

University of Northern Iowa

Fringe Allocation Rates

for fiscal year 2023-24 ending June 30, 2024

Employee Classification		FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Instnl Officials	50010	28.70%	30.00%	NA	16.00%
Academic Admin	50110	32.10%	30.00%	NA	16.00%
Unit Faculty Salary	50210	38.60%	36.50%	17.90%	16.00%
Unit Faculty - Temp	50290	38.60%	36.50%	17.90%	16.00%
N-Unit Faculty	50310	NA	36.50%	17.90%	16.00%
N-Unit Faculty Hourly	50340	NA	36.50%	17.90%	16.00%
Graduate Asst	50910	None	None	None	None
P&S Regular Salaried	51010	40.90%	38.70%	17.90%	16.00%
P&S Hourly	51040	40.90%	38.70%	17.90%	16.00%
P&S Annual Appt Salary	51110	32.30%	30.10%	NA	16.00%
P&S Contract	51150	31.80%	32.10%	NA	16.00%
Fringe Rates for Hourly paid Salary staff moved to hourly effective October 1					
Hourly Technical Salaried	53010	43.30%	NA	NA	NA
Hourly Clerical Salaried	53110	47.80%	NA	NA	NA
Hourly Public Safety Salaried	53150	40.20%	NA	NA	NA
Hourly Security Salaried	53210	52.30%	NA	NA	NA
Hourly Blue Collar Salaried	53310	49.30%	NA	NA	NA
Hourly N-Org Merit Salaried	53410	44.30%	NA	NA	NA
Fringe Rates for Hourly staff effective July 1, 2023					
Hourly Technical Wages	53010	64.90%	NA	NA	NA
Hourly Clerical Wages	53110	64.90%	NA	NA	NA
Hourly Security Wages	53210	64.90%	NA	NA	NA
Hourly Blue Collar Wages	53310	65.20%	NA	NA	NA
Hourly N-Org Merit Wages	53410	49.60%	NA	NA	NA
Merit Temporary	53610	NA	NA	17.90%	16.00%
Seasonal Employee Wages	53910	None	None	None	None
Student Wages	54010	None	None	None	None
Fringes per Eligibility Category :					
TIAA-CREF or IPERS		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
Training Grants/Wellness		X			

University of Northern Iowa

Fringe Allocation Rates for Other Pay Elements
for fiscal year 2023-24 ending June 30, 2024

PRELIMINARY

	FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Other Pay Elements:				
Summer Appointments	17.90%	17.90%	17.90%	16.00%
Special Compensation	8.60%	17.90%	17.90%	16.00%
Overtime	7.65%	17.90%	17.90%	16.00%
Shift Pay	7.65%	NA	NA	NA
Comp Time	7.65%	7.65%	NA	NA
Vacation Payout	7.65%	7.65%	NA	NA
Sick Leave Payout	7.65%	7.65%	NA	NA

Fringes per Eligibility Category :

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

19-Oct-23