



## UC Retirement Benefit Contributions in Proposals

At the September 2008 meeting of the Board of Regents, a plan was announced for the resumption of employee and employer contributions to the UC Retirement Plan (UCRP) effective July 1, 2009. The actual amounts of the employer contribution will be decided at a future Regents meeting. However, estimated amounts have been provided here for the purpose of developing budgetary projections.

Effective immediately, because of the employer contribution, the employee benefit rates increased cost should be reflected in all sponsored project applications for academic and staff personnel. Please note that these are escalating rates, therefore if a budget proposal covers two UC fiscal years (i.e. 10/1/08 -9/30/09), a combination of the two benefit rates should be used in the proposal (i.e. for academic personnel--9 months at 17%, and 3 months at 22%).

It is important that all proposals being submitted to Contracts and Grants, especially considering the upcoming NIH deadlines, to reflect these new rates. UCRP expenses will be a direct charge to all sponsored project contracts and grants as of July 1, 2009.

### **July 1, 2008 to June 30, 2009 (No Change)**

Academic 17%  
Staff 25%

### **July 1, 2009 to June 30, 2010 (New)**

Academic 21%  
Staff 29%

### **July 1, 2010 to June 30, 2011 (No Change)**

Academic 21%  
Staff 29%

### **July 1, 2011 to June 30, 2012 (New)**

Academic 23%  
Staff 31%

### **July 1, 2012 to June 30, 2013 (New)**

Academic 25%  
Staff 33%

### **July 1, 2013 to June 30, 2014 (New)**

Academic 27%  
Staff 35%

For proposals prepared using Cayuse software, the manual override function will need to be used in order to include these escalating fringe rates for academics and staff. OSR is working directly with the vendor to determine a comprehensive work-around for this issue.

If you have any questions regarding the information presented, please contact Joan Kaiser, Contracts and Grants Director at [joan.kaiser@ucsf.edu](mailto:joan.kaiser@ucsf.edu) or Debbie Caulfield, Proposal Manager at [Debbie.Caulfield@ucsf.edu](mailto:Debbie.Caulfield@ucsf.edu). I also encourage you to work closely with the appropriate administrator in your department to correctly incorporate the new fringe benefit rates.