

TO: All Research Faculty and Administrative Staff

FROM: Laura Scarantino, Assistant Vice President  
Sponsored Projects Accounting and Compliance

DATE: February 12, 2020

RE: **Fringe Benefit Planning Rates FY2021**

The University is in the process of negotiating a new Fringe Benefit cost rate agreement with the federal government. Until these negotiations are finalized, the following rates should be used for all grant and contract proposals and for planning purposes on non-sponsored funding sources.

In summary, the rates are as follows:

**Fringe Benefit Rates**

	<b>Apply to Accounts</b>	<b>FY20 Finalized</b>	<b>FY21+ Proposed</b>	<b>Fringe Account</b>
Faculty	1011 – Faculty 9/10 Month 1012 – Faculty 12 Month	25.3%	25.1%	2790 - Fringe Rate Faculty
Staff	1013 – Exempt Staff 1014 - Non-exempt Staff	39.2%	38.2%	2791 - Fringe Rate Staff
Legislated Benefit	2071 – Faculty 2072 - Exempt Staff (C1) 2073 – Non-exempt Staff (C1) 2074 - College Work Study (CWS) (Summer) 2075 - Student (other than CWS) (Summer) 2080 – Summer Salaries 2110 – Overtime 2120 – Shift Differential 2130 – On Call Pay 2140 – Bonus Payments 2085 – Supplemental Pay	8.4%	8.5%	2793 - Fringe Rate Legislated Benefit
Limited Benefit	1021 - Post Docs/Fellows 2090 - Contractual Employee (C2)	18.5%	19.2%	2792 – Fringe Rate Limited Benefit

The following salary accounts will not incur fringe benefits due to the student FICA exemption:

- 1020 - Graduate Assistants
- 2074 - Student College Work Study (CWS)
- 2075 – Students other than CWS

If it is determined that these employees are not eligible for the FICA exemption during the summer, then the Legislated Benefit rate above will be applied to these summer wages.

These rates are consistent with the planning rates that have been recently loaded to Quali Research. If you have a proposal that you are developing that has not been routed yet, you simply need to sync rates to update the budget to account for the new fringe benefit rates. If the proposal is being routed, the proposal will need to be rejected in order for the rates to be synced and then the proposal rerouted.

If you have any questions, please contact Beryl F. Gwan, Manager, Costing and Compliance at 410-706-2909 or [bgwan@umaryland.edu](mailto:bgwan@umaryland.edu).

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