



MEMORANDUM

TO: Alabama A&M University Faculty and Staff
FROM: Lynda M. Batiste, PhD
Assistant Vice President for Finance /Comptroller
SUBJECT: Fiscal Year 2021 Fringe Benefit Rates
DATE: April 10, 2020

The tables below provides Alabama A&M University's Indirect Cost and Fringe Benefit Rates as currently established for Fiscal Year 2021.

Indirect Cost

Description	Rate %
On-Campus Organized Research	48
Off-Campus Organized Research	26
Off-Campus Other Sponsored Activity	26

Fringe Benefit Cost

Fringe Benefits	Full-time Rate (%)	Part-time Rate (%)
Social Security	7.65	7.65
Retirement Matching	12.01	0
Group Life Insurance	.45	0
Group Insurance Health**	14.84	0
Unemployment Comp	.04	.04
Workers Comp	.01	.01
Total Fringe Benefits Rate	35%	7.7%

**** If the employee's salary is funded 100% by a grant, the health insurance coverage is charged the full \$800.00 per month (\$9,600 annually).**

If the employee's salary is funded through a grant and other funding sources, then each FOAP is charged its proportional share of the insurance coverage. This proportional share is based upon the total amount of the employee's salary.