

## Fringe Benefit Rates

The Research Foundation, maintains its own [fringe benefits program](#) for its employees, which is comparable to those of other academic and non-profit institutions. The cost of providing benefits to employees is included in grants as a direct charge.

The actual cost of a benefit package will vary for each employee depending on whether she waives all or part of the benefits available to her. If the employee has dependents, the actual cost of the benefits package cannot be determined until after the individual begins work. In order to simplify both pre-award budget preparation and post-award accounting procedures, the Research Foundation has developed a system of Multiple Fringe Benefits Pools. Each grant is charged a flat percentage of each employee's gross annual wages, based upon their classification. The percentages represent our best estimate of the actual costs of providing benefits to each employee.

Fringe benefits rates are re-evaluated each fiscal year by the Chief Financial Officer.

Pool	Definition of Pool Category	Rate
Full time and Part time A	Full time Employees scheduled to work 70 or more hours per bi-weekly pay period and paid on an annual basis. Part time employees scheduled to work more than 38 hours and less than 70 hours per bi-weekly pay period and paid on an hourly basis.	<b>37%</b> <b>Currently</b> <b>37.5%</b> <b>Effective</b> <b>1/1/11</b>  <b>38% Effective</b> <b>7/1/11</b>
Part time B & Sabbatical	Part time employees scheduled to work no more than 38 hours per bi-weekly pay period and paid on an hourly basis. CUNY Faculty who are on Sabbatical Leave.	<b>9.5%</b> <b>Currently</b>
Released Time Faculty	CUNY Faculty released to work on a grant or contract.	<b>33%</b> <b>Currently</b>
Summer Salary	CUNY Faculty who are receiving Summer Salary payments.	<b>28.9%</b> <b>Currently</b>