TO: Budget Managers
FROM: Ellen Sweat, Director of Budgets
DATE: April 29, 2013
SUBJECT: 2013-14 Benefits Cost Budgeting

Following is a list of benefits’ costs to be used for budgeting positions for the 2013-14 fiscal year.

**HOURLY**

All hourly faculty 10.6%
All hourly staff & student employees 7.00%
(Average of all hourly employee benefits’ costs to be used in budget transfers and budget creations.)

**SALARY (variable benefit cost plus fixed benefit cost = total benefit cost)**

**Variable Benefit Cost**

Faculty, Executive & Exempt employees 22.6%
Non-Exempt employees hired before July 1, 2011 30.3%
Non-Exempt employees hired after July 1, 2011 26.7%

**Fixed Benefit Cost**

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Coverage*</td>
<td>$17,660</td>
</tr>
<tr>
<td>Couple Coverage</td>
<td>$12,281</td>
</tr>
<tr>
<td>Single Coverage</td>
<td>$5,691</td>
</tr>
</tbody>
</table>

*Budget family coverage for all new/replacement positions

Examples for new positions:

(faculty/exempt/executive base) * .226 + $17,660 = total cost of position
$50,000*.226 ($11,300) + $17,660 = $78,960

(non-exempt base) *.267 + $17,660 = total cost of position
$28,000 *.267 ($7,476) + $17,660 = $53,136