UAHuntsville
THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

To: Gloria Greene

From: Chih Loo

Re: Fringe Benefits Rate

Date: September 9, 2016

The fringe benefits rate for full-time employees for all research proposals will be at 37% for FY 2016-17. The composite fringe benefits rate increase by 2% due to increases in University paid health insurance premium and Business Interruption Insurance.

In addition, research employs many on-call employees who are on lower fringe benefits rate. Please use the following fringe benefits for on-call employees:

On-call employees who are not previously covered by TRS:

FICA	**7.65%**
SUI	**0.08%**
Total	**7.73%**

On-call employees who are previously covered by TRS (Tier 1):

FICA	**07.65%**
SUI	**00.08%**
TRS	**12.01%**
Total	**19.74%**

On-call employees who are previously covered by TRS (Tier II):

FICA	**07.65%**
SUI	**00.08%**
TRS	**10.82%**
Total	**18.55%**

These rates will be adjusted annually.

C: Diane Gibbs
Candy Horch
Whitney Keelon

Research_Fringe Rate 2016_17

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FRINGE BENEFITS BREAKDOWN
Effective FY 16 - 17

SALARY	FICA	% OF SAL.	TRET	% OF SAL.	BII	% OF SAL.	TIAA	% OF SAL.	SALCON	% OF SAL.	LIFE INS.	% OF SAL	GRP HLTH	% OF SAL.	TOTAL FRINGES	% OF SAL.
$20,000	$1,530	7.65%	$2,336	11.68%	$300	1.50%	$1,000	5.00%	$68	0.34%	$68.76	0.152%	$11,016.00	55.08%	$16,319	81.59%
$30,000	$2,295	7.65%	$3,504	11.68%	$450	1.50%	$1,500	5.00%	$102	0.34%	$110.16	0.152%	$9,420.00	31.40%	$17,381	57.94%
$40,000	$3,060	7.65%	$4,672	11.68%	$600	1.50%	$2,000	5.00%	$136	0.34%	$110.76	0.152%	$9,420.00	23.55%	$19,999	50.00%
$50,000	$3,825	7.65%	$5,840	11.68%	$750	1.50%	$2,500	5.00%	$170	0.34%	$138.12	0.152%	$8,388.00	16.78%	$21,611	43.22%
$60,000	$4,590	7.65%	$7,008	11.68%	$900	1.50%	$3,000	5.00%	$204	0.34%	$163.32	0.152%	$8,388.00	13.98%	$24,254	40.42%
$70,000	$5,355	7.65%	$8,176	11.68%	$1,050	1.50%	$3,500	5.00%	$238	0.34%	$190.56	0.152%	$8,388.00	11.98%	$26,898	38.43%
$80,000	$6,120	7.65%	$9,344	11.68%	$1,200	1.50%	$4,000	5.00%	$272	0.34%	$215.76	0.152%	$8,388.00	10.49%	$29,540	36.93%
$90,000	$6,885	7.65%	$10,512	11.68%	$1,350	1.50%	$4,500	5.00%	$306	0.34%	$243.12	0.152%	$8,388.00	9.32%	$32,184	35.76%
$100,000	$7,650	7.65%	$11,680	11.68%	$1,500	1.50%	$5,000	5.00%	$340	0.34%	$268.32	0.152%	$8,388.00	8.39%	$34,827	34.83%
$110,000	$8,415	7.65%	$12,848	11.68%	$1,650	1.50%	$5,500	5.00%	$374	0.34%	$297.00	0.152%	$8,388.00	7.63%	$37,472	34.07%
$120,000	$8,994	7.50%	$14,016	11.68%	$1,800	1.50%	$6,000	5.00%	$408	0.34%	$324.00	0.152%	$8,388.00	6.99%	$39,930	33.28%
$130,000	$9,139	7.03%	$15,184	11.68%	$1,950	1.50%	$6,500	5.00%	$442	0.34%	$351.00	0.152%	$8,388.00	6.45%	$41,954	32.27%
$140,000	$9,284	6.63%	$16,353	11.68%	$2,100	1.50%	$7,000	5.00%	$476	0.34%	$378.00	0.152%	$8,388.00	5.99%	$43,979	31.41%
$150,000	$9,429	6.29%	$17,521	11.68%	$2,250	1.50%	$7,500	5.00%	$510	0.34%	$405.00	0.152%	$8,388.00	5.59%	$46,003	30.67%
$200,000	$10,154	5.08%	$23,361	11.68%	$3,000	1.50%	$10,000	5.00%	$680	0.34%	$540.00	0.152%	$8,388.00	4.19%	$56,123	28.06%
$210,000	$10,299	4.90%	$24,529	11.68%	$3,150	1.50%	$10,500	5.00%	$714	0.34%	$567.00	0.152%	$8,388.00	3.99%	$58,147	27.69%

(1)

NOTES:

(1) Please use an estimating rate of 37% for all Contracts, Grants and Agreement.

(2) However, actual fringe rate(s) will be charged based on benefit package of applicable employee(s) used on the project.

(3) Fringe Benefit Rates will be adjusted as individual benefits increase/decrease.

KEY:

FICA: Maximum deducted based on Annual Salary

Teachers' Retirement: Maximum deducted based on Annual Salary

TIAA: Tax Shelter Annuity: UAH contributes up to 5% match - Maximum contribution noted above

Salary Continuation: Related to Unemployment Compensation, however, it is a long term disability paid by the University based on Annual Salary

Group Health: The amount noted above is the amount the University matches, the higher the salary, the smaller the match.