



April 17, 2026

TO: Department Administrators & Fiscal Managers

FROM: Ryan Davis, Associate Vice Chancellor for Budget, Anschutz Medical Campus
Jen St. Peter, Associate Vice Chancellor for Budget, Denver Campus

SUBJECT: Projected Fiscal Year 2026-27 Fringe Benefit Rates

Below are the fringe benefit rate projections for FY 2026-27 beginning July 1, 2026, for the Denver Campus and the Anschutz Medical Campus. These numbers are for planning purposes and may be modified based on the 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 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, visit this link for an estimate of the full fringe benefit rates (e.g. health, life, dental etc.) -

<https://research.cuanschutz.edu/ogc/home/ogc-teams/post-award/fringe-benefits-rates>

Fringe Benefit	Current FY 2025-26 Rates	Projected FY 2026-27 Rates
Worker's Compensation	0.20%	0.14%
Unemployment Compensation	0.00%	0.10%
<i>Sub-Total Worker's Comp. & Unemployment</i>	0.20%	0.24%
Termination Pay	1.04%	1.31%
Retiree Health	0.62%	0.67%
Parental Leave	0.35%	0.27%
Tuition Waiver*	0.46%	0.50%
Mental Health**	0.04%	0.04%
Total	2.71%	3.03%

*Tuition Waiver fringe rate does not apply to grant funds (30/31)

**Mental Health fringe rate only applies to Anschutz Medical Campus

Parental Leave was consolidated with Termination Pay prior to FY2023-24

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 the appropriate email inbox depending on your campus, Budget.Anschutz@cuanschutz.edu or Budget@ucdenver.edu.