



**Mary Lou D. Ortiz**

Chief Financial Officer and Vice Chancellor  
 Division of Finance and Administration  
 455 Aldrich Hall, Irvine, CA 92697-1025

January 4, 2024

**DEANS  
 VICE CHANCELLORS  
 VICE PROVOSTS  
 ASSOCIATE CHANCELLORS  
 CHAIR, ACADEMIC SENATE  
 EXECUTIVE DIRECTOR, APPLIED INNOVATION  
 UNIVERSITY LIBRARIAN**

RE: Composite Benefit Rates (CBR)

This is an annual notice about updated Composite Benefits Rates (CBR) to use for budget planning, projections and for benefits. UCOP has recalculated CBRs for the 2024-25 fiscal year. The new rates will be applicable to the upcoming fiscal year but are currently pending federal approval. We are sharing them with you in advance to facilitate more accurate budgeting.

<b>FY25 CBR Categories</b>	<b>FY 25 CBR</b>
<b>Faculty</b>	33.7%
<b>Health/Law Faculty-Management Senior Professional Physicians-Nurse-Police</b>	27.6%
<b>Post Docs</b>	22.8%
<b>Other Academic &amp; Staff Exempt</b>	45.4%
<b>Staff Non-Exempt &amp; Food/Custodian/Grounds/BMW</b>	51.6%
<b>For Employees with Less than Full Benefits and Students</b>	
<b>Faculty Summer Salary</b>	8.7%
<b>Limited Benefit Eligibility</b>	2.3%

Please forward this information to faculty members and staff involved with contract and grant proposal development to begin using the rates immediately.

Please refer to the UCPATH Composite Benefit Rate section of the Accounting & Fiscal Services website (<https://accounting.uci.edu/cost-analysis/composite-benefit-rates.html>) for additional information and answers to frequently asked questions. Note that the CBR page will be updated periodically as more information is available.

If you have questions please contact David Shim, Associate Director, Cost Accounting, in Accounting & Fiscal Services.

Sincerely,

DocuSigned by:  
  
99300432CED844C...

Mary Lou D. Ortiz  
Chief Financial Officer and Vice Chancellor

Cc: Chancellor Gillman  
Provost and Executive Vice Chancellor Stern  
Associate Chancellor and Chief of Staff Walton  
Associate Provost and Chief of Staff Brigman  
Assistant/Associate Deans  
Assistant/Associate Vice Chancellors  
Director, Intercollegiate Athletics  
Financial Officers