

Blended Fringe Benefit Rate

Frequently Asked Questions

1. What is the Blended Fringe Benefit Rate?
 - Currently the actual fringe expense incurred by each employee is charged to the department. Starting in FY 2013, the fringe expense charged to the department will be based on a blended rate (%).

Employee Type	Blended Fringe Benefit Rate
Faculty	35%
Administrative Staff	35%
Classified Staff	41%
Part-Time Staff	16.5%

2. What Funds are included in the new Blended Fringe Benefit Rates?
 - Fund 10000 (Education & General)
 - Funds 20000 – 22000 (Auxiliary Funds)
 - All other funds will not see a change
3. When will I see fringe expense hit my budget?
 - Fringe expense charged using the Blended Fringe Benefit Rate will be recorded at the end of each month during the month end close process.
4. When will I see the budget allocation for my fringe expense?
 - The budget allocation to cover fringe expense will be posted at the end of each month during the month end close process for E&G funds.
5. What is the difference between a budget load and a budget allocation?
 - A budget load is posted at the beginning of each fiscal year and is based on projected fringe expense for the entire fiscal year.
 - A budget allocation is posted monthly and is based on the actual amount of fringe expense charged during that month.
6. How will I know if I should get a budget load or a budget allocation
 - Fund 10000 (E&G) and Fund 11000 (Firelands) are the only two funds that will receive a budget allocation.
7. Will this change affect the E&G carry forward?
 - No. When calculating E&G carry forward we will continue to leave out all budget and expense for fringe benefits.