

# FY22 Budgeting for Fringe Benefits in Workday



## FRINGE RATE TABLE

	New Staff	New Faculty	Discretionary Raises/ Incremental Increases
E&G/General Revenue Fund	36.65% of annual salary	28% of annual salary	36.65% for staff & 28% for faculty, of incremental change
Non-E&G Funds (Athletics, Housing, Auxiliaries, etc.)	36.65% of annual salary	28% of annual salary	36.65% for staff & 28% for faculty, of incremental change

Ledger Accounts Related to Fringe:	
77102P	Employer Contributions Pool (Budget)
77110D	Fringe Benefit Expense—E&G (Actuals)
77110	Fringe Benefit Expense—Non-E&G (Actuals)

In the FGCU Budget Expenditure Report prompt there is a checkbox option at the bottom defaulted to "Exclude 77110D...". We still pay for those E&G costs in a central location, however if you needed to see actual benefits for your E&G employees you can now uncheck that option to see your actual E&G benefits.

## E&G CENTRAL BENEFITS BUDGET WORKTAGS:

\*\*You will need to use this worktag string if you are submitting a budget amendment within Workday that requires a transfer to the central E&G benefits budget\*\*

Activity Code	Fund Code	Cost Center Code	Program Code
AC1025	FD10001	CC0007	PGXXX (You will need to change the program code to match the code of the employee's salary side)

## OTHER WORKDAY RELATED BENEFIT NOTES:

- **Adjuncts and Overloads** get assessed the fringe % rate that is based off of their **\*\*regular\*\*** employee job classification. For example, if John Doe is normally classified as an Administrative Professional and teaches a class in the Fall as an Overload/Adjunct for College of Education his ADJ/OVL pay will be assessed 36.65% for benefits due to his regular job being AP.
- **Regular OPS** employees, such as student workers, will be assessed 3.30% for their fringe.
- **Summer (E&G)** Teaching associated benefits will only be "billed" at 18.1% to the Colleges. We will go back to processing budget amendments in FY22 at the end of the summer semesters to collect budget for the fringe.