

**UC Davis Fringe Benefit Rates - Budget Planning Reference Guide**

**Initial** FY 2019-20 Planning Estimates as of March 2019

[Finance & Business Planning Parameters Website](#)

**Note:** Updates to FY19/20 assumptions on the Planning website are in-progress. Please utilize information below. The website does, however, contain helpful background information on many elements noted below.

**Items in RED have fund type restrictions, please review reference notes**



	Proposed CBR <sup>1</sup> UCPath Rates	CBR Add-On <sup>2</sup> UCRP Interest	AggieBudget <sup>3</sup> CBR Assumption Sub- Total	CBR Add-On <sup>4</sup> Prop 2	GAEL Rates <sup>5</sup> (varies by Unit)	Total Fringe Benefits Rate
<b>Full Benefit Eligibility</b>						
HCOMP Faculty & SMG	25.3%	1.28%	26.58%	0.22%	0.639%	27.44%
Nurses & Physicians	30.2%	1.28%	31.48%	0.22%	0.639%	32.34%
Faculty, Other Academic Appointments, MSP, Fire and Police	38.3%	1.28%	39.58%	0.22%	0.639%	40.44%
All Other Staff	52.7%	1.28%	53.98%	0.22%	0.639%	54.84%
Service Staff	65.4%	1.28%	66.68%	0.22%	0.639%	67.54%
<b>Non-Full Benefit Eligibility</b>						
Postdoc Employees	25.9%	0%	25.90%	0.22%	0.639%	26.76%
Faculty Summer Salaries	10.2%	0%	10.20%	0.22%	0.639%	11.06%
Grad & Undergrad Students	1.9%	0%	1.90%	0.22%	0.639%	2.76%
Employees with Limited Benefit Eligibility	17.2%	0%	17.20%	0.22%	0.639%	18.06%
Employees with no Benefit Eligibility	3.6%	0%	3.60%	0.22%	0.639%	4.46%
Anticipated Object Codes	8850	TBD		8510	7951	

<sup>1</sup>Faculty Summer Salaries are identified by the following DOS Codes: ACR, AAC, ACA, SSC, SST, ACM, AMN, OEN, ACF, AFN, AFR

<sup>2</sup>Previously contained within the regular CBR rates. Applied on all retirement plan eligible salary, excluding Federal Contract & Grant sources. Initial understanding is UCPath does calculate this element on vacation wages paid (unlike the regular CBR). Not applicable to Y & Z salaries.

<sup>3</sup>AggieBudget is not able to accommodate a separate UCRP Interest add-on component due to current system configurations. It was therefore added to Full Benefit Eligible CBR Rates within AggieBudget Planning Parameters.

<sup>4</sup>In general, this is applied to all non-general fund sources, but is excluded from Contract & Grant sources. See specific exclusions below.

Excluded Sub Fund Group Types: 1, B, C, D, F, G, H, J, L, N, P, S, V, W, X

Excluded Sub Fund Groups: SSEDAC, SSEPDI, and OSSSO

Excluded OP Funds: 20094, 20095, 20321 and 20323

<sup>5</sup>General, Auto, and Employment Liability Rates (GAEL) are excluded from Federal C&G, see specific exclusions below. Rates are Unit specific as shown in the following chart.

Excluded SubFund Groups Types: B, C, F, N, V, W, X

Excluded Sub Fund Groups: SSEPDI

Initial GAEL Estimates FY19/20		GL/Cyber	Emp	Auto	Total
A	VC-CFO <sup>(4)</sup>	0.4310%	0.2280%	0.0800%	0.7390%
B	VC-CFO- Facilities Services	0.2900%	0.1540%	0.0800%	0.5240%
C	VC-CFO Police	1.0980%	1.2650%	0.0800%	2.4430%
E	Administration	0.3180%	0.3700%	0.0800%	0.7680%
F	Colleges and Schools	0.2780%	0.2840%	0.0800%	0.6420%
G	SOM/SONU <sup>(1)</sup>	0.2600%	0.1520%	0.0800%	0.4920%
H	VETM	0.3630%	0.2620%	0.0800%	0.7050%
I	Student Affairs & Athletics	0.5050%	0.3610%	0.0800%	0.9460%
J	Student Affairs - Housing <sup>(3)</sup>	0.3010%	0.4170%	0.0800%	0.7980%
Z	Default	0.3054%	0.2534%	0.0800%	0.6388%