

FRINGE BENEFIT RATE CHART

| Pool | Definition of Pool Category | Rate |
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| Full-time & Part-time A | Full-time employees scheduled to work 70 or more hours per bi-weekly pay period and paid on an annual basis. Part-time employees scheduled to work more than 38 hours and less than 70 hours per bi-weekly pay period and paid on an hourly basis. | 38.0% (Effective 04/01/21) 36.5% (Effective 04/01/22) 35.0% (Effective 04/01/23) |
| Part-time B & Sabbatical | Part-time employees scheduled to work no more than 38 hours per bi-weekly pay period and paid on an hourly basis. CUNY Faculty who are on Sabbatical Leave. | 9.0% (Effective 04/01/21) 8.0% (Effective 04/01/22) |
| Released Time Faculty | CUNY faculty released to work on a grant or contract. Rate is provided by CUNY. | 51.0% (Effective 07/01/16) 51.7% (Effective 07/01/22) 50.4% (Effective 07/01/23) 49.4% (Effective 07/01/24) 51.2% (Effective 07/01/25) |
| Summer Salary | CUNY faculty who are receiving Summer Salary payments. The rate is provided by CUNY. | 26.7% (Summer 2019-2021) 27.3% (Summer 2022) 24.6% (Summer 2023) 24.9% (Summer 2024) 24.5% (Summer 2025) |
| Adjunct | CUNY adjunct reimbursements. Rate is provided by CUNY. | 14.0% (Effective 07/01/21) 13.4% (Effective 07/01/22) 13.6% (Effective 07/01/23) 13.9% (Effective 07/01/25) |
| F1/J1 Student | Foreign students holding F1 or J1 Student Visa who have been in the U.S. for less than 5 years and are FICA exempt. | 2.0% (Effective 09/30/19) |