

QUICK GUIDE

NIH SALARY CAP

The current NIH salary cap is \$212,100 for those on 12-month appointments, or \$159,075 for those on 9-month appointments, effective 1/1/23. Please note the Executive Pay Scale is updated annually, on or after, January 1^{st} .

STEP 1 - To apply the NIH salary cap to personnel in your budget, you should start by accessing the <u>Kuali Salary Guide</u>.

In the Kuali Salary Guide, navigate to the **NIH Salary Cap** tab at the bottom of the Excel spreadsheet.

NIH SALAI	RY	CAP GL	JIDE	Version 15 Effectiv	ve 1	/17/2023			
NIH (12 Month) SALARY CAP	l	(9 Month) LARY CAP	INPUT ACTUAL 9 Month Base Salary	INPUT ACTUAL 12 Month Base Salary	Mo	ective onthly Cap ary	con	Λ	INPUTS
\$ 212,100	\$	159,075	\$ 155,000.00	\$ 213,000.00	\$	17,675		2%	KUALI ENTRY
			AC.	ADEMIC YEAR CA	ALC	ULATION			Г
UMass Fiscal			INPUT Total	Effort Charged to			Cap	oed Salary on	
Years Involved		Ity AY Salary	Effort	Sponsor	_	Total Salary		Grant	
22	\$	155,000.00	11.11%	11.40%	\$	17,220.50	\$	17,673.23	ENTER FY of Start Date
23	\$	158,100.00	11.11%	11.18%	\$	17,564.91	\$	17,673.23	
24	\$	161,262.00	11.11%	10.96%	\$	17,916.21	\$	17,673.23	
25	\$	164,487.24	11.11%	10.74%	\$	18,274.53	\$	17,673.23	
26	\$	167,776.98	11.11%	10.53%	\$	18,640.02	\$	17,673.23	
27	\$	171,132.52	11.11%	10.33%	\$	19,012.82	\$	17,673.23	
28	\$	174,555.17	11.11%	10.12%	\$	19,393.08	\$	17,673.23	
29	\$	178,046.28	11.11%	9.93%	\$	19,780.94	\$	17,673.23	
30	Ś	181,607.20	11.11%	9.73%	\$	20,176.56	Ś	17,673.23	
31	Ś	185,239,35	11.11%	9.54%	Ś	20,580.09	Ś	17,673.23	
ABOVE-ENTER FISCAL YEAR OF FIRST PERIOD OF PERFORMANCE									
				SUMMER CALC	ULA	TION			
UMass Fiscal	Faculty Summer			Effort Charged to				oed Salary on	
Years Involved		Salary	INPUT Effort	Sponsor		Total Salary		Grant	
22	_	51,666.67	33.33%		_	17,220.50	\$	17,673.23	ENTER FY of Start Date
23	<u> </u>	52,700.00	33.33%	33.54% 32.88%	•	17,564.91	\$	17,673.23	
25	_	53,754.00 54,829.08	33.33% 33.33%	32.88%	<u> </u>	17,916.21 18,274.53	\$	17,673.23 17,673.23	
26		55,925.66	33.33%	31.60%	<u> </u>	18,640.02	Ś	17,673.23	
27	Ġ	57 044 17	22 22%	30 98%	4	19 012 82	Ġ	17 673 23	
→ Sala	ry G	iuide G	rad Calculator	NIH Salary (Cap		AEs1	imator	(+)

Note: Green fields are editable inputs, all other fields are protected.

STEP 2 - In the NIH Salary Cap tab, input the faculty member's actual 9- or 12-month base salary.

Unless instructed otherwise, leave the COLA at 2% - the current rate used at UMass for NIH.

UMassAmherst

Research & Engagement



STEP 3 - For this example, we will use a faculty member 'Serena Williams' who has a 9-month base salary of \$155,000.

Enter the Total Academic, Summer, and/or Calendar Effort (as applicable) for each fiscal year (budget period) involved in the project in the green columns under Academic and Summer Calculation.

