

TO: All Research Faculty and Administrative Staff

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

DATE: April 2, 2019

RE: **Implementation of New Fringe Benefit Rate Agreement**

The University has successfully negotiated a new Fringe Benefit cost rate agreement with the federal government. The official rate agreement has been finalized and posted at: <http://www.umaryland.edu/cost/fringe-benefit/>

The University's [current F&A rates](#) remain unchanged through FY2021.

In summary, the fringe rates effective 07/01/2019 through 06/30/2020 are as follows:

Fringe Benefit Rates

| | Apply to Accounts | FY20+ | Fringe Account |
|--------------------|--|--------------|---------------------------------------|
| Faculty | 1011 – Faculty 9/10 Month 1012 – Faculty 12 Month | 25.3% | 2790 - Fringe Rate Faculty |
| Staff | 1013 – Exempt Staff 1014 – Non Exempt Staff | 39.2% | 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 2085 – Supplemental Pay 2110 – Overtime 2120 – Shift Differential 2130 – On Call Pay 2140 – Bonus Payments | 8.4% | 2793 - Fringe Rate Legislated Benefit |
| Limited Benefit | 1021 – Post Docs/Fellows 2090 – Contractual Employee (C2) | 18.5% | 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 should now be used for all grant and contract proposals and for planning purposes on nonsponsored funding sources. Quali Research has been updated to reflect these new rates.

If you have any questions, please contact Beryl Gwan, Manager, Costing and Compliance at 410-706-2909 or bgwan@umaryland.edu.