



**AIDAC Budget Planning Assumptions  
Fiscal Year 2021-22**

The following budget planning assumptions are to be used to complete the FY2021-22 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 \$11,416 due to the continuation of the tuition freeze mandated by the Legislature and the current and anticipated changes in enrollment.

**1. 2021-22 Budget**

- a. FY2021-22 undergraduate resident tuition is anticipated to be held at a 0% increase from FY2020-21. With the planned reduction due to enrollment changes, the FY2021-22 budget for Academic Initiatives is **\$1,363,000**.
- b. AIDAC will also need to reduce the Academic Initiatives operating budget by the remaining cost of the pay plan for staff and the pay plan for graduate assistant positions. The estimated cost of the pay plan is: **\$9,505**.

**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	43.12%
Graduate Assistants (0% during the academic year)*	13.11%
University Staff	61.34%
LTE	7.65%
Student Help (0% during the academic year)	0.78%

- 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 8% effective January 1, 2021.
- b. Employer retirement costs will remain constant at 10.75%.

FY21 Fringe Rates	
Fringe Type	Rate
Retirement	10.75%
Medicare	1.45%
Social Security	6.20%

**4. State Pay Plan**

- a. For FY21, a 2% state pay plan was built into the budgets for all state employees paid out on January 1, 2021 (2%). Since the 2% was paid out on January 1st, the budgets only incurred 1% of those expenses.

- b. For FY22, the remaining cost (1%) of the FY21 pay plan will be factored into the salary budgets as an additional cost.
- c. The Graduate Assistant base will also increase 2% for the pay plan for FY22.

<b>FY22 Budget Build – Pay Plan</b>		
<u>Staff Type</u>	<u>FY22 Budget Build</u>	<u>Pay Increase 1/1/21</u>
Academic Staff	1%	2%
University Staff	1%	2%
Graduate Assistants	2%	0%

**5. Student Help**

- a. The student help minimum rate is \$7.25 per hour. The student payment schedule for FY2021-22 should remain constant from FY2020-21. Please see the student pay schedule on the [Human Resources website](#).

<b>Classification Level</b>	<b>Pay Rates</b>
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 FY22 will increase 2% based on the FY21 pay plan.

<b>Estimated GA Rates for FY2022</b>		
<u>FTE</u>	<u>Academic</u>	<u>One Semester</u>
33%	7,601	3,801
50%	11,517	5,759
100% (FTB)	23,034	11,517

**7. Supply and Expense Budgets**

- a. Terminal Banked Leave assessment (ALRA) should be built into all budgets for 2021-22. This equates to 0.10% of the University Staff salary and 0.38% of the Academic Staff salary in a particular account.

<b>Estimated FY22 ALRA Rates</b>	
<u>Staff Type</u>	<u>Rate</u>
Academic Staff	0.38%
University Staff	0.10%

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