Fringe Benefit Rates: UMD has Fringe Benefit Rates approved by the U.S. Department of Health and Human Services (DHHS) with an effective date of 7/1/19. Fringe benefits include health insurance, FICA, unemployment, workers' compensation, retirement, terminal leave payout and employee assistance and are calculated on the requested salary amount. The fringe rates are as follows: Drs. X, Y and Z Faculty rate of 29.3%; Persons A and B Staff rate of 35.4%; Graduate Assistant 24.3% and hourly students 5.4% (modify as needed for specific proposal). Tuition Remission is a UMD fringe benefit but is not included in the fringe calculation and is budgeted separately as applicable.

-OR-

Fringe benefits include health insurance, FICA, unemployment, workers' compensation, retirement, terminal leave payout and employee assistance. Amounts for the sponsor's contribution to employee fringe benefits are calculated using UMD's U.S. Department of Health and Human Services (DHHS) approved Fringe benefit rates effective July 1, 2019. The approved rates are as follows: 29.30%, for faculty; 35.40% for staff; 24.30% for Graduate Assistant and 5.40% for Contractual Faculty/Staff, hourly students and most Faculty/Staff additional pays. Tuition Remission is a UMD fringe benefit but is not included in the fringe calculation and is budgeted separately as applicable. Additional information about fringe benefits can be found at: https://ora.umd.edu/resources/benefits-stipends. The Fringe Benefit Rate Agreement can be found at: https://ora.umd.edu/resources/fa.
Sample Request for additional award funds once rates are approved:

In accordance with 2 CFR 200 Appendix III UMD has negotiated fringe benefit rates with the U.S. Department of Health and Human Services (DHHS) that are applicable to all awards as of July 1, 2019. This replaces our previous policy of budgeting for fringe benefits at actual cost. This change has resulted in the need for additional funds to cover the increase in the cost of fringes for this project. We would like to request additional funds in the amount of $XXX. Please see detailed revised budget reflecting the additional funds needed.