



# **Composite Benefit Rates for Proposal Budgets**

**Research Administrator's Forum**

**August 9, 2018**

# Composite Benefit Rate

(Application for Proposals)

<https://www.finance.ucla.edu/composite-benefit-rate-assessment>

Complete all **5** steps to ensure correct CBR category is identified

[Title Code Lookup](#)

Step	Action
1	Map employee to Composite Benefit Employee Group based upon <a href="#">Title Code Link</a>
2	<p><b>IF</b> DOS Code Is equal to ACA or ACM or ACR or SSC</p> <p><b>THEN</b> Reassign employee to the "Faculty Summer" group</p>
3	<p><b>IF</b> Benefit Eligibility Level Indicator Assigned (BELIASI) does not equal 1</p> <p><b>AND</b> Standard Group Is one of the following: Faculty, Other Academic, Staff, HCOMP Senior Faculty, Food-Custodian-Grounds</p> <p><b>THEN</b> Reassign employee to the "Employees &amp; Students with Limited Benefits" group</p>
4	<p><b>IF</b> Standard Group Is equal to "Staff"</p> <p><b>AND</b> Fair Labor Standards Act (FLSA) Status Is equal to E (Exempt)</p> <p><b>THEN</b> Reassign employee to "Staff Exempt"</p>
5	<p><b>IF</b> Standard Group Is equal to "Staff"</p> <p><b>AND</b> Fair Labor Standards Act (FLSA) Status Is equal to N (Non-Exempt)</p> <p><b>THEN</b> Reassign employee to "Staff Non-Exempt"</p>

# Composite Benefit Rate

(Application for Proposals)

$$\text{CBR} + \text{Vacation Accrual} * = \text{Total Fringe Benefit Rate}$$

COMPOSITE BENEFIT EMPLOYEE GROUP	COMPOSITE BENEFIT RATE
Faculty Summer	5.0%
HCOMP Senior Faculty	26.0%
Faculty	31.8%
Other Academics	44.4%
Post Docs	44.4%
Staff Exempt	44.4%
Staff Non-Exempt	54.7%
Food-Custodian-Grounds	71.1%
Employees & Students with Limited Benefits	5.0%

FY18-19 VACATION LEAVE RATE GROUP	LEAVE RATE
Fiscal Year	6.0%
Accruing Staff & Non Faculty Academics	7.0%
Non-Accruing Staff & Academic Year Faculty	0.0%

**NO CHANGE**

Future Budget Years may include a 1% increase to the Total Fringe Benefit Rate

\* if allowable by Sponsor