

CHEAT SHEET FOR SALARIES 2010-2011

- 1) Portion of Work Load Devoted to Project: – It is critical to determine what portion of the PI's time (and other contributors) is going to this project. Be sure to know whether the faculty person is on a 9, 10, or 12-month contract. Because if the person is going to spend 3 months of their work time on a project and their salary is based on a 9-month contract, then 1/3 of their pay is the financial portion of the grant. Most contract employees are 12 months, but check with ORSP to be sure.

- 2) Determining the Appropriate Fringe Benefits:
 - a. Faculty:
 - 1) Faculty hired prior to 1985: Fringe Benefits = Gross Salary x 0.14739
 - 2) Faculty hired after 1985: Fringe Benefits = Gross Salary x 0.16189

 - b. Contract Employees (i.e. Postdocs, Technicians, Clerical Staff):
 - 1) Employees hired prior to 1985: Fringe Benefits = Gross Salary x 0.14739
 - 2) Employees hired after 1985: Fringe Benefits = Gross Salary x 0.16189

 - c. Students: The only Fringe Benefit is Worker's Compensation
 - 1) Fringe Benefits = Salary x 0.00739
 - 2) Exceptions:
 1. If students are working in summer and are not enrolled or any other times when they are not enrolled, then include full benefits at Contract Employee rate.
 2. Students have the option to participate in the retirement system if they would like to. In this case, PERS retirement should be included (see rates below). Please work with your students to ensure they select the appropriate retirement option when signing contracts.

 - d. Fringe Benefit Rates individually are as follows:
 - 1) Worker's Compensation = 0.739%
 - 2) Medicare = 1.45% Employees hired prior to 1985 do not pay into Medicare.
 - 3) Public Employees Retirement System (PERS) = 14%
 - 4) State Teachers Retirement System (STRS) = 14%

- 3) Health Benefits:
 - a. All Employees = \$10,625/ year per employee

- 4) Cost of Living Increases: Cost of living increases of 3% each year should be included for faculty, administrative, classified & student salaries. Increase Health Insurance by 10% each subsequent year.

- 5) Time Breakdown

	Academic Year	Summer	Calendar Year
Months	9	3	12
Weeks	39	13	52
Hours (working)	1560	520	2080