

What are costs for 'Burdened Benefits' that appear in my Oracle expenditure detail?

Burdened Benefits represent fringe benefit costs associated with paying an employee. The university uses a dual system for charging fringe benefits: one set of rates applies to Federal grants and contracts, and one set of rates applies for everything else.

Effective 07/01/2018

Employee	Federal Programs	USD and Non-Federal
Benefit Based Employees	29.30%	35.65%
Retirement Based Employees	6.70%	21.68%
Non-Benefit Based Employees	6.70%	9.68%
Non-Benefit Based Students	0.00%	1.39%
Facilities and Administrative rate	39.00%	Varies

Effective 07/01/2016 - 06/30/2018

Employee	Federal Programs	USD and Non-Federal
Benefit Based Employees	29.40%	35.65%
Retirement Based Employees	7.80%	21.68%
Non-Benefit Based Employees	7.80%	9.68%
Non-Benefit Based Students	0.00%	1.39%
Facilities and Administrative rate	39.00%	Varies