



TO: Department Administrators

FROM: Allison Davis, Controller

DATE: March 4, 2024

SUBJECT: Employee Benefit Rates for Contract and Grant Proposals or Departmental Sales Projections

The employee benefit rates listed below are provided as guidelines in the preparation of contract and grant proposals or budgeting departmental sales and auxiliary funds.

CAUTION: These percentages are average estimates only. Employee benefits are charged to accounts at actual rates that will vary somewhat from these estimates. The estimated rates are designed to minimize the variances, which result from the rather wide range of salaries and benefit elections included under each of the salary groupings below. For example, family insurance coverage for a particular employee could result in larger fringe benefit expenses than these averages. PIs are advised to always consider these variances when developing proposal budgets and to budget for higher-than-average fringe benefits when conditions warrant.

Individuals Subject to Teachers Retirement System (TRS) or Optional Retirement Plan (ORP)

Annual salaries above \$75,000	39%
Annual salaries between \$50,000 and \$75,000	42%
Annual salaries between \$35,000 and \$49,999	51%
Annual salaries below \$35,000	57%
Exceptions:	
Postdoctoral scholars regardless of salary amount	37%*
Summer salaries regardless of salary amount	23%

Individuals *Not* Subject to Teachers Retirement System (TRS) or Optional Retirement Plan (ORP)

Regardless of salary amount	12%
Graduate Assistantships, Training Grant Recipients, and Fellowships (To be applied for Graduate Students eligible to receive Graduate Health Insurance through the University)	4%**
Students and Graduate Students (not eligible for University Graduate Health Insurance)	None

* Rate assumes individuals participate in the Optional Retirement Plan (ORP).

** Rate applies to employer share of Health Insurance Cost only. Rate is to be applied against the 1/3 assistantship amount, which is based on 33% of the Graduate Assistant Pay rates effective for the current fiscal year. Employee's share of the cost cannot be paid or reimbursed by the University.

BENEFIT RATE BREAKDOWN

Category	%
Annual salary greater than \$75,000	
Retirement	15.01
FICA	7.65
Insurance	16.34
Total	39.00
Annual salary between \$50,000 and \$75,000	
Retirement	15.01
FICA	7.65
Insurance	19.34
Total	42.00
Annual salary between \$35,000 and \$49,999	
Retirement	15.01
FICA	7.65
Insurance	28.34
Total	51.00
Annual salary less than \$35,000	
Retirement	15.01
FICA	7.65
Insurance	34.34
Total	57.00
Summer salary	
Retirement	15.01
FICA	7.65
Total	22.66