



MEMORANDUM

May 24, 2019

TO: Vice Presidents, Chancellors, Deans and Directors
Fiscal Administrators and Administrative Officers

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

FROM: Leonard R. Gouveia, Jr.
Director, Office of Research Services

SUBJECT: **Preliminary FY 2020 Fringe Rates Schedule**

The following is the preliminary FY 2020 composite fringe rate schedule for use in proposals for UH employees. The UH rates reflected below have been approved by US DHHS for FY 20. The Pension Accumulation fringe rate reflects the increased rate pursuant to Act 17, SLH 2017¹. We anticipate updating the schedule when US DHHS approves interim FY 20 fringe rates for the non-UH rates. NOTE: If the actual fringe rate for an 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 Assistant</u>	<u>Casual Hire</u>	<u>Student</u>	<u>Overload</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	0.64%	0.64%	0.64%	0.64%	0.64%	0.64%
Unemployment insurance (UH)	2x42	0.03%	0.03%	0.00%	0.03%	0.00%	0.03%
Terminal vacation payout (UH) ²	2x49	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pension accumulation	2x34	22.00%	22.00%	0.00%	0.00%	0.00%	0.00%
Pension administration	2x36	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other post-employment benefits	2x33	14.33%	14.33%	0.00%	0.00%	0.00%	0.00%
Retiree health	2x44	10.14%	10.14%	0.00%	0.00%	0.00%	0.00%
Rates before health fund		54.79%	54.79%	0.64%	2.12%	0.64%	2.12%
State health fund estimate	Various	7.69%	7.69%	13.45%	0.00%	0.00%	0.00%
Composite fringe rate		62.48%	62.48%	14.09%	2.12%	0.64%	2.12%

¹ Effective July 1, 2017, the Employees' Retirement System (ERS) employer's contribution rate will increase each year until June 30, 2021. For more information, please refer to ERS Website (<http://ers.ehawaii.gov/wp-content/uploads/2013/04/May-30-2017-New-Employer-Rates-Effective-July-1-2017.pdf>).

² Applicable only for employees eligible for accrued vacation payout.

Should you have any questions, please contact Kevin Hanaoka, Interim Cost Studies and Rate Analysis Manager at 956-7874.