



MEMORANDUM

14 February 2020

TO: Deans, Directors, Department Heads, and Other Account Administrators
 FROM: Glen Schmidt, Manager of Financial Reporting
 SUBJECT: Staff Benefit Rates – February 2020 through July 2020

The Staff benefit rates for the period February 2020 through July 2020 are as follows:

Social Security	7.064%	Unemployment	0.015%
Retirement (TIAA, Fidelity, & State)	15.644%	Long Term Disability	0.281%
Retirement (Federal & Thrift)*	14.860%	Short Term Disability	0.115%
Insurance (Medical, Dental & Life)	19.949%	Worker’s Compensation	0.275%
Early Retirement	1.089%		

Composite rates for the various employee types are as follows:

Contract Salary	44.432%	Federal Employees-CSRS*	59.292%
Extra Compensation	44.432%	Hourly-Non Student	7.354%
Federal Employees-FERS*	43.648%	Hourly-Student**	0.275%

The intent is to encumber benefits at a rate of 44.432% of encumbered salary.

Rates will be adjusted every six months to ensure that an over or under allocation of staff benefit costs does not occur.

The employer portion of the ACA (Affordable Care Act) Eligible Medical Insurance is currently \$1,158 per month.

The rates noted above represent the actual rates which will be used in computing the actual charges for each benefit category in a given month. The staff benefit rates used for contract/grant proposal preparation are as follows:

	<u>19-20</u>	<u>20-21</u>	<u>21-22</u>	<u>22-23</u>	<u>23-24</u>
Salary and Salaried Payroll Including Federal Employees	45.00%	45.50%	46.00%	46.50%	47.00%
Hourly Wage	8.00%	8.30%	8.30%	8.30%	8.30%
Student** (Attending at least 50% time)	0.30%	0.80%	0.80%	0.80%	0.80%
ACA Eligible Medical Insurance (per month)	\$1,158	\$1,216	\$1,277	\$1,341	\$1,408

Questions concerning the contract/grant proposal rates should be addressed to the Sponsored Programs Office.

If you have any questions concerning the staff benefit charges, please contact the accountant responsible for your account.

*Rate applies to federal employees only.

**An employee is considered a student if he/she is registered for at least 6 credits in an undergraduate program or at least 3 credits in a graduate program.

GS:ad