



UNIVERSITY OF CENTRAL FLORIDA

**Office of Research**

12201 Research Parkway, Suite 501  
Orlando, Florida 32826

Memorandum

To: Unit Dean's and Director's, Research Investigators & Unit Administrators  
From: Doug Backman, Director of Compliance  
Date: April 22, 2020  
Subject: New Composite Fringe Benefit Rates Effective July 1, 2020

---

Enclosed are the 2020-2021 Composite Fringe Benefit Rates (CFBR) effective July 1, 2020. **The Composite Fringe Benefit Rate percentages represent actual (not estimates) fringe benefit costs and will be assigned to all sponsored projects.** The CFBR is calculated by applying the appropriate rate based on employment type to the employee's incurred salary charges. The CFBR will be reviewed and adjusted when needed on an annual basis. The CFBR's do not apply to independent consultants or third-party contractors performing services on a contract basis. Miscellaneous fringe benefit values are included in the CFBR. General Liability insurance expenses are no longer recovered under the university's fringe benefit rate process.

**Composite Fringe Benefit Rate – Effective July 1, 2020 through June 30, 2021**

Faculty (12 and 9 Month Faculty)	29%
Executive Service	27%
COM-Clinical (12 Month College of Medicine Faculty with clinical duties)	20%
Administrative & Professional	36%
University Support Personnel System (USPS)	49%
Post-Doctoral Associates	22%
OPS Adjunct and Non-Students	12%
OPS Students	2%
Undergraduate & Graduate Students	
Graduate Research & Graduate Teaching Assistants	
ARECIBO Observatory	18%

Cc: Danta White, Assistant VP, Administrative Affairs & University Controller  
Eli Oppenheimer, Associate Controller I  
Amanda Rakoczy, Assistant Controller