



CONTROLLER'S OFFICE
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MEMORANDUM

22 August 2007

TO: Deans, Directors, Department Heads, and Other Account Administrators
 FROM: Rick G. Allen, Director, Accounting and Financial Reporting
 SUBJECT: Staff Benefit Rates – August 2007 through January 2008

The Staff benefit rates for the period August 2007 through January 2008 are as follows:

Social Security	7.446%	Unemployment	0.049%
Retirement (TIAA & State)	14.676%	Long Term Disability	0.591%
Retirement (Federal & Thrift)*	4.484%	Short Term Disability	0.196%
Insurance (Medical, Dental & Life)	19.982%	Worker's Compensation	0.787%
Early Retirement	1.711%		

Composite rates for the various employee types are as follows:

Contract Salary	45.438%	Federal Employees-CSRS	42.476%
Extra Compensation	22.958%	Hourly-Non Student	8.282%
Federal Employees-FERS	35.246%	Hourly-Student	0.787%

The intent is to encumber at a rate of 45.438% of encumbered salary.

Rates will be adjusted every six months to insure that an over or under allocation of staff benefit costs does not occur.

The rates noted above represent the actual rates which will be used in computing the actual charges for each benefit category in a given month. The staff benefit rates used for contract/grant proposal preparation are as follows:

	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>10-11</u>	<u>11-12</u>
Exception (salary and salaried payroll including federal employees)	45.50%	45.75%	46.00%	46.50%	47.00%
Positive (hourly wage)	8.30%	8.30%	8.30%	8.30%	8.30%

Questions concerning the contract/grant proposal rates should be addressed to the Sponsored Program Office.

If you have any questions concerning the staff benefit charges, please contact the accountant responsible for your account.

*Rate applies to federal employees only.

RGA:ad