

# ORNL Joint Faculty Wage Pool Translation Tool

The Division of Research Administration has developed a tool to translate wage pool rates for ORNL Joint Faculty (JFOs) into annual salaries. This tool should be useful to researchers and departmental staff who are developing budgets that request salary and fringe for ORNL JFOs.

The ORNL wage pool rate is fully burdened, which means that it includes fringe benefits. This calculator provides several useful functions: 1) It separates salary and fringe, as required by most federal sponsors, 2) it calculates the ORNL joint faculty member's annual 12 month salary for use in UTK budgets, and 3) it calculates the ORNL joint faculty member's unburdened hourly rate, for use when hourly rates are required. Annual salary calculation assumes 1,820 working hours per year, per ORNL policy.

To request wage pool and fringe rates for an ORNL joint Faculty appointee, contact Benjamin Smith at ORNL ([smithbm1@ornl.gov](mailto:smithbm1@ornl.gov)) each time you prepare a new budget. Remember to provide project dates in order to get the correct rates. ORNL will typically provide wage pool rates for the JFO that include the current fiscal year (which runs from October 1<sup>st</sup> – September 30<sup>th</sup> for ORNL), along with the fringe rate for each project year. For example:

The wage pool information for Dr. X is below:

	Cost Center	Name	FY2016	FY2017	FY2018	FY2019	FY2020
<b>Wage Pool</b>	3WP300ST	S&T C	\$110.89	\$115.05	\$119.77	\$124.68	\$129.79

The fringe rate is set at 41.00% for each of those years.

The Wage Pool Translation Tool allows you to modify the fiscal years to match your project budget years, and it allows you to enter the wage pool rates and fringe rates provided by ORNL for each fiscal year. With that information, the tool will calculate the unburdened 12-month salary for the JFO, which can then be used to calculate person-months or percent effort on a UTK budget.

<b>Funding Agency:</b>	NSF		
<b>ORNL JFO Name:</b>	Dr. X		
<b>Project Start Date:</b>	4/1/2016	<b>Project End Date:</b>	3/31/2021

Project Year	Base Year	Year 1	Year 2	Year 3	Year 4	Year 5
Fiscal Year	FY16	FY16	FY17	FY18	FY19	FY20
Wage Pool Hourly Rate (\$/hour)	\$110.89	\$110.89	\$115.05	\$119.77	\$124.68	\$129.79
Fringe Rate	41.0%	41.0%	41.0%	41.0%	41.0%	41.0%
Unburdened Salary Rate (\$/hour)	\$78.65	\$78.65	\$81.60	\$84.94	\$88.43	\$92.05
Fringe Hourly Rate (\$/hour)	\$32.24	\$32.24	\$33.45	\$34.83	\$36.25	\$37.74
Annual Salary (12 month, burdened)	\$201,820	\$201,820	\$209,391	\$217,981	\$226,918	\$236,218
Annual Salary (12 month, unburdened)	\$141,135	\$143,215	\$148,504	\$154,597	\$160,934	\$167,530
Annual Fringe (12 month)	\$58,685	\$58,685	\$60,887	\$63,385	\$65,983	\$69,687

When preparing your Budget Justification, remember to include the required ORNL joint faculty language: "Dr. [name] has a joint faculty appointment with the University of Tennessee in [department, college] and is an employee of UT-Battelle, LLC. This proposal is being submitted by the University."