

Listed below are the revised 2024-2025 blended rates for all categories of employees retroactive to July 1, 2024. These rates reflect current and projected expenditures in benefits, as well as required employment taxes and liability costs. Please use these rates when computing fringe benefits on all budget revisions.

**Northern Michigan University**  
**2024-2025 Blended Rates**  
(Percent of Direct Salary)

<u>Account Code</u>	<u>Employee Group</u>	<u>Blended Rate</u>
6110	Executive Management	30.4
6120	Senior Management	36.6
6130	Senior Administrators	48.3
6140	Deans	37.4
6150	Academic Department Heads	42.7
6160	Coaches	44.4
6210/6260	Faculty (AAUP)	44.5
6310/6320	Jacobetti Center Faculty (NMUFA)	50.6
6430	Post-Doctorate Fellows	36.4
6455	Clerical/Technical (UAW)	64.0
6475/6480	Maintenance (AFSCME)	58.1
6510	Administrative Professional (UAW)	49.8
6265/6340	Overload	24.2
6370	Contingent	19.9
6330/6345/6360	Adjunct	18.7
6380	Tutorial Assistant	18.7
6740/6750/6760	Temporary Labor	13.2
6770	Casual Labor	13.2
6780/6790/6800/6810/6830	Additional Assignments	24.2
6840	Bonus	23.8
6850/6855/6860	Other Compensation	23.8
6870/6875	Cell Phone/Equip/Exp Allowance	7.7