

TO: All Research Faculty and Administrative Staff

FROM: Beryl Gwan, Assistant Director, Costing and Compliance  
 Sponsored Projects Accounting and Compliance

DATE: December 10, 2025

RE: **Implementation of New Fringe Benefit Rate Agreement**

The University has successfully negotiated a new Fringe Benefit cost rate agreement with the federal government. The official rate agreement has been finalized and posted at: <https://www.umaryland.edu/cost/about-the-office/fringe-benefit/>

The University's [current F&A rates](#) remain unchanged through FY2025.

In summary, the fringe rates effective 07/01/2025 through 06/30/2026 are as follows:

**Fringe Benefit Rates**

	<b>Apply to Accounts</b>	<b>FY26+</b>	<b>Fringe Account</b>
Faculty	1011 – Faculty 9/10 Month 1012 – Faculty 12 Month	29.3%	2790 - Fringe Rate Faculty
Staff	1013 – Exempt Staff 1014 – Non Exempt Staff 2194 – Non Exempt GED Program	38.4%	2791 - Fringe Rate Staff
Legislated Benefit	2071 – Faculty 2072 – Exempt Staff (C1) 2073 – Non-exempt Staff (C1) 2074 – College Work Study (CWS) (Summer) 2075 – Student (other than CWS) (Summer) 2080 – Summer Salaries 2085 – Supplemental Pay 2110 – Overtime 2120 – Shift Differential 2130 – On Call Pay 2140 – Bonus Payments	8.2%	2793 - Fringe Rate Legislated Benefit
Limited Benefit	1021 – Post Docs/Fellows 2090 – Contractual Employee (C2)	20.5%	2792 – Fringe Rate Limited Benefit

The following salary accounts will not incur fringe benefits due to the student FICA exemption:

- 1020 – Graduate Assistants
- 2074 – Student College Work Study (CWS)
- 2075 – Students other than CWS

If it is determined that these employees are not eligible for the FICA exemption during the summer, then the Legislated Benefit rate above will be applied to these summer wages.

These rates should now be used for all grant and contract proposals and for planning purposes on non-sponsored funding sources. Kuali Research has been updated to reflect these new rates.

If you have any questions, please contact Beryl Gwan, Manager, Costing and Compliance at 410-706-2909 or [bgwan@umaryland.edu](mailto:bgwan@umaryland.edu).