



San José State
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Date: August 4, 2009
To: Project Directors and Primary Account Signers
From: Paul E. Harris *PEH*
Director of Finance and Accounting
Subject: Fringe Benefits Rates

Please refer to the chart below to determine the Fringe Benefits Rate to be used in your grant applications. Each year the Department of Health and Human Services (DHHS) reviews and approves our Fringe Benefits Rates. The rate for FY 09/10 was previously approved by DHHS. The rates for FY 10/11, FY 11/12, and FY 12/13 are estimates only, and subject to change.

	<u>FY 09/10</u>	<u>FY 10/11</u>	<u>FY 11/12</u>	<u>FY 12/13</u>
Regular Employees	37.0%	38.0%	39.0%	40.0%
Hourly and Part-Time	7.5%	9.5 %	9.0 %	9.2 %
Students	0.3%	2.5%	2.0%	2.0 %



The California State University:
Chancellor's Office
Bakersfield, Channel Islands, Chico,
Dominguez Hills, East Bay, Fresno, Fullerton,
Humboldt, Long Beach, Los Angeles, Maritime
Academy, Monterey Bay, Northridge, Pomona,
Sacramento, San Bernardino, San Diego,
San Francisco, San José, San Luis Obispo,
San Marcos, Sonoma, Stanislaus



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**Application of Fringe Benefit Rates Chart
as of September 1, 2009**

Faculty	7/1/06- 6/30/07	7/1/07- 6/30/08¹	7/1/08- 6/30/09²	7/1/09- 6/30/10³	7/1/10- 6/30/11⁴
Full-Time Release Time ⁵	35.5%	35%	35%	35%	36%
Part-Time Release Time ⁵ (less than 40% FTE)	N/A	N/A	24.224%	24.567%	25%
Overload/Summer/Intercession (Use Hourly & Part-Time rate)	13%	12.9%	9.1%	7.5%	9.5%* <small>* Refer to P. Harris memo dtd 8/4/09</small>

Other Employees	7/1/06- 6/30/07	7/1/07 6/30/08¹	7/1/08- 6/30/09²	7/1/09- 6/30/10³	7/1/10- 6/30/11⁴
Regular (Full-Time)	43%	44%	41.8%	37%	38%* <small>* Refer to P. Harris memo dtd 8/4/09</small>
Hourly, Part-Time, & Student ⁶	13%	12.9%	9.1%	7.5%	9.5%* <small>*Refer to P. Harris memo dtd 8/4/09</small>

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 and for use in post-award administration. Use the appropriate faculty or employee table and the budget year to determine the appropriate rate.

Reference: ¹College and Universities Rate Agreement dated June 27, 2007

²College and Universities Rate Agreement dated June 17, 2008

³College and Universities Rate Agreement dated June 24, 2009

⁴Refer to Paul Harris memo dated August 8, 2009

⁵The Release Time rate is set by SJSU

⁶Student rate is a higher % (7.5%) for non-enrolled and a lesser % (0.3%) for enrolled students; student rate is budgeted at the higher % to ensure there are enough funds in the budget for non-enrolled student fringe.