FY 2023 Benefit Tiers for Budgeting Purposes

Listed below are the employee benefit tiers that will be loaded into HCM for 2023 budgeting purposes.

Based on an analysis of the current and forecasted payroll related expenditures, the benefit rates have changed slightly, in total, when compared to the prior year.

Please note that the rates for Residents have changed compared to last year.

Non-students:

0 - $39,999	44%
$40,000 - $69,999	36%
$70,000 - $149,999	28%
$150,000 - $229,999	22%
$230,000 - $499,999	17%
$500,000 +	11%

Students:

0 - $4,999	4%
$5,000 +	29%

Residents:

0 - $69,999	23%
$70,000 +	20%

Individuals less than 50% FTE remain at 9%.

These percentages are solely for budgeting and encumbrance purposes.

The determination of the applicable tier should be based upon the total gross salary (including supplements), regardless of funding source.

Please note the availability of a standard HCM budget report for computing the total estimated benefit cost. This report will pull in the individual's gross salary and apply the appropriate tier. This report can be downloaded to excel and eliminates the need for you to manually enter individual employee information. (Location: HCM\UT BUDGETS\REPORTS\ESTIMATED BENEFITS ENCUM RPT FOR BENEFIT CALCULATION - note: you must use as of date 09/01/2022).