

University of Northern Iowa
 Fringe Allocation Rates
 for fiscal year 2020-21 ending June 30, 2021

Employee Classification		FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Instnl Officials	50010	28.00%	34.50%	NA	14.00%
Academic Admin	50110	32.80%	34.50%	NA	14.00%
Unit Faculty Salary	50210	39.10%	44.50%	17.90%	14.00%
Unit Faculty - Temp	50290	39.10%	44.50%	17.90%	14.00%
N-Unit Faculty	50310	NA	44.50%	17.90%	14.00%
N-Unit Faculty Hourly	50340	NA	44.50%	17.90%	14.00%
Graduate Asst	50910	None	None	None	None
P&S Regular Salaried (1)	51010	43.00%	45.50%	17.90%	14.00%
P&S Hourly	51040	69.50%	32.00%	17.90%	14.00%
P&S Annual Appt Salary	51110	33.40%	38.50%	NA	14.00%
P&S Contract	51150	32.00%	38.50%	NA	14.00%
Gnl Svc Technical Salaried	52010	45.50%	NA	NA	NA
Gnl Svc Clerical Salaried	52110	48.10%	NA	NA	NA
Gnl Svc Security Salaried	52210	46.00%	NA	NA	NA
Gnl Svc Blue Collar Salaried	52310	53.50%	NA	NA	NA
Gnl Svc N-Org Merit Salaried	52410	45.40%	NA	NA	NA
Hrly Technical Wages	53010	55.50%	NA	NA	NA
Hrly Clerical Wages	53110	55.50%	NA	NA	NA
Hrly Security Wages	53210	55.50%	NA	NA	NA
Hrly Blue Collar Wages	53310	67.50%	NA	NA	NA
Hrly N-Org Merit Wages	53410	45.60%	NA	NA	NA
Merit Temporary	53610	NA	NA	17.90%	14.00%
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			
Training Grants/Wellness		X			

1) includes Hourly Paid Salary

18-Jun-20

University of Northern Iowa
 Fringe Allocation Rates for Other Pay Elements
 for fiscal year 2020-21 ending June 30, 2021

	FULL ELIGIBILITY	PARTIAL ELIGIBILITY	IPERS ONLY	MINIMUM REQUIRED
Other Pay Elements:				
Summer Appointments	17.90%	17.90%	17.90%	14.00%
Special Compensation	8.40%	17.90%	17.90%	14.00%
Overtime	7.65%	17.90%	17.90%	14.00%
Shift Pay	7.65%	NA	NA	NA
Comp Time	7.65%	17.90%	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

18-Jun-20