

In ADP, the "Pay Group" code drives everything, including the account code in PeopleSoft, the frequency of the pay check, what the university pays in fringe costs, and the benefits employees receive.

Payroll determines which "Pay Group" applies to which employee based on Federal labor laws and USG and UWG policy

Fringe Rates: - FY18

FICA	6.20%
Medicare	1.45%
Retirement	14.35% Avg
Total Prior to Insurance	22.00%

Insurance (Health & Life) \$7,500 Avg
 Health varies by plan
 Life = \$11.48/mo

Fringe Rates: FY19

FICA	6.20%
Medicare	1.45%
Retirement	17.35% Avg
Total Prior to Insurance	25.00%

Insurance (Health & Life) \$7,700 Avg
 Health varies by plan
 Life = \$11.48/mo