THE RESEARCH FOUNDATION
The State University of New York

Fringe Benefit Rates for Fiscal Year 2014

Research Foundation Fringe Benefit Rates

Rates - Fiscal Year 2013-2014					
Components	**Regular Employees**	**Graduate Students**	**Undergraduate Students**	**Summer-Only Employees**	**SUNY–IFR (NYS Rate)*** **
Retirement	13.6	—	—	8.6	16.75
Group Health Insurance*	16.0	13.3	—	—	28.28
Social Security	7.3	1.0	3.3	7.5	7.88
Dental Insurance	1.2	—	—	—	.59
Vacation and Sick Leave Payments **	1.2	—	—	—	—
New York State Unemployment Insurance	0.4	0.1	0.3	0.1	.28
Group Life Insurance	—	—	—	—	.10
Long Term Disability Insurance	0.3	—	—	—	—
Workers' Compensation	0.7	0.2	0.1	0.5	3.76
New York State Disability Insurance	0.1	0.3	1.2	0.1	—
MTA Expense	0.1	0.1	0.1	0.2	—
Dependent Care Subsidy	0.1	—	—	—	—
Employee Benefit Funds	—	—	—	—	1.11

TOTAL RATE	41.00%	15.00%	5.00%	17.00%	58.75%

* 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-14 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 January 31, 2013 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 years 2014 and provisional rates for fiscal year 2015 are also outlined in that letter. The letter serves as an approval document for those campuses whose individual rate agreement was not amended.

Budgeting with the Rates

The approved fringe benefit rates must be used in all applications that request salary support beyond January 31, 2013.

Budgeting for Future Years

For fiscal years beginning on or after July 1, 2014, the following approach is recommended:

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

Type of Employee	Year	Rate
Regular	2015	42.5%
	2016*	43.0%
	2017*	44.0%
Graduate Student	2015	16.0%
	2016*	16.0%

	2017*	16.0%
Undergraduate Student	2015	5.0%
	2016*	5.0%
	2017*	5.0%
Summer-Only	2015	17.0%
	2016*	17.0%
	2017*	17.0%
SUNY Employee (IFR)	2015	55.70%
	2016*	58.20%
	2017*	59.98%

Change History

- **August 16, 2013 -** Updated with link to SUNY-IFR rate as issued in NYS Guide to Financial Operations.
- **February 20, 2013** - Updated rates for fiscal year 2013-14

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