



Budget Office

TO: Budget Managers
FROM: Scott Wood, Senior Director of Budgets
DATE: April 16, 2025
SUBJECT: 2025-26 Benefits Cost Budgeting

Following is a list of benefits' costs to be used for budgeting positions for the 2025-26 fiscal year.

HOURLY

All hourly faculty	8.00%
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	\$29,914
Couple Coverage	\$21,202
Single Coverage	\$ 9,914

*Budget family coverage for all new/replacement positions

Examples for new positions:

Faculty, Exempt, Executive, Non-Exempt

(Base + Base* .229 + \$29,914) = total cost of position

(\$50,000 + \$11,450 + \$29,914) = \$91,364

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

28.4%