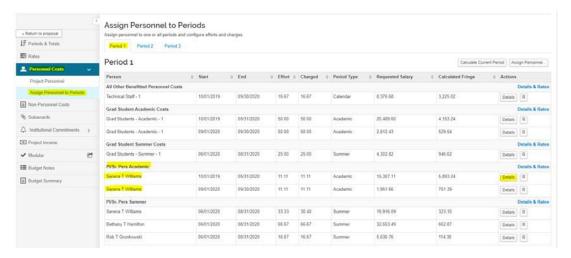
In this example, the faculty member will be dedicating 11.11% Academic (1 academic month) and 33.33% Summer (1 summer month) in each budget period.

1	NIH SALA	RY	CAP G	UIDE						
	NIH (12 Month) SALARY CAP	NIH (9 Month) SALARY CAP		INPUT ACTUAL 9 Month Base Salary	INPUT ACTUAL 12 Month Base Salary		Effective Monthly Cap Salary		A	INPUTS
	\$ 192,300 \$ 144,		144,225	\$ 155,000.00	\$ 213,000.00	\$ 16,025		2%		KUALI ENTRY
	ACADEMIC YEAR CALCULATION									
	UMass Fiscal Years Involved	Faculty AY Salary		INPUT Total Effort			Total Salary		ped Salary on Grant	
	FY19	\$	155,000.00	11.11%	10.34%	\$	17,220.50	\$	16,023.40	
)	FY20	\$	158,100.00	11.11%	10.13%	\$	17,564.91	\$	16,023.40	
	FY21	\$	161,262.00	11.11%	9.94%	\$	17,916.21	\$	16,023.40	
	FY22	\$	164,487.24	11.11%	9.74%	\$	18,274.53	\$	16,023.40	
	FY23	\$	167,776.98	11.11%	9.55%	\$	18,640.02	\$	16,023.40	
ļ	FY24	\$	171,132.52	11.11%	9.36%	\$	19,012.82	\$	16,023.40	
,	FY25	\$	174,555.17	11.11%	9.18%	\$	19,393.08	\$	16,023.40	
5	FY26	\$	178,046.28	11.11%	9.00%	\$	19,780.94	\$	16,023.40	
,	FY27	\$	181,607.20	11.11%	8.82%	\$	20,176.56	\$	16,023.40	
3	FY28	\$	185,239.35	11.11%	8.65%	\$	20,580.09	\$	16,023.40	
)			•							
)				SUN	MER CALCULAT	101	N .			
		UMass Fiscal Faculty Summer			Effort Charged to				ped Salary on	
2	Years Involved FY19	\$	Salary 51,666.67	INPUT Effort 33.33%	Sponsor 31.01%		Total Salary 17,220.50	\$	Grant 16,023.40	
1	FY20	\$	52,700.00	33.33%	-	<u> </u>	17,564.91	\$	16,023.40	
;	FY21	\$	53,754.00	33.33%	_	· ·	17,916.21	\$	16,023.40	
	> Salary Guide	e	Grad Calculator	NIH Salary Cap	(+)	L.	-		-	

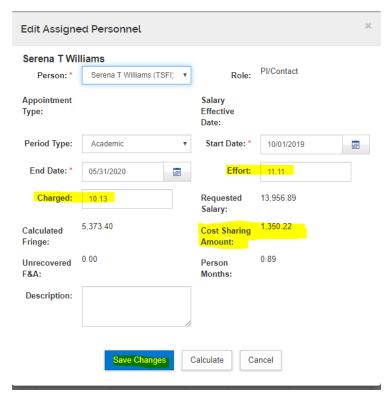
Based on this example, the table above now shows the amount of effort to be charged to the sponsor as well as the total effort committed to the project per year.



STEP 4 - In Kuali, navigate to your Budget, and click **Personnel Costs**, then **Assign Personnel to Periods**. Starting with the academic entries, click **Details**.



