

FY26 Indiana University Benefit Rate Information

FY 26 Benefit Rates

Employee Category	Object Code(s)	Group Insurance FICA Benefits		Retirement		Terminal Pay	Total Rate
		(5625)	(5760)	(5772)	(5773)	(5774)	
ACADEMIC:							
Exempt	2000, 2005, 2008, 2280, 2288	19.70%	6.75%				34.95%
Retirement Ineligible (Summer)	2010	19.70%	6.75%				26.45%
Overload	2170		6.75%				6.75%
Admin. Supplement	2200		6.75%				6.75%
Residents	2290		6.75%				6.75%
OTHER ACADEMIC:							
Non-Student	2300-2310, 2333-34, 2342-44, 2362-64, 2392-94			6.75%			6.75%
Student	2331-32, 2340-41, 2350-61, 2370-91						0.0%
PROFESSIONAL:							
Exempt	2400, 2405, 2408	19.70%	6.75%	8.50%		1.47%	36.42%
Non-Exempt	2480, 2488	19.70%	6.75%	8.50%		1.47%	36.42%
Overload	2420, 2428		6.75%				6.75%
NON-EXEMPT STAFF:							
PERF & Retirement Savings Eligible	2500, 2504	19.70%	6.75%		11.45%	0.98%	38.88%
TEMPORARY:							
Temporary Regular - HRR	3000, 3150		6.75%				6.75%
Temp w/Retirement Overtime Hours	3250		6.75%				6.75%
Temporary w/Retirement - HRP	3050		6.75%		11.45%		18.20%
Non-Exempt Staff Premium Hours	3100		6.755		11.45%		18.20%
Non-Exempt Staff Overtime	3200		6.75%		11.45%		18.20%
Salaried Overtime Hours - .50 rate	3205		6.75%		11.45%		18.20%
Non-Eligible Overtime Hours	3210		6.75%		11.45%		18.20%
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		6.75%				6.75%
Temporary Student - HRR	3500						0.00%
Student Premium/Overtime	3600, 3700						0.00%
Supplemental Pay	4580, 4588		6.75%				6.75%
Digital Voice - DVA	4586						0.00%
Foreign Honorarium	4581						0.00%
Retired	4582						0.00%
Supplemental/additional							0.00%
Student pay	4590 through 5821						0.00%

Terminal Pay

Due to changes in Uniform Guidance (federal audit requirements), Indiana University will be including terminal pay in the fringe benefit rate as of July 1, 2025. Terminal pay will be charged to departments as a percentage of an eligible employee's salary or wage every pay period. These funds will be collected in a central UA account that will be used to pay the employee's terminal pay when they leave the university.

Important items to note related to this change:

A separate benefit pool is now required for staff, separate from faculty, so that terminal pay can be included in the rate. This will result in a new academic rate for faculty. See FY26 Employee Benefit Calculation Percentages table.

Accruals for vacation and sick will no longer appear on the auxiliary and campus accounts at year-end. These will be recorded at a consolidated level.

Because terminal pay is included in the benefit rate, it will no longer result in a direct charge to departmental or contract and grant accounts.

Departments will budget for terminal pay as a fringe benefit charged on the applicable salary and wage object codes.