

Fringe Benefits

Fringe benefits are direct costs to a sponsored project and are budgeted based on the amount of salary requested. All forms of payment for time/effort to ANY university employed person must include fringe benefits. This includes one-time pays, stipends, etc.

Effective as of 26 OCT 2023

	FICA (Social security)	Medicare	TX State Retirement Match	Optional Retirement Match	Insurance	Total
Faculty	6.2%	1.45%	6.8%	8.5%	9.445%	32.4%
Staff	6.2%	1.45%	6.8%	8.5%	9.445%	32.4%
Student	6.2%	1.45%			*	7.65%

*Insurance for students:

- Graduate Student scheduled to work 28 or less hours per week = \$313/month
- Graduate Student scheduled to work 29-40 hours per week = \$625/month
- Undergraduate Students are not eligible for insurance.

Note that percentages may vary; only actual expenses are billed to grants.