

Fringe Benefit Rates for Extramural Support Funds

The following rates are to be used in extramural budget preparation for the University's contribution to fringe benefits. The 2008-09 rates are effective through June 30, 2009. The 2009-10 rates are effective as of July 1, 2009. The 2010-11 rates are projected rates based on an anticipated 1% increase. Each succeeding year should include an additional 1% increase in fringe benefits unless otherwise indicated below.

Classification of Salaries	2008-09 Rates (only for projects that end before July 1, 2009)	2009-10 Rates Effective July 1, 2009	2010-2011 Projected Rates Example (increase by 1% for each succeeding year of project unless otherwise indicated)
Regular Faculty and Academic Staff	38.5%	38.5%	38.9%
Regular Classified Staff	49.5%	50.5%	51.0%
Limited Term Employees (LTE)	17.5%	21.0%	21.2%
Research Associates and Grad Interns	24.5%	26.5%	26.8%
Project and Teaching Assistants, Research Assistants, Pre-Doctoral Fellows and Trainees	20.5%	27.5%	27.8%
Ad Hoc Program Specialist	6%	6%	No Increase
Student Hourly	3.5%	3.5%	No Increase
<p>Increased health insurance costs continue to be the primary cause of the rate changes. In the cases of Project Assistants, Research Assistants, and LTEs, the increases are more apparent due to DHHS' required methodology for the handling of previous years' under- or over-recovery of actual costs. This method has reduced the University's ability to smooth out the impact of increasing health insurance costs over longer periods of time.</p>			
<p>These rates may include such things as the employer's contribution to retirement, health insurance, Medicare, unemployment compensation, and life insurance. The specific components for each rate are detailed in a schedule published at: http://www.rsp.wisc.edu/chap4/rn/rn09-1t.html.</p>			