Pacific University: Fringe Benefit Rate Policy

The University allocates a 35% rate for benefits on all salary and wages paid to employees. This includes employees hired on a temporary or permanent basis, those full-time or part-time, whether benefit eligible or not benefit eligible. The 35% fringe assessment is charged to the department. This rate allocation is also charged on payroll funded in part or in full through grants or contracts.

The 35% rate allocation charged to departments covers benefits paid by the University (see chart below).

Fringe % of Benefit Eligible Salary - Breakdown of 35% Rate

*Other = Short/Long Term Disability, Sec 125 Admin, Employee Assistance, Accidental Death, Group Life