Fringe Benefits, Escalation and F&A for use in Proposal Justifications

**Fringe Benefits:** Effective July 1, 2012 the UNC guideline for basic benefits is to apply the FY2013 estimated combined rate of 22.04% plus the annual hospitalization medical premium of $5,192.92. For postdoctoral research associates the composite rate is 8.78% plus the hospital insurance rate of $3,522.84. For graduate students the FY2013 rate of $2,693.64. The University will also pay the cost of in-State tuition for graduate research assistants, effective with academic year 2012-2013; estimated to be $4,350 per semester or $8,700 per academic year for MS/PhD degree programs; $4,950.00 per semester or $9,900 per academic year for the MSEE degree program; and $5,725.00 per semester or $11,450 per academic year for MPH/MSPH degree programs. See [http://research.unc.edu/offices/sponsored-research/resources/DATA_RES_OSR_INFOSHEET#fringe2](http://research.unc.edu/offices/sponsored-research/resources/DATA_RES_OSR_INFOSHEET#fringe2).

**Annual Escalation:** For budgeting purposes, a 3% increase for subsequent years has been applied to salaries. A 3% escalation is applied to health insurance and tuition.

**Facilities and Administration:** In accordance with the University’s latest F&A Cost Rate Agreement dated May 16, 2012, the University's predetermined F&A rate is 52%. This rate is effective July 1, 2012 for fiscal year 2013 and remains effective through June 30, 2016. The base for calculating Facilities and Administrative cost (indirect cost) is modified total direct costs (MTDC), consisting of all salaries and wages, fringe benefits, materials and supplies, services, travel and subgrants and subcontracts up to $25,000 of each subgrant or subcontract (regardless of the period covered by the subgrant or subcontract). Modified total direct costs shall exclude equipment, capital expenditures, charges for patient care and tuition remission, long term rental costs of off-site facilities, scholarships, and fellowships as well as the portion of each subgrant and subcontract in excess of $25,000. (See also: [http://research.unc.edu/offices/sponsored-research/resources/DATA_RES_OSR_INFOSHEET#facilities](http://research.unc.edu/offices/sponsored-research/resources/DATA_RES_OSR_INFOSHEET#facilities)).

Staff salaries are administered in accordance with the North Carolina Office of State Personnel Career Band compensation system. Position specifications can be found at: [http://www.osp.state.nc.us/CareerBanding/Specs/specs.htm](http://www.osp.state.nc.us/CareerBanding/Specs/specs.htm). Position profiles and competency levels can be found at: [http://www.osp.state.nc.us/CareerBanding/specs%20profiles%20crosswalks/Profiles/profiles.htm](http://www.osp.state.nc.us/CareerBanding/specs%20profiles%20crosswalks/Profiles/profiles.htm). Compensation levels are available at: [http://hr.unc.edu/Data/SPA/paysystems/careerbanding/paybands-full.pdf](http://hr.unc.edu/Data/SPA/paysystems/careerbanding/paybands-full.pdf)

Graduate research assistants become available for student health insurance and in-State tuition per the schedules listed at: [http://eseadm.sph.unc.edu/faq/gra_note.html](http://eseadm.sph.unc.edu/faq/gra_note.html)

When setting postdoctoral research associate salaries, the department references the NIH experience/stipend scale for these appointments. [http://www.niaid.nih.gov/ncn/budget/stipendlevels.htm](http://www.niaid.nih.gov/ncn/budget/stipendlevels.htm)

Faculty salaries are compared annually to comparable positions as listed in the American Society for Engineering Education.