




SOUTHERN UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE

OFFICE OF FINANCE AND ADMINISTRATION

MEMORANDUM

TO: Vice Chancellors, Deans, Department Heads and Research Directors

FROM: Desireé Honoré Thomas 
Acting Vice Chancellor for Finance and Administration

DATE: November 8, 2024

SUBJECT: Fringe Benefit Rate 2024-2025

The following is a breakdown of the fringe benefit rate to be use by Southern University at Baton Rouge for the 2024-2025 fiscal year:

Southern University and A&M College

Fringe Benefit Category	Full Time Faculty	Full Time Staff and Support Personnel w/ Teacher Retirement	Full Time Staff and Support Personnel w/ State Retirement	Contingent Labor/Transients/ Part-time/Special Hire
FICA	0.00%	0.00%	0.00%	6.20%
Insurance	10.50%	10.50%	10.50%	0.00%
Medicare	1.45%	1.45%	1.45%	1.45%
Other/Contingency	1.00%	1.00%	1.00%	0.00%
Retirement	20.88%	22.10%	34.74%	0.00%
Unemployment Comp.	0.05%	0.05%	0.05%	0.05%
Total	33.88%	35.10%	47.74%	7.70%

These rates are established to provide data sufficient to develop cost estimates for budgeting purposes only and are applicable to sponsored agreements. For the purpose of financial accounting, reporting and invoicing, actual cost will be used.

Programs manager may use the "Contingent labor/Transients/Part-time/Special Hire" rate when preparing cost estimates related to employees who will work no more than 20 hours per week or who are not eligible to participate in the retirement and other benefit programs offered by the State of Louisiana. When using these rates the positions must be listed and clearly denoted in the budget as "Contingent Labor/Transients/Part-time/Special Hire". All others must use the full-time rate.

If there are any questions concerning this information or its applicability, please contact Mrs. Candis Joseph at (225) 771-2240 or Ms. Stephanie Smith at (225) 771-2492.

cc: Flandus McClinton, Jr., System Vice President for Finance and Business Affairs