

ORSP FAQ Sheet: Fringe Benefits

What are Fringe benefits?

Fringe rates cover the extra benefits provided to employees that accompany compensation. These benefits include, but are not limited to, healthcare benefits (including insurance, prescription plan coverage, and dental coverage), costs associated with employee leave (vacation time, sick time, family leave), pension costs, and unemployment coverage (please see below for a breakdown).

When including salary on a grant, the accompanying fringe rates must be always included. As a public institution, our fringe rates are determined by the state of New Jersey (Department of the Treasury- Office of Management and Budget). For the 2025 Fiscal Year, Full-time positions have an accompanying fringe rate of 71.45%, whereas part-time positions have a rate of 7.65%. These rates are updated by the state on an annual basis.

How are Fringe Benefits Applied?

All positions on a grant must include coverage for the accompanying fringe benefits. The breakdown of the applicable rates are listed below. This is based on the position you are including. Application does not differ based on staff or faculty status.

Full-Time Positions – Full-Time Rate

Part-Time Positions – Part-Time Rate

Temporary Employment Specialist - Part-Time Rate

Academic Year Supplementals – Part-Time Rate

Summer Supplementals - Part-Time Rate

Course Release – Full-Time Rate

Salary Recovery* - Full-Time Rate

Academic Year Student Labor –No Fringe Charged

Summer Student Labor - Part-Time Rate

*salary recovery is where grant funds are used to cover a full time employees salary. The grant funds go to cover a salary line. If this is utilized, please note that no extra funds will go to the employee, rather funds will be used to recoup their salary.

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Breakdown of Full and Part-Time Fringe Rates

Full Time FY 25 – 71.45%

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|---|------|
| - Pension Costs | 30.1 |
| - Health Benefits (Including Prescription Drug and Dental Programs) | 32.0 |
| - Workers' Compensation | 1.2 |
| - Unemployment Insurance | 0.1 |
| - Temporary Disability Insurance | 0.3 |
| - Unused Sick Days | 0.1 |
| - FICA | 6.2 |
| - Medicare | 1.45 |

Part-Time FY25- 7.65%

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|------------|------|
| - FICA | 6.2 |
| - Medicare | 1.45 |