

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 (1) | 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% |
| | | | | | |
| Gnl Svc Technical Salaried | 52010 | 43.30% | NA | NA | NA |
| Gnl Svc Clerical Salaried | 52110 | 47.80% | NA | NA | NA |
| Gnl Svc Public Safety Salaried | 52150 | 40.20% | NA | NA | NA |
| Gnl Svc Security Salaried | 52210 | 52.30% | NA | NA | NA |
| Gnl Svc Blue Collar Salaried | 52310 | 49.30% | NA | NA | NA |
| Gnl Svc N-Org Merit Salaried | 52410 | 44.30% | NA | NA | NA |
| | | | | | |
| Hrly Technical Wages | 53010 | 64.90% | NA | NA | NA |
| Hrly Clerical Wages | 53110 | 64.90% | NA | NA | NA |
| Hrly Security Wages | 53210 | 64.90% | NA | NA | NA |
| Hrly Blue Collar Wages | 53310 | 65.20% | NA | NA | NA |
| Hrly 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 | | | |

1) includes Hourly Paid Salary

13-Apr-23

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 |

13-Apr-23