



July 15, 2024

TO: Executive Officers, Deans, Directors, and Cost Center Administrators

FROM: Jeff Long, Sr. Director of Business Operations  
Office of Business and Finance

RE: **2024/25 Retirement and Benefit Charge Updates**

Below are the charge rate percentages for fiscal year 2024/2025, effective pay periods BW2416 (paid July 30, 2024) and SM2415 (paid August 5, 2024).

This blended rate is for Accounting and Budget purposes, and is not a reflection of any particular employee group.

CATEGORY	OBJECT CODE	RATES	FEDERAL GRANT RATES
FICA	3911	7.65%	7.65%
Blended Retirement Rate	3912	10.50%	10.50%
Blended Benefits Rate	3927	28.75%	24.60%
<b>TOTALS</b>		<b>46.90%</b>	<b>42.75%</b>

CATEGORY	OBJECT CODE	REDUCED STAFF FTE (3713) AVIATION/R3 Post Graduate Fellow	FEDERAL RATES R3 Post Graduate Fellow
FICA	3911	7.65%	7.65%
Blended Retirement Rate	3912	0.00%	0.00%
Blended Benefits Rate	3927	26.80%	22.90%
<b>TOTALS</b>		<b>34.45%</b>	<b>30.55%</b>

If you have any questions or concerns, please contact me at 387-3579 or [jeffrey.long@wmich.edu](mailto:jeffrey.long@wmich.edu). Questions regarding the Federal Rates should be directed to Betty McKain at 387-4728 or [betty.mckain@wmich.edu](mailto:betty.mckain@wmich.edu).