Details (academic effort/salary)



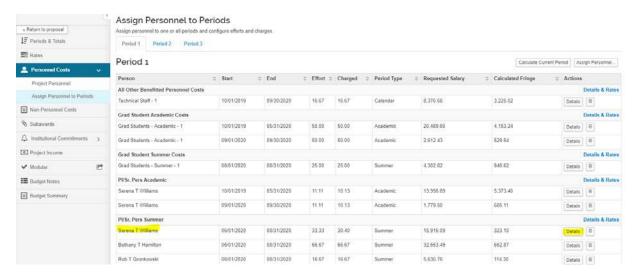
STEP 4 - On the Details screen, input the Total Effort from the green column under Academic Calculation into the Effort box, if you have not already done so. Then, enter the Effort Charged to Sponsor from the blue column under Academic Calculation into the Charged box. Click Save Changes.

In this example, we have already entered the effort for Serena and we are simply changing the **Charged** amount from 11.11 to 10.13, per the spreadsheet.

After saving, you will notice an amount next to **Cost Sharing Amount**. This is the portion of the salary and fringe that is over the salary cap and must be cost shared. Repeat the same process for the second Academic entry, if necessary.

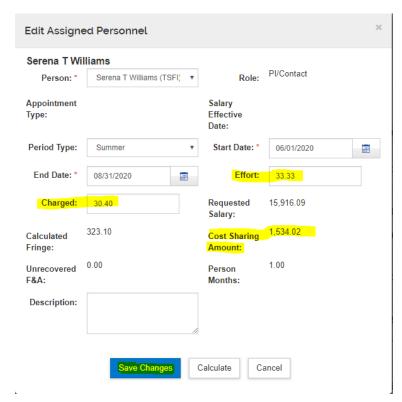


Now, move down to the relevant Summer entries. Click **Details**.



Repeat the process above using the effort amounts from the **Summer Calculation** section of the spreadsheet.

Details (summer effort/salary)

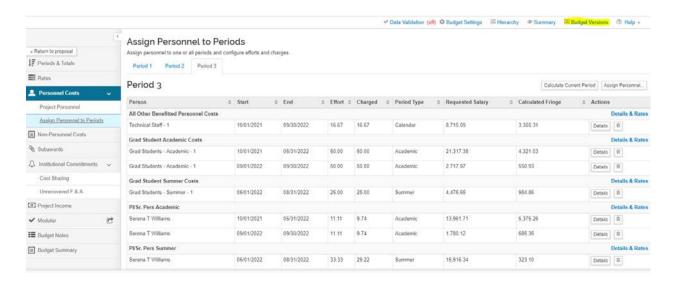


In our example, we are replacing the **Charged** amount with 30.40, per the spreadsheet. Click **Save Changes**. Repeat the same process for the second Summer entry, if necessary.

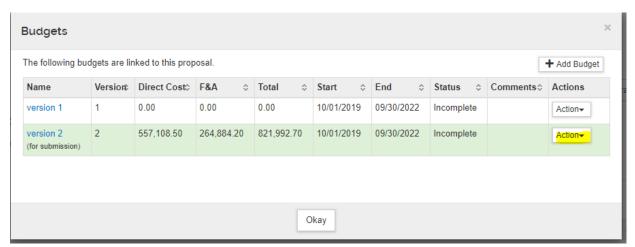
Repeat the process for the rest of your personnel over the cap as well as subsequent budget periods – moving down one fiscal year on the spreadsheet for each budget period.



STEP 6 - Once you have finished adjusting the charged effort for all relevant personnel entries in each budget period, **save**, then click **Budget Versions** at the top right.

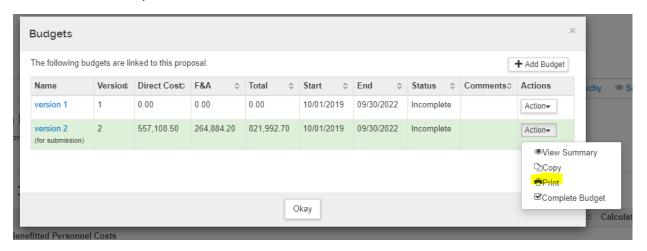


STEP 7 - If you have been working with multiple versions of the budget, select the correct one and click **Action** next to it. If you only have one version, click **Action**.

