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Fringe benefits for key personnel are estimated on the current and anticipated average rates for UMCES employees during the duration of requested support and are calculated as a percentage of salary.  UMCES does not have a federally negotiated fringe rate agreement. The calculation of the fringe benefit rate for is determined by FICA, unemployment insurance, health insurance and retirement system chosen. Due to the retirement and health insurance options available, fringe benefit rates are unique to each individual. Terminal leave is charged at a fixed rate per the UMCES 2016 F&A agreement and is included in these fringe benefit rates as appropriate. The salaries and fringe benefits rates used in this budget reflect the standard University of Maryland Center for Environmental Science guidelines.