University of Northern Iowa

Fringe Allocation Rates
for fiscal year 2019-20 ending June 30, 2020

PRELIMINARY FOR BUDGET PLANNING

Employee Classification		FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Instnl Officials	50010	24.10%	35.50%	NA	12.00%
Academic Admin	50110	33.80%	35.50%	NA	12.00%
Unit Faculty Salary	50210	40.30%	45.50%	20.10%	12.00%
Unit Faculty - Temp	50290	40.30%	45.50%	20.10%	12.00%
N-Unit Faculty	50310	NA	45.50%	20.10%	12.00%
N-Unit Faculty Hourly	50340	NA	45.50%	20.10%	12.00%
Graduate Asst	50910	None	None	None	None
P&S Regular Salaried 1)	51010	45.30%	46.50%	20.10%	12.00%
P&S Hourly	51040	52.90%	28.90%	20.10%	12.00%
P&S Annual Appt Salary	51110	35.60%	40.50%	NA	12.00%
P&S Contract	51150	33.90%	40.50%	NA	12.00%
Gnl Svc Technical Salaried	52010	48.60%	NA	NA	NA
Gnl Svc Clerical Salaried	52110	50.90%	NA	NA	NA
Gnl Svc Security Salaried	52210	49.20%	NA	NA	NA
Gnl Svc Blue Collar Salaried	52310	56.60%	NA	NA	NA
Gnl Svc N-Org Merit Salaried	52410	48.60%	NA	NA	NA
Hrly Technical Wages	53010	61.10%	NA	NA	NA
Hrly Clerical Wages	53110	61.10%	NA	NA	NA
Hrly Security Wages	53210	61.10%	NA	NA	NA
Hrly Blue Collar Wages	53310	68.90%	NA	NA	NA
Hrly N-Org Merit Wages	53410	51.90%	NA	NA	NA
Merit Temporary	53610	NA	NA	20.10%	12.00%
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
Deferred Compensation	X			
Trainng Grants/Wellness	X			

1) includes Hourly Paid Salary

26-Feb-19

University of Northern Iowa

Fringe Allocation Rates for Other Pay Elements
for fiscal year 2019-20 ending June 30, 2020

PRELIMINARY FOR BUDGET PLANNING

Other Pay Elements:	FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Summer Appointments	17.90%	20.10%	NA	NA
Special Compensation	8.40%	20.10%	20.10%	12.00%
Overtime	7.65%	20.10%	20.10%	12.00%
Shift Pay	7.65%	NA	NA	NA
Comp Time	7.65%	20.10%	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 or IPERS	X			
IPERS		X	X	
Worker's Comp/Unemployment	X	X	X	X
FICA	X	X	X	X

26-Feb-19