

December 10, 2004

To: Deans, Directors, and Department Heads
From: Bruce Rieks, Budget System Development & Reporting
Subject: Update to FY 2004-05 Fringe Benefit Rates

In conjunction with the January 2005 'go-live' of the Oracle Human Resource/Payroll System, I have attached an updated listing of the FY '04-05 fringe benefit rates. The new system allows us to apply fringe benefit rates for the specific eligibility of a given employee. As such, you will notice that the rates are displayed for the following benefit eligibility categories: Full Eligibility, Partial Eligibility, IPERS Only, and Minimum Required.

For clarification, the bottom of this listing also includes a breakdown of the specific fringe benefits per eligibility category. For questions pertaining to which rate to use for planning and hiring, please contact Jan Flick in Human Resource Services at Jan.Flick@uni.edu or 273-2824.

In addition, all rates have been adjusted to fund the increased costs of Workers' Comp claims for this fiscal year. All employee classifications were increased to equitably distribute this cost across all departments, cost centers, and auxiliaries.

Please share this information with others in you department. The rates will also be available at www.vpaf.uni.edu/memfis. Feel free to direct you questions to: Kelly Flege at Kelly.Flege@uni.edu or 273-3420 or Bruce.Rieks@uni.edu or 273-7498.

Attachment

University of Northern Iowa
 Fringe Allocation Rates
 for fiscal year 2004-05 (last six months)

Employee Classification		FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Instnl Officials	50010	23.90%	17.30%	NA	9.15%
Academic Admin	50110	26.80%	20.20%	NA	9.15%
Acad Admin-Summer Appt	50110	19.65%	NA	NA	NA
Unit Faculty Salary	50210	30.80%	24.20%	15.40%	9.15%
Unit Fac-Summer Appt	50210	19.65%	NA	NA	NA
Unit Faculty-Spec Comp	50220	9.15%	15.40%	9.15%	9.15%
N-Unit Faculty	50310	NA	28.30%	15.40%	9.15%
N-Unit Faculty Spec Comp	50320	9.15%	15.40%	9.15%	9.15%
N-Unit Faculty Hourly	50340	NA	28.30%	15.40%	9.15%
Graduate Asst	50910	None	None	None	None
P&S Regular Salaried	51010	34.80%	28.20%	15.40%	9.15%
P&S Regular-Summer Appt	51010	19.65%	NA	NA	NA
P&S Special Comp	51020	9.15%	15.40%	9.15%	9.15%
P&S Hourly	51040	34.80%	28.20%	15.40%	9.15%
P&S Hourly-Summer Appt	51040	19.65%	NA	NA	NA
P&S Annual Appt Salary	51110	27.50%	20.90%	NA	9.15%
Gnl Svc Technical Salaried	52010	37.40%	NA	NA	NA
Gnl Svc Clerical Salaried	52110	40.10%	NA	NA	NA
Gnl Svc Security Salaried	52210	40.70%	NA	NA	NA
Gnl Svc Blue Collar Salaried	52310	43.80%	NA	NA	NA
Gnl Svc N-Org Merit Salaried	52410	38.00%	NA	NA	NA
Gnl Svc Special Compensation	52620	9.15%	NA	NA	NA
Hrly Technical Wages	53010	51.50%	NA	NA	NA
Hrly Clerical Wages	53110	49.20%	NA	NA	NA
Hrly Security Wages	53210	49.20%	NA	NA	NA
Hrly Blue Collar Wages	53310	49.20%	NA	NA	NA
Hrly N-Org Merit Salary	53410	41.00%	NA	NA	NA
Hrly-Special Comp	53620	9.15%	NA	NA	NA
Merit Temporary	53610	NA	NA	15.40%	9.15%
Seasonal Employee Wages	53910	NA	NA	NA	9.15%
Student Wages	54010	None	None	None	None
Fringes per Eligibility Type :					
TIAA-CREF		X			
IPERS			X	X	
Health/Dental		X	X		
Worker's Comp/Unemployment		X	X	X	X
Life Insurance		X			
Disability Insurance		X			
FICA		X	X	X	X