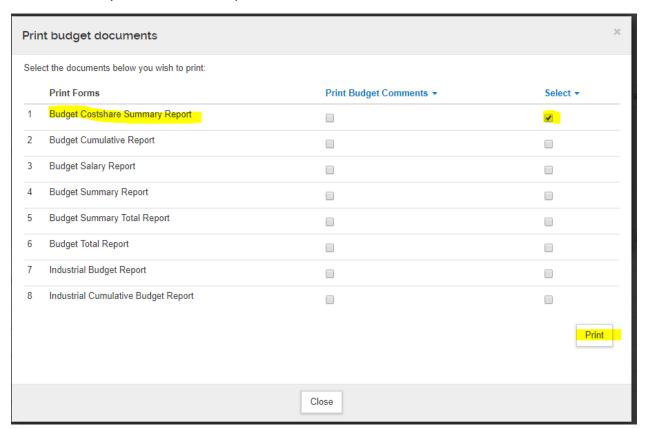




STEP 8 - From the drop-down menu, select Print.



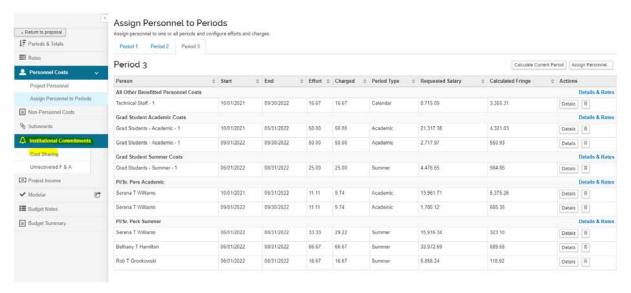
STEP 9 - Next, click the checkbox under **Select** to the far right of **Budget Cost Share Summary Report**. Then click **Print** at the bottom right. This will give you a PDF breakdown of the cost share in your budget, which will assist you with the next step.





STEP 10 - Save the Budget Cost Share Summary Report PDF to your desktop (See below).

STEP 11 - Once you have your cost sharing summary PDF saved, click **Institutional Commitments** on the left side of the screen and select **Cost Sharing** from the drop-down menu.



STEP 12 - There will be one cost share entry for each budget period. Best practice is to <u>delete all fields</u> and rebuild by adding a line for each cost sharing type per year – select the trash can icon at the right of the screen. This helps keep the annual cost sharing batched together. If the original cost sharing lines are not deleted, it will end up out of order.

Note: If you enter the budget periods in reverse order (starting with the last year) it will end up in chronological sequence. It is also acceptable to begin your data entry with the first budget period, but it will show your last entry as the first line. In the sample below, data entry begins with the 1st budget period and therefore will show in reverse chronological order.



Review **Cost Share Type** drop-down options.

Unit Details: This is the department ID.

Source Account: This is the speed-type account number.



After deleting each line, the screen should look like this:



STEP 13 - Open the cost sharing summary report PDF and review period one (see below).

Add up the academic year salary totals in the cost share column. In this case, we have \$1,350.22 and \$172.15. Then add the fringe benefits in the cost share column. We have \$617.25. That brings us to \$2,139.62.

Note: For the NIH salary cap purposes, because summer fringe is typically a small amount, you can leave it merged with the academic year fringe as done in the sample below, or you can opt to break it out.

NOTE: In this example, there is only one person over the cap. If you have multiple personnel over the cap, and their academic salary over the cap will come from different state accounts, you need to do this step for each person.

