

MEMORANDUM

DATE: May 28, 2020
TO: All locations of the University of Arkansas
FROM: Michael W. White, Interim Vice Chancellor for Finance and Administration
RE: FY21 Fringe Benefit Rates

Please find below the fringe benefits rates for FY2021. The rates are effective for the following locations: Archeological Survey, Criminal Justice Institute, Fayetteville Campus, and System Office.

Department or College budget administrators with questions concerning these rates should contact me at mwwhite@uark.edu or 575-4547.

Benefits Group 1: Students **0.36%**

Includes Student Hourly (non work-study)
Work study
Graduate Student (Summer Research)
Graduate Student (Summer Teaching)

Fringe % Worker's Compensation 0.31%
Prior period adjustment 0.05%

Benefits Group 2: Hourly Wages and Other Compensation **5.84%**

Includes Annual Leave
Hourly, non-student
Overtime
Awards and Allowances
Lump Sum payments
Razorback Foundation
Special
University Foundation
Salary, classified at 0-49% appt
Salary, non-classified at 0-49% appt

Fringe % Worker's Compensation 0.31%
Unemployment contributions 0.02%
FICA & Medicare taxes 5.59%
Prior period adjustment -0.08%

Benefits Group 3: Graduate Assistants **7.25%**

Includes Graduate Assistants, Salaried

Fringe %	Worker's compensation	0.31%
	Medical (Grad Assts)	6.12%
	Prior period adjustment	0.82%

Benefits Group 4: Summer Salaries **16.26%**Includes Extra Compensation, Credit
Extra Compensation, non-credit
Extra Compensation, Service
Service Award
Summer Research
Summer Teaching

Fringe %	Worker's Compensation	0.31%
	Unemployment contributions	0.02%
	FICA & Medicare taxes	7.03%
	Retirement	8.74%
	Prior period adjustment	0.16%

Benefits Group 5: Benefits-eligible Appointed Employees **26.53%**Includes Salary, Classified at 50-99% appt
Salary, non-classified at 50-99% appt
Salary, Classified at 100% appt
Salary, Non-classified at 100% appt

Fringe %	Worker's Compensation	0.31%
	Unemployment contributions	0.02%
	FICA & Medicare taxes	6.77%
	Medical	10.07%
	Retirement	8.32%
	Dental	0.44%
	Life	0.12%
	Long-term Disability	0.06%
	Short-term Disability	0.07%
	Employee Assistance Program	0.06%
	Employee Fee Discount	0.53%
	Termination Pay	0.56%
	Current/Prior year adjustment	-0.80%
