

University of Northern Iowa
 Fringe Allocation Rates for Budget Planning
 for fiscal year 2014-15 ending June 30, 2015

| Employee Classification | | FULL ELIGIBILITY | PARTIAL ELIGIBILITY | IPERS ONLY | MINIMUM REQUIRED |
|---|-------|---------------------|------------------------|---------------|---------------------|
| Instnl Officials | 50010 | 23.70% | 35.00% | NA | 11.95% |
| Academic Admin | 50110 | 30.30% | 35.00% | NA | 11.95% |
| Unit Faculty Salary | 50210 | 34.10% | 45.00% | 19.40% | 11.95% |
| Unit Faculty - Temp | 50290 | 34.10% | 45.00% | 19.40% | 11.95% |
| N-Unit Faculty | 50310 | NA | 45.00% | 19.40% | 11.95% |
| N-Unit Faculty Hourly | 50340 | NA | 45.00% | 19.40% | 11.95% |
| Graduate Asst | 50910 | None | None | None | None |
| P&S Regular Salaried | 51010 | 37.30% | 50.00% | 19.40% | 11.95% |
| P&S Hourly | 51040 | 62.60% | 62.60% | 19.40% | 11.95% |
| P&S Annual Appt Salary | 51110 | 30.20% | 40.00% | NA | 11.95% |
| Gnl Svc Technical Salaried | 52010 | 44.80% | NA | NA | NA |
| Gnl Svc Clerical Salaried | 52110 | 47.90% | NA | NA | NA |
| Gnl Svc Security Salaried | 52210 | 46.80% | NA | NA | NA |
| Gnl Svc Blue Collar Salaried | 52310 | 49.50% | NA | NA | NA |
| Gnl Svc N-Org Merit Salaried | 52410 | 39.30% | NA | NA | NA |
| Hrly Technical Wages | 53010 | 62.60% | NA | NA | NA |
| Hrly Clerical Wages | 53110 | 62.60% | NA | NA | NA |
| Hrly Security Wages | 53210 | 62.60% | NA | NA | NA |
| Hrly Blue Collar Wages | 53310 | 62.60% | NA | NA | NA |
| Hrly N-Org Merit Salary | 53410 | 47.20% | NA | NA | NA |
| Merit Temporary | 53610 | NA | NA | 19.40% | 11.95% |
| Seasonal Employee Wages | 53910 | None | None | None | None |
| Student Wages | 54010 | None | None | None | None |
| Fringes per Eligibility Category : | | | | | |
| 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 |

University of Northern Iowa
 Fringe Allocation Rates for Other Pay Elements
 for fiscal year 2014-15 ending June 30, 2015

| Other Pay Elements: | FULL ELIGIBILITY | PARTIAL ELIGIBILITY | IPERS ONLY | MINIMUM REQUIRED |
|----------------------|---------------------|------------------------|---------------|---------------------|
| Summer Appointments | 17.90% | 19.40% | NA | NA |
| Special Compensation | 8.40% | 19.40% | 19.40% | 11.95% |
| Overtime | 7.65% | 19.40% | 19.40% | 11.95% |
| Shift Pay | 7.65% | NA | NA | NA |
| Comp Time | 7.65% | NA | NA | NA |
| Vacation Payout | 17.90% | 9.20% | NA | NA |
| Sick Leave Payout | 17.90% | 9.20% | NA | NA |

Fringes per Eligibility Category :

| | | | | |
|----------------------------|---|---|---|---|
| TIAA-CREF | X | | | |
| IPERS | | X | X | |
| Worker's Comp/Unemployment | X | X | X | X |
| FICA | X | X | X | X |

30-Jun-14