



**AIDAC Budget Planning Assumptions
Fiscal Year 2020-21**

The following budget planning assumptions are to be used to complete the FY2020-21 budget. These assumptions will be updated as more information becomes available from UW System Budget Planning, UW-La Crosse campus cost centers, and the State of Wisconsin.

The budget planning assumptions call for UW-La Crosse to reduce its overall FY2020-21 Academic Initiatives differential budget by \$14,063 due to the continuation of the tuition freeze mandated by the Legislature and anticipated changes in enrollment.

1. 2020-21 Budget

- a. FY2020-21 undergraduate resident tuition is anticipated to be held at a 0% increase from FY2019-20. With the planned reduction due to enrollment changes, the FY2020-21 budget for Academic Initiatives is **\$1,374,416**.
- b. AIDAC will need to reduce the Academic Initiatives operating budget by \$14,063 to fund the cost of the pay plan for staff and graduate assistant positions and changes in enrollment for FY2020-21.

FY21 Budget Adjustments	Amount
Enrollment Changes (Graduate and Transfer Students)	3,693
Staff and Graduate Assistant Pay Plan	10,369
Total Adjustments	14,063

2. Fringe Benefits

- a. For currently filled positions, use a rate that reflects your costs. For vacant positions, please use:

Staff Type	Rate
Academic Staff	42.54%
Graduate Assistants (0% during the academic year)*	16.17%
University Staff	55.79%
LTE	7.65%
Student Help (0% during the academic year)	1.58%

- b. If Graduate Assistants elect health insurance units should factor those costs into the fringe budget by looking at history of the account and graduate assistant appointments for that particular department. If the Graduate Assistant has not typically elected health insurance do not budget for health insurance for your graduate assistant.
- c. For Student Help, review actual activity within the department to determine appropriate fringe rate.

3. Health Insurance and Retirement

- a. Health Insurance premiums for Gundersen will increase by 3-4% and Mayo (WEA Trust) will increase by 6% effective January 1, 2020.
- b. Employer retirement costs will increase to 11.25%.

FY21 Fringe Rates	
<u>Fringe Type</u>	<u>Rate</u>
Retirement	11.25%
Medicare	1.45%
Social Security	6.20%

4. State Pay Plan

- a. For FY20, a 2% state pay plan was built into the budgets for all state employees paid out on January 1, 2020 (2%). Since the second 2% was paid out on January 1st, the budgets only incurred 1% of those expenses.
- b. For FY21, a 2% state pay plan will be built into the budgets for all state employees paid out on January 1, 2021 (2%). Since the 2% will be paid out on January 1st, the budgets will only incur 1% of those expenses, so an offset of 1% will be included in all salary budgets.
- c. All Redbook university staff and academic staff with satisfactory evaluations that start prior to July 1, 2020 will be eligible for the FY21 state pay plan.
- d. The Graduate Assistant base will also increase 2% for the pay plan for FY21.

FY21 Pay Plan			
<u>Staff Type</u>	<u>Budget Build</u>	<u>Pay Increase</u>	<u>Pay Increase</u>
		<u>7/1/20</u>	<u>1/1/21</u>
Academic Staff	1%	0%	2%
University Staff	1%	0%	2%
Graduate Assistants	2%	2%	0%

5. Student Help

- a. The student help minimum rate is \$7.25 per hour. The student payment schedule for FY2020-21 should remain constant from FY2019-20. Please see the student pay schedule on the [Human Resources website](#).

Classification Level	Pay Rates
Entry	\$7.25 - \$9.00
Intermediate	\$9.00 - \$11.00
Advanced	\$11.00 - \$13.00

6. Graduate Assistants

Graduate Assistantships (GA's) may be offered from 33% (14 hours/week) or up to 50% (20 hours/week). Stipends for Graduate Assistantships are based upon the amounts scheduled for the period during which the assistantship begins. The GA base for FY21 will increase 2% based on the FY20 pay plan.

Estimated GA Rates for FY2021		
<u>FTE</u>	<u>Academic</u>	<u>One Semester</u>
33%	7,452	3,726
50%	11,291	5,646
100% (FTB)	22,582	11,291

7. Supply and Expense Budgets

- a. Terminal Banked Leave assessment (ALRA) should be built into all budgets for 2020-21. This equates to 0.20% of the University Staff salary and 0.19% of the Academic Staff salary in a particular account.

Estimated FY21 ALRA Rates	
<u>Staff Type</u>	<u>Rate</u>
Academic Staff	0.19%
University Staff	0.20%

- b. Supply and expense budgets should be budgeted by the class code detail and explanations provided for any adjustments from the previous year.