

OVERVIEW

Fringe benefits are considered a direct cost under most sponsored program budgets; the inclusion of these costs in a budget are required. Fringe benefits are those benefits that are either tied to a position's category (faculty, staff, or student), whether it's part-time or full-time, benefit eligible, or federal and state law.

The chart below is intended to provide a broad overview of how fringe benefits are calculated for various positions. For named personnel in a project budget, fringe benefits are calculated based on actual rates. All final charges to sponsored projects are actuals.

Please note that the costs for medical insurance below constitute an average across all employee categories—actual costs may vary and are based on the final selection of the employee.

Questions related to fringe benefits may be directed Ron Fleischmann, Director of Sponsored Research and Programs (fleischmann@hope.edu).

| Personnel Category | Medical (13.85%) | Retirement (10.5%) ¹ | FICA (6.20%) | MQFE/Medicare (1.45%) | Worker's Compensation (3.00%) | Life Insurance (4.16%) | Long-Term Disability (2.50%) | Total Fringe (%) |
|--|---------------------|------------------------------------|-----------------|--------------------------|-------------------------------------|---------------------------|------------------------------------|---------------------|
| Faculty: Summer Salary | | X | X | X | | | | 18.15% |
| Faculty: Academic Year ² | X | X | X | X | X | X | X | 41.66% |
| Undergraduate Researchers: Academic Year | | | | | | | | 0% |
| Undergraduate Researchers: Summer | | | X | X | | | | 7.65% |
| Other Personnel: Less than 0.5 FTE on Project | | | X | X | X | | | 7.65% |
| Other Personnel: Greater than 0.50 FTE but Less than 0.75 FTE on Project | | X | X | X | X | | | 21.15% |
| Other Personnel: Greater than 0.75 FTE on Project | X | X | X | X | X | X | X | 41.66% |

¹ If this is a new position or employee, there are no retirement contributions for the first budget year; employees are not eligible for these contributions during the first year per the retirement plan guidelines and regardless of funding source.

² For named personnel on projects, fringe benefits are estimated based on actual benefit selections made by the employee. Contact OSRP for estimates.