
New Research Foundation Fringe Benefit Rate for Postdoctoral Associate Appointments- Effective 7/1/19

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The Research Foundation for SUNY (RF) has negotiated a new fringe benefit rate with the Department of Health and Human Services (DHHS) for Postdoctoral Associates with an effective date of July 1, 2019. The requested new fringe rate is 25%. While the rate is still provisional until finalized, you should start budgeting Postdocs on award that will be active July 1, 2019 and beyond, using this new lower rate.

This reduced rate was realized by separating Postdocs into their own category and eliminating service credit towards retiree medical (health insurance during retirement), since Postdocs rarely, if ever, retire out of their postdoc position. Therefore, this underutilized benefit has been removed from the rate costs. The Research Foundation is pleased to announce that eligibility for all other benefits is not impacted and will remain the same.

In addition, the RF is modifying benefit plans to enable Postdoctoral Fellows, including those paid directly from the sponsor, to have access to the same health, dental and vision plans offered to regular employees, as well as the Graduate Student Employee Health Plan through UMR, Inc., which is currently only offered to graduate students and Fellows.

To accommodate the new fringe rate for Postdoctoral Associates, the Research Foundation has created two additional expenditure classifications that will link these employee types to the updated rate for this purpose.

- Salaries and Wages Postdoc : SWP Postdoc Exempt
- Fringe Benefits Postdoc : FBP Fringe Benefits Postdoc

The Research Foundation will convert all active Postdoctoral Associate appointments that extend past June 30, 2019 using the updated expenditure types and related fringe benefits schedules. Therefore, there is no action required for appointments that extend beyond 6/30/19.

The new health care plans for Postdoc appointees will go into effect July 1, 2019. A special medical-only, open enrollment period will be offered in May, with specific dates to be determined. Additional information is expected from The Research Foundation Central Office within the coming weeks detailing the changes. We will keep you apprised.

For additional details on this change, please consult the [FAQ](#) or the contacts listed below.

Post-award expenditures and encumbrances; contact Sheila Routh in Grants Management at sheila.routh@stonybrook.edu.

Pre-award budgeting and planning; contact the Office of Sponsored Programs at osp@stonybrook.edu.

Benefits; contact Kristen Blandi or Paulene Toussaint in HR at kristen.blandi@stonybrook.edu or paulene.toussaint@stonybrook.edu

Appointments; contact Dianne Supovitz in HR at dianne.supovitz@stonybrook.edu

