

**FRINGE BENEFITS (OPE) RATES**

		<b>Fiscal Year '15</b>	<b>Fiscal Year '16</b>	<b>Fiscal Year '17</b>
Monthly Salary	Annual Salary	July 1, 2014 – June 30, 2015	July 1, 2015 – June 30, 2016	July 1, 2016 – June 30, 2017
\$6,000 or more	\$72,000 or more	50%	52%	54%
\$5,500	\$66,000	52%	54%	56%
\$5,000	\$60,000	54%	56%	58%
\$4,500	\$54,000	56%	58%	60%
\$3,750	\$45,000	62%	64%	66%

Notes:

These rates are subject to change without notice.

**EXCEPTIONS TO THE FRINGE BENEFIT (OPE) RATES**

	<b>Fiscal Year '15</b>	<b>Fiscal Year '16</b>	<b>Fiscal Year '17</b>
<b>Unclassified – See Note 1</b>			
1. 9 mo. appointment unclassified summer salary	29%	31%	33%
2. 90 days or more, less than .50 FTE per month	29%	31%	33%
<b>Classified</b>			
Permanent, less than .50 FTE per month	29%	31%	33%
<b>1040-Hour Appointment – See Note 2</b>			
Less than .50 FTE per month	10%	12%	14%
<b>CEOAS Sea Pay –</b>	34%	36%	38%
<b>Graduate Students on Assistantships – See Note 3</b>	\$855 per term	\$923	\$997
<b>Hourly Students – See Note 4</b>	10%	12%	14%
<b>Postdoctoral Scholars on Stipend</b>			
OPE % plus medical insurance costs 10% incl SS, Medicare, Unemployment, & SAIF	TBA		

Notes:

- Disclaimer: This reduced Summer rate only applies to those employees who are triple charged during the academic year so that your medical benefits are covered in the Summer. If you are not triple charged in the academic year, then you would use your regular academic fringe rate. Check with your department accountant if you are unsure whether you are triple charged in the academic year.
- Employees not eligible for PERS have a rate of 10%.
- Graduate Assistant health insurance is estimated at \$855 per term for academic year 2014-2015 and summer term. Average annual increases in health insurance are estimated at 8% and increases for out-years should be budgeted. For more information on Graduate Assistant health insurance see <http://studenthealth.oregonstate.edu/insurance/>
- Hourly Students are charged 10% OPE.

Actual Fringe Benefit Calculation:

Proposal budgets may also be calculated using actual fringe benefit rates. If the actual benefit rates are used, allow some inflation for future year increases (future year increases allow for the possibility of a rate change or the change of an employee). If actual fringe benefit rates are used your proposal budget should so indicate, otherwise, budgets are checked using the rate table percentages and a lower rate would prompt a request for clarification. The Budget Office has current benefit rates located at <http://oregonstate.edu/budget/ope-tables>