

# Sample Budget Justification Language:

## *Sample Proposal Language:*

Fringe Benefit Rates: UMD has Fringe Benefit Rates approved by the U.S. Department of Health and Human Services (DHHS). 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 30.7%; Persons A and B Staff rate of 36.9%; Graduate Assistant 25.5% and hourly students 6.4% (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. Fringe rates could be adjusted in future years.

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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, 2022. The approved rates are as follows: 30.7% for Faculty, 36.9% for Staff, 25.5% for Graduate Assistant and 6.4% 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/um-resources/fringe-benefits-stipends/employee-benefits-712019>. The Fringe Benefit Rate Agreement can be found at: <https://ora.umd.edu/um-resources/f-information>. Fringe rates could be adjusted in future years.

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