

## FRINGE BENEFIT RATE CHART

Pool	Definition of Pool Category	Rate
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) 51.4% (Effective 07/01/25) 51.3% (Effective 07/01/26)
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) 25.05% (Summer 2026)
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) 14.2% (Effective 07/01/25) 13.6% (Effective 07/01/26)
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)