



To Whom it may concern:

The following fringe rates are effective as of March 19, 2024 on all proposals being submitted by Florida International University and will be effective for all awards as of July 1st, 2024:

Employee Group	Pooled Fringe Benefit Rate
College of Medicine (COM) Faculty	28.83%
Admin/Faculty (excluding COM Faculty)	35.95%
Staff	50.22%
Non Student OPS	2.79%
Graduate Student Assistants	9.61%

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

	COM Faculty	Admin/Faculty	Staff	Non Student OPS	Graduate Student Assistants
Social Security	4.46%	5.46%	5.89%	0.00%	0.00%
Medicare	1.37%	1.38%	1.35%	1.45%	0.00%
Retirement	9.59%	11.39%	15.12%	0.00%	0.00%
Health	9.31%	15.63%	29.54%	2.42%	10.16%
Life	0.02%	0.04%	0.09%	0.00%	0.00%
Disability	0.00%	0.00%	0.00%	0.00%	0.00%
Workers Compensation	0.00%	0.00%	0.02%	0.00%	0.00%
Unemployment Compensation	0.00%	0.01%	0.03%	0.07%	0.00%
Tuition Waivers	0.01%	0.43%	0.66%	0.00%	0.00%
Parental & Sabbatical Leave	0.16%	1.03%	0.14%	0.00%	0.00%
Medical Leave	0.59%	0.28%	0.44%	0.00%	0.00%
Sick & Vacation Payouts	2.28%	1.36%	0.90%	0.01%	0.00%
Over/Under Fringe Change	1.05%	-1.07%	-3.96%	-1.15%	-0.55%
Total	28.83%	35.95%	50.22%	2.79%	9.61%

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

Sincerely,

Roberto M. Gutierrez,
Associate Vice President for Research