



Sponsored Projects

[About](#)[Contracts & Grants Administration](#)[Clinical Trials](#)[Rates & Fees](#)

- ▶ Facilities and Administrative (F&A) Cost Rates
- ▶ Graduate Student Fees and Tuition Remission
- ▶ Employee Fringe Benefits
- ▶ IRB Fees for Clinical Trials with For-Profit Sponsors
- ▶ NIH/SAMHSA/AHRQ Salary Rate Caps by Federal Fiscal Year
- ▶ Clinical Research Finance Assessment (CRFA)
- ▶ Institute for Clinical Translational Science Services and Resources

[Applications & Forms](#)[Policies & Procedures](#)[Institutional Information](#)[Training & Education](#)[Gift vs. Grant](#)

News & Announcements

NSF-Supported Conferences, Workshops, and Symposia

QRAM – We NEED your feedback!

[View More](#) ▶

Employee Fringe Benefits

Composite Benefit Rates (CBR)

Proposal budgets requesting project personnel salaries and wages must also request the fringe benefit costs associated with the salaries and wages.

Effective November 1st, UCI will transition to Composite Benefit Rates (CBR) for proposals and revised budgets. The composite benefit rate is an average cost of benefits for an [employee group](#), where groups are defined by attributes such as benefit eligibility, employee class, exempt and non-exempt status, and job code. Benefits will be charged based on the CBRs for their employee group(s). CBR's are fixed for the entire fiscal year and adjusted on an annual basis. The first two year's rates (FY19 and 20) are pending DHHS approval. Projected rates for future years are provided for planning purposes.

Benefits included / excluded from the CBR

Proposal Budgets

Fringe benefit costs for salaries and wages included in extramural proposal budgets should be calculated by multiplying the salary by the applicable CBR. To assist in proposal budget development process, a rate table is provided below which lists common research appointments and the applicable CBR. If you are unable to determine the appropriate appointment from the rate table below, please use the tools and resources provided on the [UCI UCPath CBR Website](#) to determine the appropriate CBR.

Rate Table

Pending DHHS Approval

For Planning Purposes Only
(Subject to Change)

		Campus Rates		Estimated Rates (for C&G)			
Campus Employee Groups		FY19	FY20	FY21	FY22	FY23	FY24
For Employees with Full Benefits							
1	Faculty	34.3%	35.0%	36.1%	37.1%	38.2%	39.4%
2	Other Academic	44.9%	45.8%	47.2%	48.6%	50.0%	51.5%
3	Post Doc	23.7%	24.3%	25.0%	25.8%	26.6%	27.3%
4	HCOMP Faculty/Physician (MSP)/Law Faculty/Police	25.7%	26.2%	27.0%	27.8%	28.6%	29.5%
5	Staff Exempt	42.8%	43.6%	44.9%	46.3%	47.6%	49.1%
6	Staff Non-Exempt	51.0%	52.1%	53.7%	55.3%	56.9%	58.6%
7	Food-Custodian-Grounds-Building Maintenance Workers	71.1%	72.8%	75.0%	77.2%	79.6%	81.9%
For Employees with Less than Full Benefits and Students							
8	Faculty Summer Salary	9.5%	9.5%	9.8%	10.1%	10.4%	10.7%
9	Students and Employees with No Eligibility	2.3%	2.3%	2.4%	2.4%	2.5%	2.6%
10	Partial Benefit Eligibility	10.6%	10.8%	11.1%	11.5%	11.8%	12.2%

11/2/2018

\\ad.uci.edu\uci\PB\Files\Budget\Composite Benefit Rate\Communication to campus\Rate projections for C&G.xlsx

Guidance, Resources and Tools

Additional Guidance and resources are available from the [UCI UCPath CBR Website](#) or by following the links below:

[CBR Group Determination Guide](#)

[ERN Codes Excluded from CBR](#)

[Advantages of CBR](#)

[FAQs](#)

Past Rates

[Employee Composite Fringe Benefit Rates 7/1/13 – 12/31/14](#)

[Employee Composite Fringe Benefit Rates 1/1/15 – 5/31/16](#)

[Employee Composite Fringe Benefit Rates 6/1/16 - 9/30/17](#)

[Employee Composite Fringe Benefit Rates 10/1/17 -- 10/31/18](#)

 [Read News](#)

 [Call 949.824.7295](tel:949.824.7295)

University of California, Irvine
Office of Research
141 Innovation Drive, Suite 250
Irvine, CA 92697

 [Watch YouTube](#)

 [Login: OR Staff Intranet](#)

 [Visit Directions](#)

 [Login: Research Admin Wiki](#)

 [Email Web Support](#)