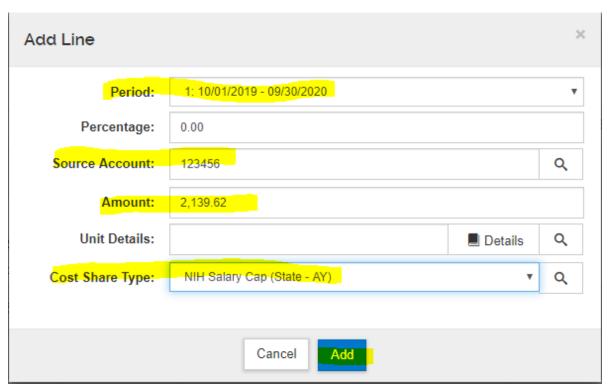
Proposal Number:	895	Bud	get Versio	n : 2						
Proposal Title:	FOR JIM - Ian raphael session	1 6/12 6/13	- USE FOR	SESSION	3 6/18					
Investigator Name:	Serena T Williams									
Period: 1	01 Oct 2019 - 30 Sep 2020									
Comments:										
	Personnel Category	Start Date	End Date	EB Rate	Vac Rate	Percentage Charged/ Effort	Fringe Benefits	Total Cost to Sponsor	Cost Sharing	Total Cost of Project
Other Professionals										
Technical Staff - 1(0	All Other Benefitted Personnel Costs	10/01/19	09/30/20	38.50%	0.00%	16.67 / 16.67	\$3,225.02	\$8,376.68		\$8,376.68
					Total Other	er Professionals	\$3,225.02	\$8,376.68	\$0.00	\$8,376.68
Graduate Students										
Grad Students - Aca - 1(0)	Grad Student Academic Costs	10/01/19	05/31/20	20.27%	0.00%	50.0 / 50.0	\$4,153.24	\$20,489.60		\$20,489.60
Grad Students - Aca - 1(0)	demic Grad Student Academic Costs	09/01/20	09/30/20	20.27%	0.00%	50.0 / 50.0	\$529.54	\$2,612.43		\$2,612.43
Grad Students - Sur 1(0)	nmer - Grad Student Summer Costs	06/01/20	08/31/20	22.00%	0.00%	25.0 / 25.0	\$946.62	\$4,302.82		\$4,302.82
					Total Gra	aduate Students	\$5,629.40	\$27,404.85	\$0.00	\$27,404.85
Senior Personnel										
Serena T Williams	PI/Sr. Pers Academic	10/01/19	05/31/20	38.50%	0.00%	10.13 / 11.11	\$5,373.40	\$13,956.89	\$1,350.22	\$15,307.11
Serena T Williams	PI/Sr. Pers Academic	09/01/20	09/30/20	38.50%	0.00%	10.13 / 11.11	\$685.11	\$1,779.50	\$172.15	\$1,951.65
Serena T Williams	PI/Sr. Pers Summer	06/01/20	08/31/20	2.03%	0.00%	30.4 / 33.33	\$323.10	\$15,916.09	\$1,534.02	\$17,450.11
Bethany T Hamilton	PI/Sr. Pers Summer	06/01/20	08/31/20	2.03%	0.00%	66.67 / 66.67	\$662.87	\$32,653.49		\$32,653.49
Rob T Gronkowski	PI/Sr. Pers Summer	06/01/20	08/31/20	2.03%	0.00%	16.67 / 16.67	\$114.30	\$5,630.76		\$5,630.76
					Total S	enior Personnel	\$7,158.78	\$69,936.73	\$3,056.39	\$72,993.12
Fringe Benefits							_	\$16,013.20	\$617.25	\$16,630.45
Total Salaries & Wa	ges & Fringe Benefits						_	\$121,731.46	\$3,673.64	\$125,405.10
Equipment										
Equipment								\$5,000.00	E-1-1-1-1-1	\$5,000.00
Materials							Total Equipment	\$5,000.00	\$0.00	\$5,000.00
Material and Sup	pliae							\$10,000.00		\$10,000.00
Material and Sup	pires						Total Materials	\$10,000.00	\$0.00	\$10,000.00
Other Operating Exp	nenses						. Juli muterials	ψ10,000.00	ψυ.υυ	\$10,000.00
Cale Operating Exp						Total Other Op	perating Expenses	\$12,975.00	\$0.00	\$12,975.00



STEP 14 - In Kuali, click Add Cost Sharing on the top left.

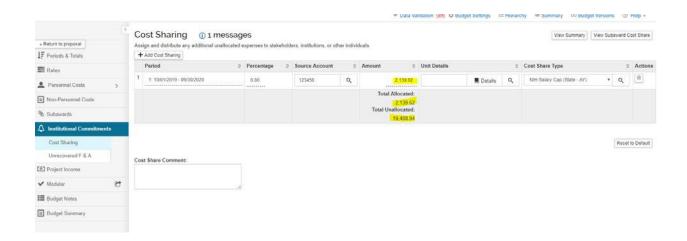


STEP 15 - Select **Period 1**, then enter the 2,139.62 in the **Amount** box. This is the academic salary and all fringe (including fringe on summer if you elect that route – or tease out summer fringe and build in with summer salary over the cap) over the cap for period 1. Select **NIH Salary Cap (State – AY)** from the **Cost Share Type** drop-down menu. Add the speed type to the **Source Account** box. Finally, click **Add**.





