

FEDERAL COSTING CONCEPTS LLC

INDIRECT COST & SPECIAL STUDIES CONSULTANTS

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October 1, 2025

Lola Oluborode, Branch Chief
Department of Health and Human Services
Program Support Center - Cost Allocation Services
1301 Young Street, Suite: 106-1140
Dallas, Texas 75202

Dear Ms. Oluborode,

Please find enclosed Marquette University's (MU) fiscal year end June 30, 2025, Fringe Benefit Rate Proposal for the purpose of setting fringe benefit rates for the fiscal year end June 30, 2027 (July 1, 2026 – June 30, 2027).

The rate calculations are shown on Schedule 1 and are as follows:

- Employees: 23.31%
- Students: 0.98%

Schedule 2 shows a reconciliation of total salary and wages and fringe benefit costs to page 27 of the fiscal year end June 30, 2025, audited financial statement. The FYE 2025 audited financial statement is included with this submission.

Please feel free to contact me at 817-372-1366 or jrnolan531@verizon.net with any questions about the proposal.

Sincerely,



James Nolan, Consultant
Federal Costing Concepts LLC

MARQUETTE UNIVERSITY

Schedule: 1

Fiscal year end June 30, 2025 expenses to set fringe benefit rates

Fringe Benefits	Employees	%	Students	%	Total
Group life insurance	\$ 267,659.84	0.13%	\$ -	0.00%	\$ 267,659.84
Group dental insurance	\$ * 1,662,843.54	0.81%	\$ -	0.00%	\$ 1,662,843.54
Social security tax	\$ 14,404,657.93	6.99%	\$ -	0.00%	\$ 14,404,657.93
TIAA CREF	\$ 12,173,255.02	5.91%	\$ -	0.00%	\$ 12,173,255.02
Group hospital insurance	\$ 20,101,817.04	9.76%	\$ -	0.00%	\$ 20,101,817.04
Vision insurance	\$ 323,400.63	0.16%	\$ -	0.00%	\$ 323,400.63
Long term disability	\$ 199,033.66	0.10%	\$ -	0.00%	\$ 199,033.66
Workers compensation insurance	\$ 1,086,068.91	0.53%	\$ 104,281.10	0.53%	\$ 1,190,350.01
Unemployment compensation	\$ 78,307.03	0.04%	\$ 7,518.81	0.04%	\$ 85,825.84
Total Fringe Benefits	\$ 50,297,043.60	24.42%	\$ 111,799.91	0.57%	\$ 50,408,843.51 *
Carryforward (2025 / 2027):	\$ (2,274,659.88)	-1.10%	\$ 82,462.58	0.42%	
Total FB and Carryforward	\$ 48,022,383.72	23.31%	\$ 194,262.50	0.98%	
Total Salaries and Wages	\$ 205,977,299.61		\$ 19,777,327.25		\$ 225,754,626.86

* Reconciles to "Allowable" fringe benefit costs shown on Schedule 2

Carryforward Calculation

Salary Base FY 2025	205,977,299.61	19,777,327.25
Fixed FB Rate FY 2025	32.20%	0.10%
Benefits Recovered FY 2025	66,324,690.47	19,777.33
Over / Under Recovery from FY 2023	(13,752,987.00)	9,560.00
Net Fringe Benefit Recovery FY 2025	52,571,703.47	29,337.33
Actual Benefits from Above FY2025	50,297,043.60	111,799.91
Over / Under Recovery from FY 2025	(2,274,659.88)	82,462.58
Over Recovery		Under Recovery

Reconciliation of fiscal year end June 30, 2025 Fringe Benefit Proposal to the Audited Financial Statement.

Salaries & Wages:

Employees:	\$ 205,977,299.61
Students:	<u>\$ 19,777,327.25</u>
Total S&W	<u>\$ 225,754,626.86</u>

Fringe Benefits:

Employees:	\$ 62,378,662.10
Students:	<u>\$ 111,799.91</u>
Total FB	<u>\$ 62,490,462.01</u>

Total S&W + FB	<u>\$ 288,245,088.87</u>	* Reconciles to page 27 of the FYE 2025 audited financial statement. Slight rounding difference.
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Reconciliation of total fringe benefits to allowable fringe benefits included in the proposal.

Total FB	\$ 62,490,462.01
Unallowable FB	<u>\$ 12,081,618.50</u>
Allowable FB	<u>\$ 50,408,843.51</u>