

Extramural Fringe Benefit (FB) Rates	Fiscal Year (July 1- June 30)	
	2018-19	2019-20
Faculty & Academic Staff	52.4%	45.4%
University Staff	52.4%	45.4%
University Staff Temporary Employee (USTE – formerly LTE)	28.2%	15.0%
Graduate, Teaching, & Research Assistants	36.2%	33.3%
Research Associates, Interns, & Post Doc Fellows	47.9%	42.9%
Ad Hoc Program Specialists	7.65%	7.65%
Student Hourly	4.2%	4.2%

Depending upon employment classification, fringe benefit rates may include retirement, health insurance, social security, unemployment compensation, worker's compensation, income continuation insurance, and life insurance.

For multi-year grants and contracts, budget forecasts must include an annual fringe benefit rate increase of 5% for FY21, 5% for FY22, 4% for FY23, and 3% for FY24 with the exception of the Student Hourly employment category which requires a 1% annual increase.

Please note that FY20 forecasted FB rate calculations utilize current and historical information. Future FB rates may exceed the annual forecasted increases.

If you have questions about the fringe rates, please contact Christina Rickert, Controller (crickert@uwsp.edu; ext. 3999).

If you have questions regarding the definitions of employment classifications, please contact Katie Jore, Associate Vice Chancellor for Personnel, Budget & Grants (kjore@uwsp.edu; 346-3710) or Eric Roesler, Chief Human Resources Officer (eroesler@uwsp.edu; 346-3975).

Updated 3/29/19

ORSP/Fringe Rates/2019-20 FringeRates