When you are finished with the first entry, your cost sharing screen will look like this. Note that the **Total Unallocated** has gone down. You want that total unallocated to be \$0 when all cost sharing has been data entered for all appropriate line items for each year.



STEP 16 - Repeat the steps above for any other personnel over the cap whose period 1 academic salary over the cap will be covered by a different Source Account.

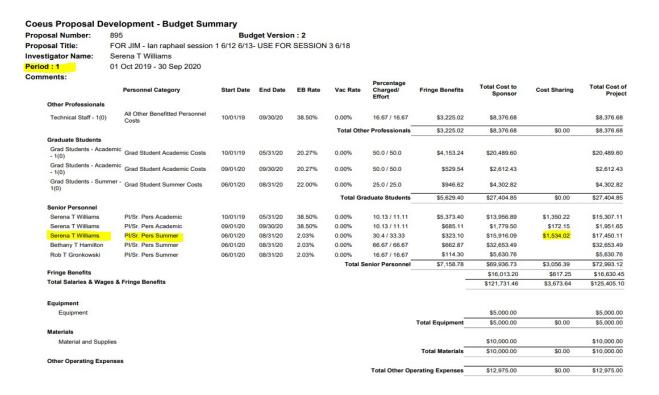
Now, go back to the cost share summary report PDF, add up the summer salary totals in the cost share column for period 1. In this case, we have \$1,534.02. (See below)

NOTE: If the faculty member has opted to waive their summer salary over the cap, enter the appropriate waived salary into the cost share type NIH Salary Cap (waived summer). Do not complete the Source Account or Unit Details fields.

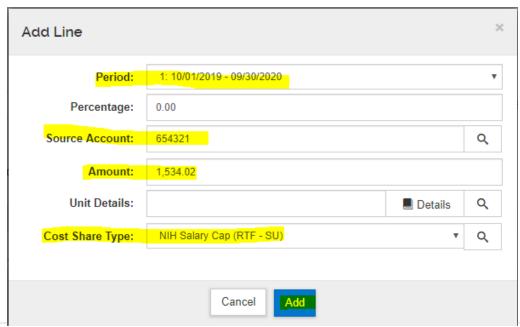
Be sure to upload the PI waiver memo in the Internal tab in Attachments.



STEP 17 - PDF budget – review summer salary over the cap.



STEP 18 - In Kuali, click **Add Cost Sharing** on the top left again. Select **Period 1**, then enter 1,534.02 in the **Amount** box. This is the summer salary over the cap for period 1. Select **NIH Salary Cap (RTF – SU)** from the **Cost Share Type** drop-down menu. Add the speed type to the **Source Account** box. Finally, click **Add**. The **Source Account** will typically be the PI's RTF speed type account number.



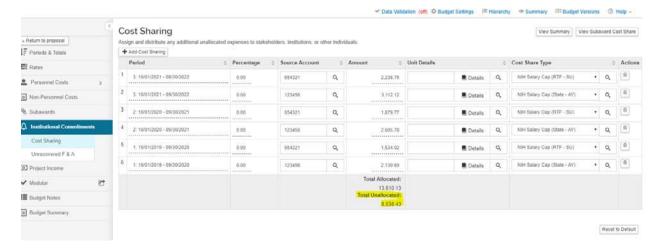


STEP 19 – Next, include the **Approver(s)** of the **Source Account** in the **Comment** section, and ensure the individual is included in the Routing Map.

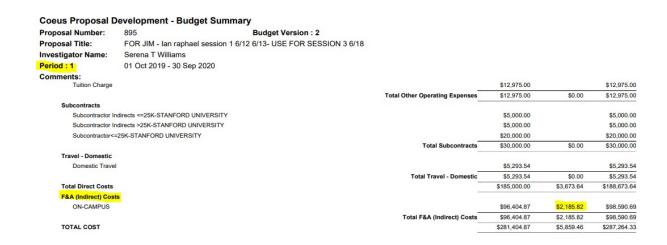
Repeat the steps above for any other personnel over the cap whose period 1 summer salary over the cap will be covered by a different RTF account.

