



Budget Office

TO: Budget Managers  
 FROM: Ellen Sweat, Director of Budgets  
 DATE: May 5, 2017  
 SUBJECT: 2017-18 Benefits Cost Budgeting

Following is a list of benefits' costs to be used for budgeting positions for the 2017-18 fiscal year.

**HOURLY**

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

***SALARY (wage base benefit cost plus fixed benefit cost = total benefit cost)***

**Wage Base Benefit Cost**

Faculty, Executive, Exempt & Non-Exempt employees	<b>22.9%</b>
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**Fixed Benefit Cost**

Family Coverage	<b>\$19,864</b>
Couple Coverage	\$13,767
Single Coverage	\$6,264

**\*Budget family coverage for all new/replacement positions**

Examples for new positions:

Faculty, Exempt, Executive, Non-Exempt  
 (base \* .229 + \$19,864 = total cost of position  
 \$50,000\*.229 (\$11,450) + **\$19,864** = \$81,314

**\*\*Non-Exempt employees hired before Dec 1, 2015 28.4%**