

June 11, 2003

To: Deans, Directors, and Department Heads

From: Gary Shontz, University Controller
Eunice Dell, University Budget Director

Subject: FY 2004 Fringe Benefit Rates

The fringe benefit rates listed below will be used for budget and payroll purposes effective July 1, 2003. The rates will be applied consistently to all budgeted positions and all paid employees, regardless of fund source. Within a department, any salary savings or fringe benefit savings that accumulate due to vacancies will remain in the department and may be used with approval of the dean or division head.

Actual fringe benefit costs for both full-time and part-time employees were used to compute the percentages below. UNI's current human resource/payroll system does not readily identify fringe benefit eligibility. Therefore, part-time positions will be charged the same fringe benefit rate as full-time positions for the periods Jul-03 through December-03. The Oracle Human Resource/Payroll (HR/P) system provides functionality to address this issue so there may be updated rates as the Oracle HR/P system "go live" date of Jan-04 approaches.

This accounting change will not affect employees' eligibility or receipt of University fringe benefit programs. Please share this memo with others in your department. Feel free to direct your questions to: Gary Shontz at gary.shontz@uni.edu or 273-3576 or Eunice Dell at eunice.dell@uni.edu or 273-6543.

Employee Classification	Object Code	Benefit Percentage
Inst Officials	50010	22.00%
Academic Admin	50110	25.50%
Unit Faculty	50210	29.60%
U-Fac Spec Comp	50220	9.15%
N-Unit Faculty	50310	15.00%
N-U Fac Spec Comp	50320	9.15%
N-U Fac Hourly	50340	9.15%
Graduate Asst.	50910	0.0%
P&S Regular	51010	33.30%
P&S Spec Comp	51020	9.15%
P&S Hourly	51040	25.50%
P&S Annual Appt	51110	25.50%
Gnl Svc Technical	52010 & 53010	40.70%
Gnl Svc Clerical	52110 & 53110	40.70%
Gnl Svc Security	52210 & 53210	40.70%
Gnl Svc Blue Collar	52310 & 53310	40.70%
Gnl Svc N-Org	52410 & 53410	40.70%
Gnl Svc Spec Comp	52620 & 53620	9.15%
All Overtime & Shift Differential		9.15%
Seasonal Employees	53910	9.15%
Student Employee Hourly	54010	0.0%

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