



Office of
Sponsored Programs

2019-2020 EXTRAMURAL FRINGE BENEFIT RATES

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INTRODUCTION

The rates below are the fringe benefit rates used by the University of Wisconsin-Milwaukee in charging extramural funds for the employer's contribution to fringe benefits during the 2019-2020 fiscal year.

These rates include the employer's contribution to retirement, health insurance, FICA and Medicare FICA, unemployment compensation, workers' compensation, income continuation insurance, and life insurance. These rates are effective 1 July 2019 for all existing and new grants and proposals.

The rates below are solely for Doctoral Cluster institutions (UW-Milwaukee, UW-Madison, and UW-Extension); other University of Wisconsin System institutions utilize various rates in the calculation of employee fringe benefits. For collaborative proposals, faculty and staff on other UW System campuses are encouraged to work closely with their Research and Sponsored Programs office (or equivalent) to develop cost estimates based on the base campus' fringe benefit rates. All UW System fringe benefit rates are available online at <https://www.wisconsin.edu/financial-administration/grant-accounting/fringe-benefit-rates-for-extramural-support-funds/>.

FRINGE BENEFIT RATES BY EMPLOYEE CLASSIFICATION

Benefit Category	Unclassified (Faculty & Academic Staff)	Classified	Limited Term Employees	Post-Doc Fellows & Trainees	Research Associates & Grad Interns	Research, Project & Teaching Assistants Pre-Doc Fellows/ Trainees	Student Hourly
Income Continuation	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Unemployment Compensation	0.0%	0.2%	0.2%	0.0%	0.1%	0.0%	0.0%
Worker's Compensation	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%
Social Security	5.6%	5.9%	6.2%	0.0%	5.2%	0.1%	2.5%
Medicare	1.4%	1.4%	1.5%	0.0%	1.2%	0.0%	0.6%
Health Insurance	16.6%	26.0%	1.9%	13.8%	14.9%	22.1%	0.0%
Life Insurance	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	11.0%	11.1%	2.1%	0.0%	0.0%	0.0%	0.0%
Terminal Leave	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Prior Year Adjustments	(0.4%)	(2.2%)	(0.4%)	(2.0%)	(2.5%)	(2.3%)	(0.2%)
Totals	35.0%	43.5%	11.7%	11.8%	18.9%	19.9%	2.9%