



## FY23 Stipendee Post Doc Fringe Rate

### Overview:

Stipendee Post Doc fringe rates are set to balance reasonable financial stability for researchers' labs with the need to incorporate past over and under-recoveries. The budgeted FY23 rate will represent a 5% decrease from the FY22 rate.

### FY21 & FY22 Update:

FY21 ended with a current year over-recovery in the stipendee post doc fringe pool of approximately \$86K mainly because actual active medical expense per head came in 8.5% under budget. This is partially offset by over budget in transportation per head. The FY22 rate, set at \$842 per month per FTE, is currently projected to over recover the FY22 costs of benefits to Stipendee Post Doc due to decrease in the active medical expense per head forecast assumption per current actual run rate.

### FY23 Fringe Rate:

The FY23 rate will decrease to \$797 (or 5%) per month per FTE from the FY22 rate, primarily driven by decrease in medical expense per head assumptions for the reason mentioned above.

On average, about 80% of the Stipendee fringe rate is attributed to medical benefit. Medical cost assumptions given the unpredictability of medical claims, along with the challenges in forecasting expenses and headcount for such a small group of 200 or so employees, have been the major drivers for changes in stipendee post doc expenses in recent years. These challenges will continue to drive uncertainty in the rates in the future, though we will strive to moderate yearly fluctuations.

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Refer to the following attachments

- [FY23 Rate Breakdown](#)
- [FY23 Stipendee Post Doc Executive Summary](#)

Questions? Please contact HMS Manager of Research Finance and Compliance [Sheila Doyle](#) or HMS Director of Research Finance [Rita Bergemann](#)