%	5.00%	14.00%	25.00%	57.71%

*Group Health Insurance includes vision benefits.

**This component consists of payments for accrued unused vacation leave made in accordance with the Research Foundation Leave Policy to employees who have terminated, changed accruing status, or transferred. It also includes payments for absences over 30 calendar-days that are charged to sick leave.

***Represents the FY-21 IFR (NYS) rate for federal funds. Visit the New York State Office of the State Comptroller

[NYS Guide to Financial Operations](#) for rate documentation.

New York State Rate

The rate becomes effective July 1 in conjunction with the beginning of the fiscal year observed by State University of New York (SUNY).

Rate Approval Document

The fringe benefit rates are established with the U.S. Department of Health and Human Services (DHHS). The annual approval process encompasses updates to the negotiation agreements just for those campuses that have large program costs; however, the final DHHS approval process applies to all SUNY locations administered by the RF.

In DHHS's April 27, 2020 letter to the RF, DHHS states that "the fringe benefit rates that were negotiated apply to all SUNY campuses administered by the Research Foundation." Fixed rates for fiscal year 2021 and provisional rates for fiscal year 2021 are also outlined in that letter. The letter serves as an approval document for those campuses whose individual rate agreement was not amended. The provisional rates approved in the FY 2021 agreement are effective July 1, 2021 and remain in effect until the FY 2022 rates are negotiated with DHHS.

Budgeting with the Rates

The approved fringe benefit rates must be used in all applications that request salary support beyond May 13, 2020.

Budgeting for Future Years

For fiscal years beginning on or after July 1, 2021, the following approach is recommended:

* Not approved rates but can be used according to sponsor guidelines

Type of Employee	Year	Rate
Regular	2022	42.0%
	2023*	43.0%
	2024*	43.5%
	2025*	44.0%
Graduate Student	2022	16.0%
	2023*	16.0%
	2024*	17.0%
	2025*	17.0%
Undergraduate Student	2022	5.0%

	2023*	5.5%
	2024*	5.5%
	2025*	5.5%
Summer-Only	2022	15.0%
	2023*	15.0%
	2024*	15.0%
	2025*	15.0%
Post-Doctoral	2022	24.0%
	2023*	24.0%
	2024*	24.0%
	2025*	24.0%
SUNY Employee (IFR)	2022	59.04%
	2023*	60.42%
	2024*	61.85%
	2025*	61.85%

Change History

- **May 15, 2020** - Updated rates for fiscal year 2020-2021.
- **May 29, 2019** - Updated rates for fiscal year 2019-2020
- **January 18, 2019** - Updated rates.
- **May 16, 2018** - Updated rates for fiscal years 2019-2023.
- **February 6, 2018** - Updated rate projects for fiscal year 2019-2022, added Post-Doctoral rate projections.
- **May 3, 2017** - Updated rates for fiscal year 2017-18.
- **June 17, 2016** - Updated SUNY IFR rate projections for fiscal year 2018-2021.
- **April 25, 2016** - Updated rates for fiscal year 2016-17.

Feedback

Was this document clear and easy to follow? Please send your feedback to webfeedback@rfsuny.org.

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