


Budgeting for Fringe Benefits in Workday



FRINGE RATE TABLE

	New Staff	New Faculty	Discretionary Raises/ Incremental Increases
E&G/General Revenue Fund	35% of annual salary	27% of annual salary	18% of incremental change
Non-E&G Funds (Athletics, Housing, Auxiliaries, etc.)	35% of annual salary	27% of annual salary	35% for staff & 27% 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 CHANGES IN WORKDAY RELATED TO BENEFITS:

- You will no longer see the different benefit-type expenditures within your activity codes such as social security, health, life and retirement. It is all lumped together under either 77110D or 77110 depending on fund type.
- OPS benefit costs are centralized in Workday (FOR E&G ONLY) and you will not be responsible for funding those. Adjuncts will still be assessed 7.65% each semester via Budget Amendment.