



NCIRE Fringe Benefits

NCIRE provides a host of medical and welfare benefits to eligible employees in addition to a base pay rate. Fringe benefit premiums are not based on a fringe percentage but on actual benefits provided to each employee. Premium costs are charged as a direct monthly expense and applied in direct proportion to the time and effort an employee spends on each grant. The current benefits offering may include:

• Medical *	13.1%
• Dental	0.58%
• Vision	0.16%
• Employee Assistance Program	
• Basic Life & Accidental Death & Dismemberment Insurance	0.08%
• Long Term Disability	0.29%
• Short Term Disability	0.11%
• Workers' Compensation **	0.33%
• 403b **	5.0%
• Defined Contribution **	5.0%
• Vacation Pay **	5.39%
• FICA insurance: Social Security and Medicare **	7.65%
• Unemployment Insurance **	<u>0.31%</u>
	38%

For budgeting purposes, fringe benefit costs for full-time employees are calculated at approximately 38% of requested base salary.

* Actual Medical Coverage costs are dependent on the employee's choice of plans and family composition

** Part-time employees are eligible for a limited benefits offering; therefore, fringe benefit costs for part-time employees are calculated at approximately 24% of requested base salary.

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University Personnel Fringe Rates

Northern California Institute for Research and Education (NCIRE) is located on the campus of the San Francisco VA Health Care System ("VA"). NCIRE administers research funded by non-VA Sponsors for VA Principal Investigators (PI). A mutual Agreement is in place between NCIRE and University of California, San Francisco (UCSF) which facilitates UCSF personnel to charge appropriate research salary support on NCIRE-administered grants in proportion to the effort an individual expends on the grant.

UCSF personnel costs are paid through a Joint Personnel Agreement (JPA) mechanism between NCIRE and UCSF. Requested salaries are based on University base rates. Merit increases for faculty and other academic appointments and staff on step-based pay plans are included. UCSF fringe benefit premiums are based on actual benefits provided to each employee. Premium costs are charged as a direct monthly expense and applied in direct proportion to the time and effort an employee spends on each grant. Fringe benefits may include health and life insurance, social security, Medicare, dental plan, vision, unemployment insurance, non-industrial disability insurance, workers' compensation insurance, and retirement. For budgeting purposes, UCSF personnel fringe benefit costs are calculated based on UCSF's posted rates (<https://osr.ucsf.edu/fringe-benefit-rates>).