



**DATE:** February 8, 2021  
**TO:** Deans, Directors, Department Heads, and Fiscal Officers  
**FROM:** Office of Budget & Planning  
**RE:** **University Program Fringe Benefit Rates for FY22**

The University has developed composite fringe benefit rates for FY22 for the University Program accounts. These rates are charged against employees on all non-sponsored research accounts, including those funded by tuition, state appropriation, auxiliaries, research IDC, fees, outside revenue and foundation. Ledgers 2, 3, 4 and some 6 (foundation accounts) all use these University Program rates. The new rates are effective with the first pay period in FY22 which will begin June 4, 2021.

The fringe rates are based on a combination of anticipated inflation and actual individual selections of retirement and health insurance plans. Please see below for a summary of the rates by employee group.

We will be providing departments with permanent funding to cover the fringe rate increases for Ledger 2 (OPTUI) accounts only. This will be done as part of the initial Budget Construction load. We will be sending a spreadsheet to each organization in the next two weeks with their total permanent funding and the total fringe rate adjustment amounts.

The University establishes distinct rates for University Program accounts and for Sponsored Programs accounts. The Sponsored Program rates will be provided separately.

If you have any questions on the University Program rates, please contact your assigned budget analyst or the Office of Budget & Planning at [budget@uconn.edu](mailto:budget@uconn.edu).

**Rate Increases**

<b>Category</b>	<b>Object Code</b>	<b>FY21 Rate</b>	<b>FY22 Rate</b>	<b>Change</b>
Classified	5110	105.3%	108.0%	2.7%
Other Professional	5112	76.8%	79.0%	2.2%
OPS*	53##	57.0%	60.0%	3.0%

\*OPS (Other Personal Services) includes payments related to overtime, longevity, accrued vacation, collective bargaining lump sums, etc.

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**University of Connecticut (Storrs and Regional Campuses)**  
**Fringe Benefit Rates By Object Code - FY22**

<u>Object Code</u>	<u>Fringe Benefit Description</u>	<u>University Programs</u>
<b>Permanent and Continuing Regular Payroll</b>		
5110	Classified	108.0%
5111	Faculty	51.3%
5112	Other Professional	79.0%
<b>Temporary Payroll</b>		
5230	Durational/Temporary Employees	60.5%
5260	Postdoctoral Research Associates	33.3%
<b>Graduate Assistants</b>		
5250	Graduate Assistants	18.0%
<b>Special Payroll</b>		
5231	All Other Special Payroll	25.8%
5232	Special Payroll - Summer	25.8%
5233	Adjunct Faculty	25.8%
<b>Student Payroll</b>		
5240	Student Labor	0.0%
5245	Work Study Student Payroll	0.0%
<b>Other Personal Services</b>		
5350	Lump Sum Payments	60.0%
5360	Longevity Payments	60.0%
5370	Overtime	60.0%
5380	Shift Differential Pay	60.0%
5390	Accrued Sick Leave at Retirement or Death	60.0%
5310	Snow and Ice Differential	60.0%
5320	Accrued Vacation at Term., Retirement, or Death	60.0%
5340	Holiday Pay	60.0%
5330	Allowances (Cell phone stipends, etc)	60.0%