

FRINGE BENEFIT RATES Effective July 1, 2024

For use when calculating personnel costs for sponsored program or research grant proposal budgets.

State Retirement/Incidental Death Benefit	24.91%
FICA (Social Security & Medicare)	7.65%
Unemployment Insurance	.10%
Worker's Compensation	.70%

Total for full-time faculty/staff member 33.36%

Temporary employee who elects not to join SCRS	8.45%
Temporary employee who elects to join SCRS	33.36%
Student employee who meets the FICA exemption under IRS Safe Harbor rules (STUD-BUFA 338)	.70%
Student employee who does not meet the FICA exemption under IRS Safe Harbor rules (STUD-BUFA 338)	8.45%

Police Officer Retirement/Incidental Death Benefit/Accidental Death	27.59%
*Total for officers	36.04%

<u>Dental insurance per month for 12 months</u>	\$13.48
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State Health Plan Insurance per month for 12 months

Employee only	\$533.29
Employee/spouse	\$1,121.89
Employee/child	\$888.45
Full family	\$1,421.36

Notes to Principal Investigators:

- ❖ All full-time staff, and most full-time faculty, are paid over a 12-month period regardless of their appointment.
- ❖ Faculty members who have opted to be paid their annual salary over a 9-month period have health and dental payments prorated to cover the 12-month premium.
- ❖ The amount charged per month for health and dental benefits depends on the type of appointment for the employee.
- ❖ Full-time faculty and staff members receiving supplemental compensation from a grant or contract, DO NOT include health or dental benefits in the project budget.
- ❖ Fringe rates from original proposal budgets are apply for the life of the award. If changes in the FY25 fringe rates could cause an overage in spending on your project, please contact the Grants Management Specialist in the *Office of Sponsored Programs and Research Services* at: OSPRS@coastal.edu or 843.349.6547, for assistance with budget projections through the end of your grant.

*Police Officer Retirement/Incidental Death Benefit/Accidental Death primarily applicable for Coastal DPS staff. Please contact the OSPRS with any questions.