



SCSU Fringe Benefit Rates by Union/Group – FY27

Note: The fringe benefit rates listed below are applied to salaries to estimate the University’s cost of providing employee benefits. Rates differ by Union/Group because benefit programs and contractual obligations vary among employee populations. These rates should be used for ESTIMATING the fringe benefit cost on the Strategic Hiring Approval Form, for pro forma budgets of new initiatives, and other financial forecasting where applicable.

Union/Group Code	Description	FY27 Average Fringe Benefit Rates
6	Maintenance & Service (NP-2)	47%
7	Administrative Clerical (NP-3)	35%
9	Protective Services (NP-5)	18%
16	Admin and Residual (P-5)	36%
21	AAUP Full-Time (Faculty, Counselor, Librarian, Coach)	23%
21	AAUP Part-Time - Adjunct	8%
22	SUOAF	30%
50	Management & Confidential	26%