




June 30, 2023

MEMORANDUM

TO: Vice Presidents, Provost, and Chancellors

FROM: Vassilis L. Syrmos 
Vice President for Research and Innovation

SUBJECT: Preliminary FY 2024 Fringe Rates Schedule for Use in Proposals

The preliminary FY 2024 composite fringe rates for use in proposals for University of Hawai‘i (UH) employees can be found in the table below. We anticipate updating the schedule when the State negotiated rates are issued.

Please also note that the Other Post Employment Benefits (OPEB) rate is expected to be reinstated in FY 2024 (estimate is unknown). As a reference, the FY 20 OPEB rate was 12.45% per the State of Hawai‘i Department of Budget and Finance’s Finance Memorandum 22-07. A composite fringe rate with OPEB, assuming restoration of the FY 20 rate, is provided for your convenience.

NOTE: If the actual fringe rate for a UH employee is known, it should be used instead of these rates.

Refer to RCUH HR Policies No. 3.510 for estimated fringe benefit rates for RCUH employees.

<u>Benefit</u>	<u>Subcode</u>	<u>Faculty</u>	<u>Staff</u>	<u>Graduate</u>	<u>Casual</u>	<u>Student</u>	<u>Overload</u>
				<u>Assistant</u>	<u>Hire</u>		
FICA	2x37	6.20%	6.20%	0.00%	0.00%	0.00%	0.00%
Medicare	2x43	1.45%	1.45%	0.00%	1.45%	0.00%	1.45%
Workers' compensation (UH)	2x41	0.37%	0.37%	0.37%	0.37%	0.37%	0.37%
Unemployment insurance (UH)	2x42	0.07%	0.07%	0.00%	0.07%	0.00%	0.07%
Terminal vacation payout (UH) ¹	2x49	2.62%	2.62%	0.00%	0.00%	0.00%	0.00%
Pension accumulation	2x34	23.78%	23.78%	0.00%	0.00%	0.00%	0.00%
Pension administration	2x36	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%
Other post-employment benefits	2x33	12.45%	12.45%	0.00%	0.00%	0.00%	0.00%
Retiree health	2x44	11.07%	11.07%	0.00%	0.00%	0.00%	0.00%
Rates before health fund		58.06%	58.06%	0.37%	1.89%	0.37%	1.89%
State health fund estimate	Various	8.59%	8.59%	13.45%	0.00%	0.00%	0.00%
Composite fringe rate		66.65%	66.65%	13.82%	1.89%	0.37%	1.89%

¹ Applicable only for employees eligible for accrued vacation payout.

Should you have any questions, please contact Kevin Hanaoka, Director, Cost Studies and Data Analytics at via email at hanaokak@hawaii.edu or via phone at (808) 956-7874.