

INDIANA UNIVERSITY
2024-25 Operating Budgets

Employee Benefit Calculation Percentages

Employee Category	Object Code(s)	Group Insurance/ Benefits (5625)	FICA (5760)	Retirement (5772) (5773)	Total Rate
ACADEMIC:					
Exempt	2000, 2005, 2008, 2280, 2288	23.90%	6.47%	10.01%	40.38%
Retirement Ineligible (Summer)	2010	23.90%	6.47%		30.37%
Overload	2170		6.47%		6.47%
Admin. Supplement	2200		6.47%		6.47%
Residents	2290		6.47%		6.47%
OTHER ACADEMIC:					
Non-Student	2300-2310, 2333-34, 2342-44, 2362-64, 2392-94		6.47%		6.47%
Student	2331-32, 2340-41, 2350-61, 2370-91				0.00%
PROFESSIONAL:					
Exempt	2400, 2405, 2408	23.90%	6.47%	10.01%	40.38%
Non-Exempt	2480, 2488	23.90%	6.47%	10.01%	40.38%
Overload	2420, 2428		6.47%		6.47%
Terminal Pay	2450		6.47%		6.47%
NON-EXEMPT STAFF:					
PERF & Retirement Savings Eligible	2500, 2504	23.90%	6.47%	10.43%	40.80%
PERF Terminal Pay	2550		6.47%	10.43%	16.90%
TEMPORARY:					
Temporary Regular - HRR	3000, 3150		6.47%		6.47%
Temp w/Retirement Overtime Hours	3250		6.47%		6.47%
Temporary w/Retirement - HRP	3050		6.47%	10.43%	16.90%
Non-Exempt Staff Premium Hours	3100		6.47%	10.43%	16.90%
Non-Exempt Staff Overtime	3200		6.47%	10.43%	16.90%
Salaried Overtime Hours - .50 rate	3205		6.47%	10.43%	16.90%
Non-Eligible Overtime Hours	3210		6.47%	10.43%	16.90%
Student Work Study	3950-51, 3300-01, 3390-91, 3400-01, 3800-01, 3850-51, 3940-41, 3960-61, 3970-71				0.00%
Non-Student Work Study	3302-04, 3392-94, 3402-04, 3802-04, 3852-54, 3942-44, 3952-54, 3962-64, 3972-74		6.47%		6.47%
Temporary Student - HRR	3500				0.00%
Student Premium/Overtime	3600, 3700				0.00%
Supplemental Pay	4580, 4588		6.47%		6.47%
Digital Voice - DVA	4586				0.00%
Foreign Honorarium	4581				0.00%
Retired	4582				0.00%
Supplemental/additional student pay	4590 through 5821				0.00%