

To: Stanford Research Community

From: Stella Hu
Director, Cost and Management Analysis

Date: September 13, 2018

Subject: FY2019 Provisional Fringe Benefits and Vacation Accrual/Disability Sick Leave Rates

Stanford and the Office of Naval Research (ONR) have signed a Provisional agreement for the Fringe Benefits and Vacation Accrual/Disability Sick Leave rates. These rates are effective beginning September 1, 2018. The Provisional rates will be replaced with final rates once the final rate agreement is signed. The rates are as follows:

FY19 Provisional Fringe Benefits and Vacation Accrual/Disability Sick Leave rates:

Regular Benefits-eligible Employees	29.2% (Note 1)
Post-Doctoral Research Affiliates	25.4%
Contingent Employees	8.4%
Graduate Assistants	5.1%

Vacation Accrual/Disability Sick Leave rates (applicable to only Regular Benefits Eligible staff):
Exempt, Nonexempt, and bargaining unit staff 8.8%

Note 1: This does not include the TGP rate charged against Regular Benefits Eligible employee salaries for non-government projects/accounts only. The TGP rate contributes to the University's fund for the continuation of the Tuition Grant Program for children of faculty and staff. For further information on the TGP rate, please contact the University Budget Office.

If you have any questions regarding the rates themselves, please contact Stella Hu at 721-5985 (stella.hu@stanford.edu), Nguyet Sin at 725-1744 (lesin@stanford.edu), or Tita Mendoza at 497-6032 (tmendoza@stanford.edu).