



Budget Office

TO: Budget Managers
 FROM: Ellen Sweat, Director of Budgets
 DATE: April 10, 2018
 SUBJECT: 2018-19 Benefits Cost Budgeting

Following is a list of benefits' costs to be used for budgeting positions for the 2018-19 fiscal year.

HOURLY

All hourly faculty	10.6%
All hourly staff & student employees	8.00%
(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	22.9%
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Fixed Benefit Cost

Family Coverage	\$21,374
Couple Coverage	\$14,813
Single Coverage	\$6,720

*Budget family coverage for all new/replacement positions

Examples for new positions:

Faculty, Exempt, Executive, Non-Exempt

(Base * .229 + \$21,374 = total cost of position

\$50,000*.229 (\$11,450) + \$21,374 = \$82,824

**Non-Exempt employees hired before Dec 1, 2015

28.4%