

# San José State University Research Foundation

## Application of Fringe Benefit Rates Chart as of July 1, 2020

Faculty	7/1/20 – 6/30/21	Proposed Rates for 7/1/21 – 6/30/22	Escalate Rates for Future Years <sup>4</sup>
<b>Full-Time Release Time<sup>1</sup></b>	Actual Contracted Release Benefit Rate	Actual Contracted Release Benefit Rate	1%
<b>Part-Time Release Time<sup>1</sup> (less than 40% FTE)</b>	Actual Contracted Release Benefit Rate	Actual Contracted Release Benefit Rate	1%
<b>Overload/Summer/Intercession (Use Hourly &amp; Part-Time rate)</b>	9%	10%	1%

Other Employees	7/1/20 – 6/30/21	Proposed Rates for 7/1/21 – 6/30/22	Escalate Rates for Future Years <sup>4</sup>
<b>Regular (Full-Time)</b>	38.60%	39.60%	1%
<b>Hourly and Part-Time<sup>2</sup></b>	9.00%	10.00%	1%
<b>Student<sup>3</sup></b>	9.00%	10.00%	1%

Each year, DHHS reviews and approves SJSU's proposed fringe benefit rates. The rates are effective on July 1 of each year.

Refer to the above chart to determine the appropriate rate to include in proposal budgets. Use the appropriate faculty or employee table and the budget year to determine the appropriate rate.

- Reference:
- <sup>1</sup>The release time fringe rate is set by SJSU and uses the faculty/staff actual CSU/SJSU contracted rate.
  - <sup>2</sup>Employees .50 FTE and above are eligible for full-time fringe benefits.
  - <sup>3</sup>Student rate is (9%) for non-enrolled and (1.1%) for enrolled students; student rate is budgeted at the higher % to ensure there are enough funds in the budget for non-enrolled student fringe.
  - <sup>4</sup>For subsequent periods forecast rate by 1% escalation.

**Note:** If one budget period overlaps current rate and future rate, do the following:

For the budget year with start date prior to Fiscal Year End (FYE) date and/or the ending dates are after current FYE, default to higher rate unless a budget cap in the guidelines prohibits the higher forecast rate. Rates can be split and prorated.