

## **Office of Sponsored Programs Guidelines for Fringe & Inflation Rates**

UMBC does not have a negotiated “fringe benefit rate”, so extramural awards will be charged the actual amounts. For budgeting purposes we have provided projected fringe rates for each individual or person category proposed.

Any employee (including students, contractual staff, and adjunct faculty) working over 30 hours/week or teaching over 75% of a full-time course-load will be eligible for health benefits. Budget fringe benefits for these individuals at the full-time rate listed below.

### Potential categories for Proposal Estimation of Fringe:

- **Faculty/professional employees (ie Staff, Post Docs, Technicians, etc.) — 34%**
- **Summer Faculty & Undergrad students — 8%**
- **Graduate students fringe will be calculated at 16% as an average rate.**
- **Others (contingent faculty and staff) — 10%**

NOTE: Utilize a 3% budget inflation rate and 5% inflation rate for Health and Tuition.

Use the above information when preparing a sponsored project budget for your proposal. Deficits resulting from underestimating benefits must be transferred from other budget categories in the extramural award, as allowed by the terms of the award.

In Quali all rates can be adjusted in the budget if more specific information is known for an individual.

### Budget Justification for Fringe on Proposals:

*UMBC does not have a "fringe benefit rate" so Grant/Contract accounts will be charged actual amounts. For budgeting purposes proposed we have utilized an amount based on projected fringe costs for each individual or person category proposed."*

For more information regarding Fringe Benefits, please visit the UMBC Human Resources website at <http://hr.umbc.edu/benefits/> or the Graduate School website at <http://gradschool.umbc.edu/funding/assistantships/forms/>.