

UNIVERSITY OF MAINE SYSTEM

**METHOD FOR BUDGETING AND CHARGING  
EMPLOYEE BENEFITS**

The employee benefit rates for FY2008 – FY2010 are as follows:

	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>
<b>Grants &amp; Contracts Employees: (Federal Rate)</b>			
Non-Faculty Regular Employees & All Faculty:	40.3%	42.3%	48.4%
Non-Faculty Temporary Employees:	8.5%	8.3%	8.5%
<b>Non Grants &amp; Contracts Employees (Internal Rate)</b>			
Regular Employees:	44.9%	47.8%	49.3%
Temporary Employees:	8.5%	8.3%	8.5%

**Federal Rate** - Salaries and wages charged to funds 04, 12, 20 (with grants & contracts project number), 22, and 24 will be assessed the Federal Rate. This rate is negotiated with the federal government and is based on a different set of cost components than those used to determine the internal rate. In situations where a given grant or contract specifies a specific benefit rate, the specified benefit rate will be assessed.

**Internal Rate** - Salaries and wages charged to funds 00, 03, 10, 13, 18, 20 (chartfield combination does not include grants & contracts project number - - such as restricted gifts) 23, and 28 will be assessed the Internal Rate.

Except for salaries & wages associated with workers compensation and sabbaticals, all actual benefit expenses are to be charged to a single system employee benefit chartfield combination:

Business Unit = UMS08    Department = 8000001    Fund = 00  
Account = As appropriate based on the nature of the expense

The offset of the benefit charges resulting from applying the benefit rate to salary & wage expenditures will be credited to the appropriate system employee benefit chartfield combination.

The goal is for all benefit expenses in the single system employee benefit chartfield combination to be exactly offset by the credits from the employee benefit rate that is charged to departments.

All **sabbatical** salary expenses are to be charged to campus departmental chartfield combinations.