FY 2017 Benefit Tiers for Budgeting Purposes

Listed below are the employee benefit tiers that will be loaded into HCM for 2017 budgeting purposes.

Based on an analysis of the current and forecasted payroll related expenditures, an adjustment of the benefit tiers is required for FY 2017.

Non-students: Please note some tier rates differ from the prior year.

0 - $39,999                  41%
$40,000 - $69,999       33%
$70,000 - $149,999     27%
$150,000 - $229,999   22%
$230,000 - $499,999   17%
$500,000 +                  11%

Based on an analysis of our student population it has been determined that the tiers will remain the same as the prior year. Students have the following tiers due to their limited benefit eligibility.

Students:

0 - $9,999                    18%
$10,000 +   26%

Individuals less than 50% FTE remain at 9%.

These percentages are solely for budgeting and encumbrance purposes.

The determination of the applicable tier should be based upon the total gross salary (including supplements), regardless of funding source.

Please note the availability of a standard HCM budget report for computing the total estimated benefit cost. This report will pull in the individual’s gross salary and apply the appropriate tier. We plan to place reliance on this systematic report for budgeting purposes instead of the manual spreadsheet historically also available. This report can be downloaded to excel and eliminates the need for you to manually enter individual employee information. (Location: HCM\UT BUDGETS\REPORTS\ESTIMATED BENEFITS ENCUM RPT FOR BENEFIT CALCULATION - note: you must use as of date 09/01/2016).