

## Fringe Benefit Rates for Sponsored Projects

Resource Document	Fringe Benefit Rates for Sponsored Projects
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**Purpose:**

Fringe benefits are employee associated costs such as health plan expenses, retirement plan expenses, and worker’s compensation expenses, among others. This guidance document provides general information about fringe benefits calculations for budgeting purposes of sponsored projects.

**Fringe benefit rates for staff and faculty:**

University fringe rates are based on the individual’s union and family status. URI estimates fringe benefits based on projected actual rates and, for budgeting purposes, uses a 4% inflation rate annually to account for increases in health benefits. Fringe benefits are estimated at the time of the proposal but are charged at the actual cost in the period of the expense and are based on the individual’s medical and retirement benefit choices. The fringe benefits rate is based on: FICA and Medicare taxes, health, dental and vision insurance, disability insurance, retirement benefits, unemployment insurance, worker’s compensation, tuition assistance (employees only), employee assistance program and accrued leave payouts. Medical, dental, and vision rates are fixed amounts and for budgeting purposes are estimated as family plans with the highest tiered elections. Detailed fringe rates for non-classified and classified staff family plans are included in [Appendix A](#).

URI does not charge any fringe benefits on summer salary for faculty who have a nine month appointment.

**Fringe benefit rates for graduate and undergraduate students:**

Fringe benefits only apply to graduate research assistants and to hourly paid students who work during the summer.\*

Fringe benefits for Graduate Research Assistants (academic year & summer) and Undergraduate students (summer only) are calculated at the rates listed in the table below.

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
<b>Academic</b>	15.47%	15.47%	15.47%	15.47%	15.47%
<b>Summer</b>	7.65%	7.65%	7.65%	7.65%	7.65%

\*Per Budget Office, fringe rates for students will be reevaluated during mid-year reviews.

Appendix A

<b>Fringe benefit rates for URI Non-Classified Family Plan</b>	
<b>Category</b>	<b>Rate</b>
SS FICA	6.20%
MED FICA	1.45%
<sup>1</sup> Staff benefits allocation	3.95%
<sup>2</sup> State assessed fringe	0.89%
RETIREMENT	9.00%
BOG Medical Retirement Plan	4.08%
Medical	\$27,885.24
Dental	\$1,378.68
Vision	\$254.52

<b>Fringe benefit rates for URI Classified Family Plan</b>	
<b>Category</b>	<b>Rate</b>
SS FICA	6.20%
MED FICA	1.45%
<sup>1</sup> Staff benefits allocation	3.95%
<sup>2</sup> State assessed fringe	0.89%
RETIREMENT - state pension	33.04%
Retirement – 401(a)	1.00%
Medical	\$21,552.00
Dental	\$1,372.68
Vision	\$238.32

<sup>1</sup>Staff benefits allocation: RI Employee Assistance Program, Disability insurance and supplemental pension and health benefits, employee tuition waiver expenditures, early retirement accounts.

<sup>2</sup>State assessed fringe: Workers' compensation, unemployment compensation, all termination and vacation payouts.