SALARY PLANNING

Beginning in FY28 (7/1/27), grant budgets are to plan for **3% increase to salary base** going forward each fiscal year. Note these salary increases are to be used for budgetary purposes, actual salary increases may be different. If you expect changes significantly different from the 3%, work with your grant specialist.

Please keep in mind salary increases aren't applied to undergraduate student hourly or graduate students. (Graduate students are under the employment category of "Project, Teaching, and Research Assistants").

FRINGE PLANNING

[FY28-FY31 are estimates]

Employment category	***FY27*** *(7/1/26-6/30/27)*	***FY28*** *(7/1/27-6/30/28)*	***FY29*** *(7/1/28-6/30/29)*	***FY30*** *(7/1/29-6/30/30)*	***FY31*** *(7/1/30-6/30/31)*
Faculty and Academic Staff	47.8%	49.8%	51.8%	53.8%	55.8%
University Staff	60.2%	62.2%	64.2%	66.2%	68.2%
University Staff Temporary Employee (USTE, f.k.a. LTE)	8.6%	8.6%	8.6%	8.6%	8.6%
Project, Teaching, and Research Assistants (Grad Assts)	25.2%	25.2%	25.2%	25.2%	25.2%
Research Associate & Interns	29.0%	29.0%	29.0%	29.0%	29.0%
Post Doc Fellows	8.0%	8.0%	8.0%	8.0%	8.0%
Ad Hoc Prog Specialist & Undergraduate Assistants	18.0%	18.0%	18.0%	18.0%	18.0%
Student Hourly	1.8%	1.8%	1.8%	1.8%	1.8%

Grant budgets are to plan for fringe rates reflecting the employment categories and fiscal years above. These rates reflect guidance from Universities of Wisconsin for fringe related to grants & extramural funding (Composite Fringe Benefit Rates | Financial Administration).

Fringe rates may change on a yearly basis and are calculated by Universities of Wisconsin. For budget planning purposes, use the information above. Note when a grant is active, the actual fringe rates at that time will be used. The FY28-FY31 fringe rates reflect current estimates of escalating health insurance costs.

Depending upon employment classification, fringe benefit rates may include retirement, health insurance, social security, unemployment compensation, worker's compensation, income continuation insurance, and life insurance.

If you have questions about the fringe rates, please contact Grant Accounting, gift.and.grant.accounting@uwsp.edu

If you have questions regarding the definitions of employment classifications, please contact Human Resources (hr@uwsp.edu; 715-346-2606) or Katie Jore, Associate Vice Chancellor for Personnel, Budget & Grants (kjore@uwsp.edu; 715-346-3710).

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