TO:        Budget Managers
FROM:    Ellen Sweat, Director of Budgets
DATE:   December 1, 2015
SUBJECT:     REVISED - 2015-16 Benefits Cost Budgeting

Following is a list of benefits’ costs to be used for budgeting positions for the 2015-16 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
1. Faculty, Executive & Exempt employees 22.6%
2. Non-Exempt employees hired after Dec 1, 2015 22.6%
3. Non-Exempt employees hired before Dec 1, 2015 28.4%

Fixed Benefit Cost

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Coverage</td>
<td>$18,329</td>
</tr>
<tr>
<td>Couple Coverage</td>
<td>$12,744</td>
</tr>
<tr>
<td>Single Coverage</td>
<td>$5,892</td>
</tr>
</tbody>
</table>

*Budget family coverage for all new/replacement positions*

Examples for new positions:
1 & 2. (faculty/exempt/executive/non-exempt base after 12/1/15)
* .226 + $18,329 = total cost of position
$50,000*.226 ($11,300) + $18,329 = $79,629

3. (non-exempt before 12/1/15 base) *.284 + $18,329 = total cost of position
$28,000 *.284 ($7,952) + $18,329 = $54,281