

## **SALARY PLANNING**

Beginning in FY26 (7/1/25), grant budgets are to plan for **3% increase to salary base** going forward across fiscal years.

Note these salary increases are to be used for budgetary purposes, actual salary increases may be different. If you expect changes significantly different from the 3%, please work with your grant specialist.

Please keep in mind salary increases generally aren't applied to undergraduate student hourly or graduate students. (Graduate students are under the employment category "Project, Teaching, and Research Assistants").

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## **FRINGE PLANNING**

<i>Employment category</i>	<b>FY26-FY30</b>
<b>Faculty and Academic Staff</b>	44.40%
<b>University Staff</b>	53.90%
<b>University Staff Temporary Employee (f.k.a. LTE)</b>	8.80%
<b>Project, Teaching, and Research Assistants</b>	16.30%
<b>Research Associate &amp; Interns</b>	29.00%
<b>Post Doc Fellows</b>	8.00%
<b>Ad Hoc Prog Specialist &amp; Undergraduate Assistants</b>	13.80%
<b>Student Hourly</b>	1.60%

Beginning in FY26 (7/1/25), grant budgets are to plan for fringe rates reflecting the employment categories above. These rates reflect guidance from Universities of Wisconsin for fringe related to grants & extramural funding ([Composite Fringe Benefit Rates | Financial Administration](#)).

Fringe rates may change on a yearly basis, but for budget purposes, use the current composite fringe rates. (UWSP is no longer budgeting inflation for fringe and starting FY26 will be moving to composite fringe rates.)

Depending upon employment classification, fringe benefit rates may include retirement, health insurance, social security, unemployment compensation, worker's compensation, income continuation insurance, and life insurance.

If you have questions about the fringe rates, please contact Grant Accounting, [gift.and.grant.accounting@uwsp.edu](mailto:gift.and.grant.accounting@uwsp.edu)

If you have questions regarding the definitions of employment classifications, please contact Human Resources ([hr@uwsp.edu](mailto:hr@uwsp.edu); 715-346-2606) or Katie Jore, Associate Vice Chancellor for Personnel, Budget & Grants ([kjore@uwsp.edu](mailto:kjore@uwsp.edu); 715-346-3710).