# Proposal Development (Pre Award) Budget Guide – Approximates Only

Work with your Research Facilitator or the Research Services & Ethics Office at research.services@usask.ca

<table>
<thead>
<tr>
<th>Employment Group</th>
<th>Rate of Pay</th>
<th>Payroll Costs Employer</th>
<th>Vacation &amp; Stat Costs</th>
<th>Benefit Costs – 1.0 FTE (prorate to FTE)</th>
<th>Total Budgeted Salary Costs</th>
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</thead>
<tbody>
<tr>
<td><strong>Graduate Students (PSAC)</strong></td>
<td>$20.04/hr.</td>
<td>CPP/EI/WC: 7.5%</td>
<td>Vacation &amp; Stat: 11.9%</td>
<td>No costs&lt;br&gt;Benefits provided through student fees</td>
<td>Rate of Pay multiplied by 19.4%&lt;br&gt;$23.92/hr.</td>
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<tr>
<td><strong>Post-doctoral Fellows (PSAC)</strong></td>
<td>$36,000/yr.</td>
<td>CPP/EI/WC/ group life: 7.9%</td>
<td>Vacation: 7.7%&lt;br&gt;if all vacation taken during employment no additional cost</td>
<td>$1,375/yr.&lt;br&gt;To be eligible minimum 0.5 FTE or greater &amp; greater than or equal to 6 month term</td>
<td>Rate of Pay multiplied by 15.6%&lt;br&gt;plus $1,375/yr. (benefits)&lt;br&gt;$42,991/yr.</td>
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<tr>
<td><strong>Undergraduate Students</strong></td>
<td>Click <a href="#">here for salary ranges</a> $12.54/hr.</td>
<td>CPP/EI/WC: 7.5%</td>
<td>Vacation &amp; Stat: 10%</td>
<td>No costs&lt;br&gt;Benefits provided through student fees</td>
<td>Rate of Pay multiplied by 17.5%&lt;br&gt;$14.72/hr.</td>
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<tr>
<td><strong>Non-union Employees</strong></td>
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<td>CPP/EI/WC: 7.5%</td>
<td>Vacation &amp; Stat: 10%</td>
<td><strong>Less than 6 mos. &amp;/or less than 0.5 FTE</strong>&lt;br&gt;No costs</td>
<td>Rate of Pay multiplied by 17.5%&lt;br&gt;$17.73/hr.</td>
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<td><strong>6 mos., minimum 0.5 FTE</strong>&lt;br&gt;Life Ins.: 0.3%&lt;br&gt;Health &amp; Dental: $3,037/yr.</td>
<td>Rate of Pay multiplied by 17.8%&lt;br&gt;plus $3,037/yr. (benefits)&lt;br&gt;$17.78/hr. plus $253/mos. (benefits)</td>
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<td><strong>Greater than 6 mos. but less than 2 yrs., minimum 0.5 FTE</strong>&lt;br&gt;Life Ins./Pension: 7.1%&lt;br&gt;Health &amp; Dental: $3,037/yr.</td>
<td>Rate of Pay multiplied by 24.6%&lt;br&gt;plus $3,037/yr. (benefits)&lt;br&gt;$18.80/hr. plus $253/mos. (benefits)</td>
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<td><strong>2 yrs. or more, minimum 0.5 FTE</strong>&lt;br&gt;Life Ins./Pension/ Disability: 8.4%&lt;br&gt;Health &amp; Dental: $3,037/yr.</td>
<td>Rate of Pay multiplied by 25.9%&lt;br&gt;plus $3,037/yr. (benefits)&lt;br&gt;$19.00/hr. plus $253/mos. (benefits)</td>
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</table>

All salary ranges are available at: [https://working.usask.ca/agreements/compensation/salary-ranges.php](https://working.usask.ca/agreements/compensation/salary-ranges.php)
All employment agreement are available at: [https://working.usask.ca/agreements/index.php](https://working.usask.ca/agreements/index.php)

Please note the rates of pay, payroll and benefit costs change. Please use the most up to date guide to ensure accuracy.