



Budget Office

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

Family Coverage* **\$17,660**
Couple Coverage **\$12,281**
Single Coverage **\$5,691**

*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