STEP 20 - Repeat the steps above for the remaining budget periods.

Once you are finished adding the academic and summer entries for each person over the cap, your screen will look like this:



STEP 21 - Notice that there are still a significant amount of unallocated funds. In our example, we have \$8,038.50 remaining. These are the indirect associated with the salary and fringe over the cap. Verify that this number matches the indirect total in the cost sharing summary report PDF by adding the cost share indirect costs from each period:



UMassAmherst

Research & Engagement



Budget Period 2

Coeus Proposal Development - Budget Summary

Proposal Number: 895 Budget Version : 2

Proposal Title: FOR JIM - Ian raphael session 1 6/12 6/13 - USE FOR SESSION 3 6/18
Investigator Name: Serena T Williams

Period : 2 01 Oct 2020 - 30 Sep 2021

nents: Subcontractor Indirects >25K-STANFORD UNIVERSITY Subcontractor>25K-STANFORD UNIVERSITY

Travel - Domestic

Domestic Travel

F&A (Indirect) Costs
ON-CAMPUS

TOTAL COST

Budget Period 3

| \$10,000.00 | \$10,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20

Coeus Proposal Development - Budget Summary

Proposal Number: 895 Budget Version : 2

Proposal Title: FOR JIM - Ian raphael session 1 6/12 6/13- USE FOR SESSION 3 6/18

Investigator Name: Serena T Williams
Period: 3 01 Oct 2021 - 30 Sep 202

Period: 3 01 Oct 2021 - 30 Sep 2022
Comments:

Subcontractor Indirects >25K-STANFORD UNIVERSITY Subcontractor>25K-STANFORD UNIVERSITY

Travel - Domestic

Domestic Travel

Total Direct Costs
F&A (Indirect) Costs
ON-CAMPUS

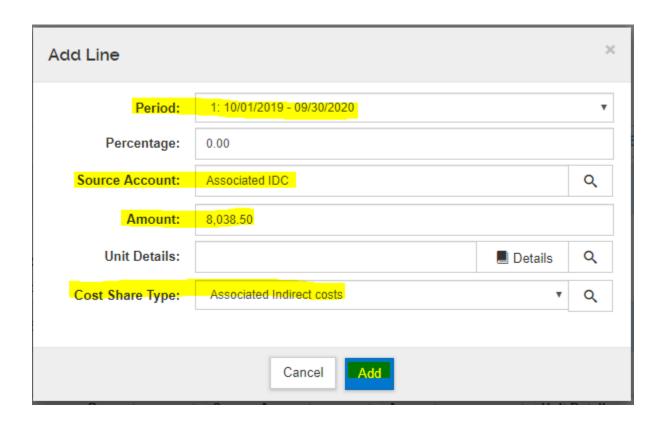
TOTAL COS

	\$10,000.00		\$10,000.00
	\$20,000.00		\$20,000.00
Total Subcontracts	\$30,000.00	\$0.00	\$30,000.00
	\$4,904.40		\$4,904.40
Total Travel - Domestic	\$4,904.40	\$0.00	\$4,904.40
_	\$185,000.00	\$5,350.87	\$190,350.87
	\$83,314.88	\$3,183.77	\$86,498.65
Total F&A (Indirect) Costs	\$83,314.88	\$3,183.77	\$86,498.65
	0000001100	00 501 01	2070 040 50

In our example, we have \$2,185.82, \$2,668.91, and \$3,183.77, which total \$8,038.50, so we did all of the math correctly, and we can now allocate the indirect costs.



STEP 22 - Click **Add Cost Sharing**. Select **Period 1**, and put the indirect amount, in our case \$8,038.50, in the **Amount** box. For **Source Account**, type N/A. In the **Cost Share Type** drop-down menu, select **Associated Indirect Costs**. Finally, click **Add**.



If you have done everything correctly, you should have \$0 in unallocated.

