



The University of Georgia

University Business and Accounting Services

TO: Department Administrators

FROM: Allison Davis, Associate Controller

DATE: April 6, 2017

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

Please utilize the employee benefit rates listed below in the preparation of contract or grant proposals for submission upon receipt of this letter.

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 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 this fact when developing proposal budgets and to budget for higher-than-average fringe benefits when conditions warrant.

Individuals Subject to Teachers Retirement or Optional Retirement

Annual salaries above \$75,000	31%
Annual salaries between \$50,000 and \$75,000	43%
Annual salaries between \$35,000 and \$49,999	50%
Annual salaries below \$35,000	66%
Summer salaries regardless of amount	19.41%

Individuals Not Subject to Teachers Retirement or Optional Retirement

Regardless of salary amount	13%
Graduate Assistantships, Training Grant Recipients, and Fellowships (To be applied for Graduate Students eligible to receive Graduate Health Insurance through the University)	6%**
Students and Graduate Students (not eligible for University Graduate Health Insurance)	None

** 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.

STAFF BENEFIT RATE BREAKDOWN 2017

<u>Category</u>	<u>%</u>
Annual salary greater than \$75,000	
Retirement	11.76
FICA	7.65
Insurance	11.60
Total	31.00
Annual salary between \$50,000 and \$75,000	
Retirement	11.76
FICA	7.65
Insurance	23.60
Total	43.00
Annual salary between \$35,000 and \$49,999	
Retirement	11.76
FICA	7.65
Insurance	30.60
Total	50.00
Annual salary less than \$35,000	
Retirement	11.76
FICA	7.65
Insurance	46.60
Total	66.00
Summer salary	
Retirement	11.76
FICA	7.65
Total	19.41