

# Memorandum

August 26, 2003

**To:** Vice Presidents, Deans, Directors, and Department Heads

**From:** R. Gavin Leach

**Re:** **2003-2004 Blended Rates**

Listed below are the 2003-2004 blended fringe benefit rates for all categories of employees as of July 1, 2003. Please use these rates when computing fringe benefits on all budget revisions during the 2003-2004 fiscal year.

**Northern Michigan University**  
**2003-2004 Blended Rates**  
(Percent of Direct Salary)

<b><u>Account Code</u></b>	<b><u>Employee Group</u></b>	<b><u>Blended Fringe Rate</u></b>
6110	Executive Officers	34.8
6120	Senior Management	39.5
6130	Senior Administrators	46.0
6140	Deans	34.4
6150	Academic Dept. Heads	37.0
6160	Coaches	46.3
6210/6260	Faculty (AAUP)	41.6
6430	Post Doctorate Fellows	34.2
6455	C/T (UAW)	64.7
6475/6480	Maintenance (AFSCME)	63.1
6310/6320	Jacobetti Center (NMUFA)	46.8
6510	Admin. Prof. (UAW)	51.9
6740/6750/6760/6770	Temporary Labor	15.5
6265/6340	Overload	23.5
6330/6345/6360	Adjunct	16.2
6780/6790/6800/6810 6820/6830	Additional Assignments	23.5
6840	Bonus	23.3
6850/6855/6860	Other Compensation	17.6