The Department of Health and Human Services (DHHS) formally approved Duke University’s federal fringe benefit rates for fiscal year 2021/2022. Please note: the Faculty/Staff rate changed from the December communication, to adjust for the resuming Duke contribution to the Faculty and Staff Retirement Plan as recently announced by Kyle Cavanaugh, VP Administration. The FY23 and FY24 projected rates are the same as communicated in December. However, they are preliminary estimates and will likely change based on the fringe analysis and budgeting process that occurs this fall. These rates should be used for budgeting, long range planning, and preparing grant applications that cross fiscal years. The approved rates for FY22 and the projected rates for FY23 and FY24 are summarized below.

<table>
<thead>
<tr>
<th></th>
<th>Faculty/ Monthly Staff</th>
<th>House Staff/ Postdocs</th>
<th>Hourly Staff</th>
<th>Students</th>
<th>PhD Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 21/22 Approved Non-Federal</td>
<td>27.7%</td>
<td>19.1%</td>
<td>23.1%</td>
<td>7.7%</td>
<td>12.2%</td>
</tr>
<tr>
<td>FY 21/22 Approved Federal</td>
<td>25.2%</td>
<td>19.1%</td>
<td>22.8%</td>
<td>7.7%</td>
<td>12.2%</td>
</tr>
<tr>
<td>FY 22/23 Projected Non-Federal</td>
<td>26.7%</td>
<td>19.1%</td>
<td>23.1%</td>
<td>7.7%</td>
<td>13.0%</td>
</tr>
<tr>
<td>FY 22/23 Projected Federal</td>
<td>24.5%</td>
<td>19.1%</td>
<td>22.7%</td>
<td>7.7%</td>
<td>13.0%</td>
</tr>
<tr>
<td>FY 23/24 Projected Non-Federal</td>
<td>26.9%</td>
<td>19.2%</td>
<td>23.9%</td>
<td>7.7%</td>
<td>13.3%</td>
</tr>
<tr>
<td>FY 23/24 Projected Federal</td>
<td>24.9%</td>
<td>19.2%</td>
<td>23.4%</td>
<td>7.7%</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

Notes:
1) The “Federal” rates will be used for federal grants and contracts, Duke Regional Hospital (Co 0050), Duke Raleigh Hospital (Co 0060), and Associated Health Systems (Co 0051). The differentiation between Federal and Non-Federal mainly reflects elimination of participation and reimbursement of the child tuition grant benefit program for the afore-mentioned entities and funding sources.
2) The “Non-Federal” rates will be used for all other entities including non-federal grants, contracts, departments, etc.

This announcement will soon be on the Duke Finance web page at https://finance.duke.edu/resources/docs.php#fringe. Please distribute this information as appropriate.
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