

July 25, 2019

**DEANS  
VICE CHANCELLORS  
VICE PROVOSTS  
ASSOCIATE CHANCELLORS  
CHAIR, ACADEMIC SENATE  
EXECUTIVE DIRECTOR, APPLIED INNOVATION  
UNIVERSITY LIBRARIAN**

RE: Revised Composite Benefit Rates

This is an annual notice about updated Composite Benefits Rates (CBR) to use for budget planning and projections effective immediately. The new rates (see Attachment) will also apply to actual benefits costs with the adoption of UCPath in December 2019. The new rates are applicable to FY20 and FY21 and are currently pending federal approval, but are being communicated in advance to facilitate more accurate budgeting. Approval is anticipated prior to the UCPath go-live date.

Please forward this information to faculty and staff involved with contract and grant proposal development to begin using the rates immediately.

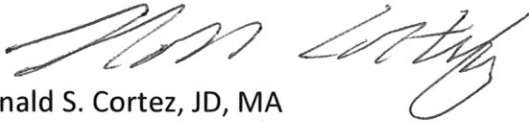
- **Contracts & Grants:** Please incorporate the applicable Composite Benefits Rates in newly submitted proposals to Sponsored Projects Administration (SPA) as shown in Attachment I. Doing so will minimize changes in benefits costs due to CBR, so that new contracts and grants will not require mitigation. For proposals submitted prior to November 1, 2018 (and the original October 2018 announcement of CBR rates to use for planning purposes), the campus will provide temporary funding to mitigate cost increases due to CBR directly to individual grants when specific criteria are met (for a limited duration). A committee has been formed to develop the specific criteria to be used.

As specific mitigation plans are developed and finalized, there will be further communication on the details.

Please refer to UC Path Composite Benefit Rate section on Planning & Budget's website: [http://www.budgetoffice.uci.edu/composite\\_benefit\\_rates.php](http://www.budgetoffice.uci.edu/composite_benefit_rates.php) for additional information and answers to frequently asked questions (FAQ). Note that the CBR page will be updated periodically as more information is available.

If you have additional questions, please contact Interim Assistant Director Im in the Budget office.

Sincerely,



Ronald S. Cortez, JD, MA  
Chief Financial Officer and Vice Chancellor

Attachment

Cc: Chancellor Gillman  
Provost and Executive Vice Chancellor Lavernia  
Associate Chancellor and Chief of Staff Walton  
Associate Provost and Executive Vice Chancellor Lefkoff  
Assistant/Associate Deans  
Assistant/Associate Vice Chancellors  
Director, Intercollegiate Athletics  
Financial Officers



**Attachment I**

		<b>Pending Fed Approval</b>	
		<b>Campus Rates</b>	
	<b>Employee Groups</b>	<b>FY20</b>	<b>FY21</b>
	<b>For Employees with Full Benefits</b>		
<b>1</b>	<b>Faculty</b>	<b>35.5%</b>	<b>35.9%</b>
<b>2</b>	<b>Other Academic</b>	<b>45.7%</b>	<b>46.3%</b>
<b>3</b>	<b>Post Doc</b>	<b>23.2%</b>	<b>23.8%</b>
<b>4</b>	<b>HCOMP Faculty/Physician (MSP)/Nurse/Law Faculty/Police</b>	<b>30.2%</b>	<b>30.5%</b>
<b>5</b>	<b>Staff Exempt</b>	<b>43.8%</b>	<b>44.3%</b>
<b>6</b>	<b>Staff Non-Exempt</b>	<b>52.2%</b>	<b>53.0%</b>
<b>7</b>	<b>Food-Custodian-Grounds-Building Maintenance Workers</b>	<b>69.4%</b>	<b>70.7%</b>
	<b>For Employees with Less than Full Benefits and Students</b>		
<b>8</b>	<b>Faculty Summer Salary</b>	<b>9.8%</b>	<b>9.8%</b>
<b>9</b>	<b>Students and Employees with No Eligibility</b>	<b>2.3%</b>	<b>2.3%</b>
<b>10</b>	<b>Partial Benefit Eligibility</b>	<b>9.7%</b>	<b>9.9%</b>