

# Memorandum

DATE: November 4, 2004

TO: Vice Presidents, Deans, Directors and Department Heads

FROM: R. Gavin Leach

RE: 2004-2005 Blended Fringe Benefit Rates

Listed below are the 2004-2005 blended fringe benefit rates for all categories of employees retroactive to July 1, 2004. Please use these rates when computing fringe benefits on all budget revisions during the 2004-2005 fiscal year.

**Northern Michigan University**  
**2004-2005 Blended Rates**  
(Percent of Direct Salary)

<u>Account Code</u>	<u>Employee Group</u>	<u>Blended Rate</u>
6110	Executive Management	34.0
6120	Senior Management	44.7
6130	Senior Administrator	49.0
6140	Deans	34.4
6150	Academic Department Heads	39.0
6160	Coaches	46.9
6210/6260	Faculty (AAUP)	43.1
6310/6320	Jacobetti Center Faculty (NMUFA)	50.5
6430	Post Doctorate Fellows	34.2
6455	Clerical/Technical (UAW)	73.9
6475/6480	Maintenance (AFSCME)	69.6
6510	Administrative Professional (UAW)	57.5
6265/6340	Overload	23.8
6330/6345/6360	Adjunct	17.3
6740/6750/6760/6770	Temporary Labor	15.7
6780/6790/6800/6810		
6820/6830	Additional Assignments	23.8
6840	Bonus	23.6
6850/6855/6860	Other Compensation	17.6