



AFISM Fringe Projection Application

AFISM at TTU wrote a web application that will project fringe benefits and longevity. The application is located at: http://www.depts.ttu.edu/afism/FRINGE_Project/Default.aspx. A link to this application can be found on the Budget Office website under the 'Links' menu.

Disclaimer

When you enter the application you will need to accept the disclaimer. The disclaimer says that this is an ***ESTIMATE and will not be the actual fringe charge.***

The screenshot shows the web application interface. At the top left, there is a folder icon and the text "Administration and Finance Information Systems Management" and "Fringes Projection". At the top right, there is a box labeled "Enterprise System Status". Below the navigation bar, there are links for "TU Home" and "AFISM Home", and a "Resources Menu" link. A red banner at the top of the main content area reads "FRINGES PROJECTION". Below the banner, the text reads: "Please read the given below Disclaimer and Check the appropriate box to proceed:". The disclaimer text is as follows:

DISCLAIMER

This application is intended to be used as an estimate to project departmental fringe benefit costs for both current and prospective employees. Please be aware that any future changes to an employee's job status, life events, benefit deductions, retirement plan participation, or other changes may not be reflected. Also, future changes to the required percentages for each deduction may cause the amounts reflected to change. These deductions are subject to change at any time, and it is the responsibility of each area's financial manager to monitor these changes, and adjust their budget accordingly.

This application is able to project fringe costs for prospective employees based on the user inputting the employee's planned deductions, along with all required deductions. Any deviation from what is input may change the actual amount of fringes that are charged.

This tool can be used to assist in estimating budget requirements for fringe benefits for individual employees. Estimated fringe benefit costs for each pay period are displayed, along with the anticipated annual cost. Using an effective date in the current fiscal year will display the projected cost through the end of the year. Using a date in a future fiscal year will project costs associated to that fiscal year, based on the most current deduction information available.

Please keep in mind that fringes related to any portion of any employee's pay funded by the General Appropriation of Education & General (State) funds will not be charged to the department.

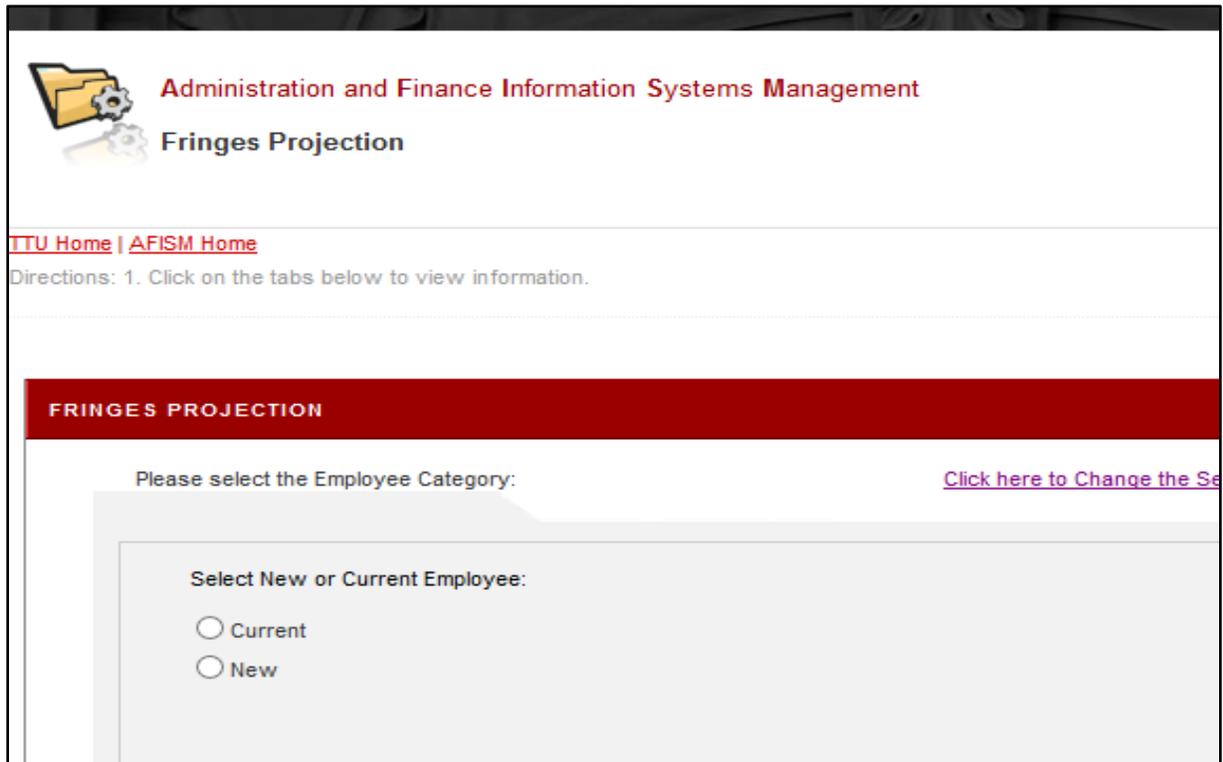
Please select **Accept** to use the application or **Decline** to log out of the application:

I accept and understand the details provided in the above disclaimer

I decline.

