



December 18, 2019

**TO:** Department Administrators & Fiscal Managers

**FROM:** Ryan Davis, Assistant Vice Chancellor for Budget, Anschutz Medical Campus and  
Todd Haggerty, Assistant Vice Chancellor for Budget, Denver Campus

**SUBJECT:** Projected Fiscal Year 2019-20 Fringe Benefit Rates

Below are the fringe benefit rate projections for FY 2019-20 beginning July 1, 2019 for the Denver Campus and the Anschutz Medical Campus. These numbers are for planning purposes and may be modified based on the final outcome of the fringe pools at June 30. We don't expect the final rates to vary significantly from these projections.

Remember, these are the four fringe benefit rates calculated by the Budget Office and should be used as part of your annual budgeting process. If budgeting benefits on a sponsored project, see below for an estimate of the full fringe benefit rates (e.g. health, life, dental etc.)

<http://www.ucdenver.edu/research/OGC/awardadmin/preaward/Pages/fringe.aspx>

<b>Fringe Benefit</b>	<b>Current FY 2018-19 Rates</b>	<b>Projected FY 2019-20 Rates</b>
Worker's Compensation	0.190%	0.182%
Unemployment Compensation	0.050%	0.045%
<i>Sub-Total Worker's Comp. &amp; Unemployment</i>	<b>0.240%</b>	<b>0.227%</b>
Termination Pay	1.690%	1.190%
Retiree Health	0.506%	0.896%
<b>Total</b>	<b>2.436%</b>	<b>2.313%</b>

Please forward to others in your area that need this information. Any questions about the projected rates or the fringe benefit policy should be directed to [budget@ucdenver.edu](mailto:budget@ucdenver.edu).