

# California State University, Long Beach Foundation

## Memorandum

July 08, 2009

TO: Project Directors

FROM: Grants Office

SUBJECT: Budgeting of Fringe Benefits (FY 09-10)

Periodically, we receive inquiries from Project Directors regarding rates for purposes of budgeting for fringe benefits. While the actual rates charged may vary, we feel that the rates noted below will be helpful in preparing your budget proposals.

The CSULB Foundation budgets employee fringe benefits based on the employer (Foundation or CSULB) and time base (a 100% time base = 40 hours per week). The budgeted rate for each time base includes the following components:

	FOUNDATION EMPLOYEES				CSULB EMPLOYEES (Reimbursed)		
	0-49% Time Base	50-74% Time Base	75-100% Time Base	Faculty Add'l Emp	Tenure Track Faculty	Lecturers	Staff/MPP
FICA	6.20%	6.20%	6.20%	6.20%			
Medicare	1.45%	1.45%	1.45%	1.45%			
Workers Comp **							
Pension		10.00%	10.00%		(Per CSULB Budget Office)		
Health Insurance		9.00%	10.00%				
Pooled Benefits	1.00%	16.20%	16.20%	1.00%			
<b>Total</b>	<b>8.65%</b>	<b>42.85%</b>	<b>43.85%</b>	<b>8.65%</b>			
<b>Budeget</b>	<b>9.00%</b>	<b>43.00%</b>	<b>44.00%</b>	<b>9.00%</b>	<b>37.00%</b>	<b>33.00%</b>	<b>42.00%</b>

Please be sure to budget for fringe benefits in all employment categories. Staff Additional Employment, student assistants and temporary employees should be budgeted using the figures noted in the 0 - 49% Time Base column (regardless of actual time base).

Sponsored programs are charged the actual cost of the following fringe benefit components: FICA, Medicare, Pension and Health Insurance. Charges for Workers' Compensation premiums are based on classification codes associated with each position (See \*\* below for FY 09-10). Charges to sponsored programs for Pooled Benefits are broken down for budgeting purposes as State Unemployment Insurance (SUI) and VAC/OPA. Benefit costs for CSULB (reimbursed)

employees are based on rates supplied by the CSULB budget office. For further information please contact the Internal Manager for your project.

Note: The rates quoted herein represent budgeted figures only. The various fringe benefit budget components may change periodically throughout the year. Regular CSULB Foundation employees participate in pension after two (2) years of continuous service with the CSULB Foundation, any CSU campus or CSU auxiliary. Prior service is recognized for pension purposes if it occurred within the twelve (12) months prior to the employee's appointment with CSULB Foundation.

\* Health Insurance costs may vary greatly for each program or center based on the selection of coverage chosen by each employee in that unit.

\*\* Workers Comp premiums will not be charged to projects with employees paid on Foundation payroll during the FY 09-10 in order to share dividends received for low claims submissions.

\*\*\* Percentages reflect 08/09 rates. New rates to be posted in October 2009.