Generating Results

Choose either a current employee or a new employee to run fringes on.



The screenshot shows a web application interface for "Administration and Finance Information Systems Management" with a sub-section for "Fringes Projection". At the top left, there is a folder icon with a gear. Below the header, there are links for "TTU Home" and "AFISM Home". A directions section states: "Directions: 1. Click on the tabs below to view information." A red banner with the text "FRINGES PROJECTION" is visible. Below this, a prompt says "Please select the Employee Category:" followed by a link "Click here to Change the Se". A form box contains the text "Select New or Current Employee:" and two radio button options: "Current" and "New".

For a Current employee you need their R#, the month and date you want to begin the calculations on, and select the position you want the calculations on. The month and date you enter is used as the starting point till fiscal year end for the fringe calculation. If you'd like to see the fringe projection for an entire FY, enter September 1 for the start date.

Please select the Employee Category:

[Click here to Change the Selection](#)

Select New or Current Employee:

- Current
- New

Enter the R-Number of the employee:

Select the Position:

- H96972 - Managing Director- Budget (Primary)

Select an Effective Date:

Year: Month: Day:

Note: Please read the Disclaimer given on the home page of this application.

When you click submit the fringe estimate will be displayed.

FRINGE S PROJECTION

Please select the Employee Category:

[Click here to Change the Selection](#)

Name:

Employee name, R #

Position:

H99999 - Asst Professor

Employee Class:

E1-FT Exempt Staff

Benefit Category:

FT

Selected Date: 9/1/2014

Fringe	Fringe Desc	Amount for 9/1/2014-9/30/2014	FY15 Remaining Amount
LNG	Longevity	100.00	1260.00
X02	FICA OASDI	221.34	2656.08
X01	FICA Medicare Hosp Ins	51.77	621.24
ZHL	HSC Lump Sum Vacation Pool	28.56	342.72
ZHR	HSC Retiree Insurance Pool	35.70	428.40
ZHW	HSC Workers Comp Insurance	8.93	107.16
T01	Teacher Retirement System	242.76	2913.12
Health	Health HlthSelect FT	503.14	6037.68
Totals:		1192.20	14366.40

Note: Please read the Disclaimer given on the home page of this application.

Submit

If you choose to project fringes on a new employee/vacant position, you will be asked to complete information about the new employee or vacant position. This will help the system to determine the cost of the fringe.

FRINGES PROJECTION

Please Enter the Employee Details to Project Fringes: [Click here to Change the Selection](#)

Select a Chart of Accounts:

Select the Employee Class:

Enter the Hourly Rate:

Enter the Years of Service: (Optional)

Select the Retirement Type: (Optional)

Teacher Retirement
 Optional Retirement
 Optional Retirement Grandfathered

Select Exemption Type:

Exempt
 Non-Exempt

Select the Benefit Category:

Enter the FTE:

Select the Health Insurance Package Type:

Employee Only
 Employee and Spouse
 Employee and Children
 Employee and Family
 SKIP Employee and Children
 SKIP Employee and Family
 Opt Out health

Note: Please read the Disclaimer given on the home page of this application.

Clicking submit will give you a projection screen similar to that of a current employee.

HR117 - Departmental Fringes Report

AFISM also developed a report to be used during the fiscal year that is very similar to the fringe/longevity reports used during the budget prep cycle. The report is located in Cognos under the *Human Resources > Departmental Users > Employee Appointment Reports > HR117 – Departmental Fringes*. This is an **ESTIMATE** only.

The report can be run for the entire department and the web application is only for one employee.

Suggested Report Parameters

- Chart of Accounts – select your chart - H – for TTUHSC
- Select Fiscal Year – 2014
- Select Begin Date – date you’d like to begin the fringe calculation
- Select End Date – date you’d like the calculation to end. I’d suggest the end of the fiscal year.
- Report Option – choose to run for a fund or orgn, or by an employee.

The report takes a while to run. I’d suggest selecting the email delivery method.