

University of Northern Iowa  
 Fringe Allocation Rates  
 for fiscal year 2015-16 ending June 30, 2016

Employee Classification		FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Instnl Officials	50010	23.90%	35.00%	NA	11.95%
Academic Admin	50110	30.20%	35.00%	NA	11.95%
Unit Faculty Salary	50210	34.00%	45.00%	19.40%	11.95%
Unit Faculty - Temp	50290	34.00%	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	37.70%	50.00%	19.40%	11.95%
P&S Hourly	51040	62.60%	62.60%	19.40%	11.95%
P&S Annual Appt Salary	51110	29.90%	40.00%	NA	11.95%
P&S Contract	51150	31.40%	40.00%	NA	11.95%
Gnl Svc Technical Salaried	52010	49.10%	NA	NA	NA
Gnl Svc Clerical Salaried	52110	52.00%	NA	NA	NA
Gnl Svc Security Salaried	52210	53.70%	NA	NA	NA
Gnl Svc Blue Collar Salaried	52310	56.80%	NA	NA	NA
Gnl Svc N-Org Merit Salaried	52410	38.50%	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 Wages	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
<b>Fringes per Eligibility Category :</b>					
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
Deferred Compensation		X			
Early Retirement/Separation		X			
Training Grants/Wellness		X			

University of Northern Iowa  
 Fringe Allocation Rates for Other Pay Elements  
 for fiscal year 2015-16 ending June 30, 2016

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