



THE UNIVERSITY of
MISSISSIPPI
ACCOUNTING OFFICE

July 1, 2017

Effective July 1, 2017:

The University of Mississippi budgets fringe benefits at 32.31% of salaries and wages, excluding students.

This estimate is based on the University's overall composite rate and is broken down as follows:

State Retirement	15.75%
Medicare	1.45%
FICA	6.20%
Workers Comp	0.56%
Health	6.80%
Life Insurance	0.10%
Unemployment	0.05%
Terminal pay	1.40%
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	32.31%
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This rate does not include an additional 1.69% budgeted for remission of fees. The rate is an estimate only. Actual amounts may vary from this estimate according to the benefits selected by each individual employee.

Fringe benefits for undergraduate and graduate students are estimated at 3% and 8%, respectively.

If any questions should arise regarding this policy, please feel free to contact me at (662) 915-3436.

Sincerely,

Joy Shideler
Director of Accounting