

## URI Fringe Rates Policy

University fringe rates are based on the individual's union and marital status, as well as individual medical and retirement benefit choices. The fringe is estimated at the time of the proposal but is charged the actual rate in the period of the expense. URI does not charge any fringe benefits on summer salary for faculty if they are a nine month appointment.

Fringe benefits are calculated using the fringe benefit calculators for the corresponding class of employee: [https://web.uri.edu/hr/benefits/salary\\_ratio\\_home/](https://web.uri.edu/hr/benefits/salary_ratio_home/).