Go to the link below for the current URI Salary - Benefits Ratio Information [http://www.uri.edu/hr/benefits/salary_ratio_home.html](http://www.uri.edu/hr/benefits/salary_ratio_home.html)

**Example:**

When you have accessed the URI Human Resources Administration’s Salary – Benefits Ratio page (URL above) choose the correct classification for the employee (classified, non-classified, individual, family etc.) then click on that link. The link will bring you to a chart like the sample below. In the example below we calculate the fringe rate for a salary of $45,000 for a non-classified family plan. The current base salary should include two 3% increases to accommodate potential union increases between the time the proposal is approved, awarded and the charge is incurred by the grant. ($45,000 x 1.03 x 1.03 = $47,741)

To start, insert the projected salary into the first line (highlighted in yellow). The table will produce the appropriate fringe rate -- in this case, 69.17%. Because this calculation produces the correct fringe rate for the current year, we recommend including an inflation factor of 5% each year. To do this, multiply 69.17% by 1.05 each year (1.05 x 69.17% =72.63) the second year would be 76.26% (72.63 x 1.05 = 76.26%) and the third year would be 80.79% (76.26 x 1.05 = 80.79%).

If you have any questions regarding the fringe benefits rates, call Sponsored Projects at 874-2635.

**SAMPLE CHART:**

<table>
<thead>
<tr>
<th>SALARY</th>
<th>$47,741.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductions</td>
<td></td>
</tr>
<tr>
<td>SS FICA</td>
<td>6.20%</td>
</tr>
<tr>
<td>MED FICA</td>
<td>1.45%</td>
</tr>
<tr>
<td>STAFF</td>
<td>0.79%</td>
</tr>
<tr>
<td>STATE</td>
<td>4.25%</td>
</tr>
<tr>
<td>RETIREMENT</td>
<td>9.00%</td>
</tr>
<tr>
<td>BOG Medical Retirement Plan (code 5294)</td>
<td>2.30%</td>
</tr>
<tr>
<td>HEALTH: FAMILY</td>
<td></td>
</tr>
<tr>
<td>HEALTH: Waiver $2002.00</td>
<td>Medical $20,311.92 or 07-01-13</td>
</tr>
<tr>
<td>if employee waives medical remove the amount</td>
<td>Dental $1,099.44 or 01-01-14</td>
</tr>
<tr>
<td>in Medical cell and replace with $2002</td>
<td>Vision $156.96 or 07-01-14</td>
</tr>
<tr>
<td>Total Benefits Cost:</td>
<td>$33,021.39 or 69.17%</td>
</tr>
</tbody>
</table>