

To Whom it may concern:

The following fringe rates are effective as of April 1st, 2019 on all proposals being submitted by Florida International University and will be effective for all awards as of July 1st, 2019:

Employee Group	Pooled Fringe Benefit Rate
College of Medicine (COM) Faculty	23.93%
Admin/Faculty (excluding COM Faculty)	34.01%
Staff	47.42%
Non Student OPS	4.29%
Graduate Student Assistants	8.79%

Below is a detailed breakdown of each of the fringe rates:

	COM Faculty	Admin/Faculty	Staff	Non Student OPS	Graduate Student Assistants
Social Security	4.17%	5.61%	5.55%	0.00%	0.00%
Medicare	1.36%	1.43%	1.27%	1.45%	0.01%
Retirement	8.21%	8.83%	8.96%	0.00%	0.00%
Health	8.06%	15.30%	29.04%	2.74%	8.83%
Life	0.03%	0.05%	0.11%	0.00%	0.00%
Disability	0.00%	0.00%	0.00%	0.00%	0.00%
Workers Compensation	0.00%	0.00%	0.04%	0.00%	0.00%
Unemployment Compensation	0.00%	0.02%	0.05%	0.10%	0.00%
Tuition Waivers	0.08%	0.51%	1.23%	0.00%	0.00%
Parental & Sabbatical Leave	0.65%	1.18%	0.18%	0.00%	0.00%
Medical Leave	0.21%	0.18%	0.40%	0.00%	0.00%
Sick & Vacation Payouts	1.26%	1.04%	0.81%	0.01%	0.00%
Fringe Change	-0.10%	-0.14%	-0.20%	-0.01%	-0.06%
Total	23.93%	34.01%	47.42%	4.29%	8.79%

If you have any questions, please do not hesitate to contact me.

Sincerely,



Robert Gutierrez,
Assistant Vice President for Research