

Faculty Object Codes:						
Salary Object Code	Salary Object Code Name	Certified	Fringe Object Code	Fringe Object Code Name	Fringe Rate as of 07/01/2021+	
6010	Senior Faculty Salaries+Wages	Annual	6250	Faculty Fringe Benefit Assessment	23.60%	
6020	Junior Faculty Salaries+Wages	Annual	6250	Faculty Fringe Benefit Assessment	23.60%	
6030	Other Academic Appts Salaries+Wages	Annual	6250	Faculty Fringe Benefit Assessment	23.60%	
6040	Faculty Summer Salaries+Wages	Annual	6250	Faculty Fringe Benefit Assessment	23.60%	
6049	Faculty Salaries+Wages NOT in PeopleSoft	Annual				
<i>Individuals charged to a faculty object code include PIs and other academic appointees (e.g. Research Associates).</i>						
Staff Object Codes:						
Salary Object Code	Salary Object Code Name	Certified	Fringe Object Code	Fringe Object Code Name	Fringe Rate as of 07/01/2021+	
6050	Exempt Staff Salaries+Wages	Quarterly	6270	Exempt Staff Fringe Benefit Assessment	30.90%	40.80%
			6271	Exempt Staff Vacation Fringe Benefit Assessment	9.90%	
6051	LTHT Exempt Staff Salaries+Wages	Quarterly	6270	Exempt Staff Fringe Benefit Assessment	30.90%	40.80%
			6271	Exempt Staff Vacation Fringe Benefit Assessment	9.90%	
6059	Exempt Staff Salaries+Wages NOT in PeopleSoft	Quarterly				
6070	Clerical/Technical Nonexempt Staff Salaries+Wages	Quarterly	6280	Clerical/Technical Nonexempt Staff Fringe Benefit Assessment	45.80%	55.80%
			6281	Clerical/Tech Nonexempt Vacation Fringe Benefit Assessment	10.00%	
6071	LTHT Clerical/Technical Nonexempt Staff Salaries+Wages	Quarterly	6280	Clerical/Technical Nonexempt Staff Fringe Benefit Assessment	45.80%	55.80%
			6281	Clerical/Tech Nonexempt Vacation Fringe Benefit Assessment	10.00%	
6079	Nonexempt Staff Salaries+Wages NOT in PeopleSoft	Quarterly	6280	Clerical/Technical Nonexempt Staff Fringe Benefit Assessment	45.80%	55.80%
			6281	Clerical/Tech Nonexempt Vacation Fringe Benefit Assessment	10.00%	
6080	Hourly Regular Union Staff Salaries+Wages	Quarterly	6280	Clerical/Technical Nonexempt Staff Fringe Benefit Assessment	45.80%	55.80%
			6281	Clerical/Tech Nonexempt Vacation Fringe Benefit Assessment	10.00%	
6089	Hourly Union Salaries+Wages NOT in PeopleSoft	Quarterly				
6090	Limited Regular Union Staff Salaries+Wages	Quarterly	6300	Temporary Staff Fringe Benefit Assessment	7.80%	
6110	Enrolled Harvard Student Temporary Staff Salaries+Wages	Quarterly				
6120	Other Temporary Staff Salaries+Wages	Quarterly	6300	Temporary Staff Fringe Benefit Assessment	7.80%	
6140	Students in Professional Positions, Salaries+Wages	Quarterly	n/a	Graduate Students have no fringe applied to their salaries	0%	
6150	Post-doc Employees Salaries+Wages	Quarterly	6260	Post-doc Employees, Fringe Benefit Assessment	24.90%	
6152	Teaching Assts, Interns, Coaches Salaries+Wages	Quarterly	6262	Teaching Assts, Interns, Coaches Fringe Benefit Assessment, G	16.30%	

Updated 06/16/2021

Sources: [FY2022 Harvard University Fringe Rate Sheet from OSP](#)

[Object Codes Included on Annual Faculty Effort Certifications and Quarterly Project Effort Certifications](#)