

**INDIANA UNIVERSITY  
2020-21 OPERATING BUDGET  
Employee Benefit Calculation Percentages**

Employee Category	Object Code(s)	Group Insurance/ Benefits (5625)	FICA (5760)	Retirement (5772) (5773)	Total Rate
<b>ACADEMIC:</b>					
Exempt	2000, 2003, 2005, 2008, 2280, 2288	20.57%	6.84%	11.70%	39.11%
Retirement Ineligible (Summer)	2010	20.57%	6.84%		27.41%
Overload	2170		6.84%		6.84%
Admin. Supplement	2200		6.84%		6.84%
Residents	2290		6.84%		6.84%
<b>OTHER ACADEMIC:</b>					
Non-student	2300 through 2310		6.84%		6.84%
Student	2331 through 2391				0.00%
<b>PROFESSIONAL:</b>					
Exempt	2400, 2405, 2408	20.57%	6.84%	11.70%	39.11%
Non Exemp	2480, 2488	20.57%	6.84%	11.70%	39.11%
Overload	2420, 2428		6.84%		6.84%
Terminal Pay	2450		6.84%		6.84%
<b>NON-EXEMPT STAFF:</b>					
PERF eligible	2500, 2504	20.57%	6.84%	12.45%	39.86%
Terminal Pay	2550		6.84%	12.45%	19.29%
<b>HOURLY:</b>					
Casual Hourly	3000, 3150		6.84%		6.84%
Casual Hourly Overtime	3250		6.84%		6.84%
PERF Hourly	3050		6.84%	12.45%	19.29%
Staff Premium	3100		6.84%	12.45%	19.29%
Staff Overtime - Exempt	3200		6.84%	12.45%	19.29%
Staff Overtime-Non-Exempt	3205		6.84%	12.45%	19.29%
Staff Work Hours	3210		6.84%	12.45%	19.29%
Student hourly	3300 through 3961				0.00%
Supplemental Pay	4580, 4588		6.84%		6.84%
Foreign Honorarium	4581				0.00%
Retired	4582				0.00%
Supplemental/additional student pay	4590 through 5821				0.00%