

# FY26 Terminal Leave & Fringe – University of Wisconsin - Madison

In the course of the July 2025 implementation of a new ERP system (Workday) at the Universities of Wisconsin, there were issues applying new functionality for accounting of terminal leave at UW-Madison. As such, there were slight variances in how fringe rates were applied after implementation. Analysis conducted by UW-Madison concluded that this resulted in small deviations. These rates were applied consistently across all funding sources. Because UW System includes the ending balance of UW-Madison's fringe pool in the calculation of its future fringe rates, it was determined that in most cases, adjustments were not necessary.

For July - August:

<b>Payroll Category</b>	<b>Applied Fringe Rate</b>
Regular Faculty and Academic Staff	34.4%
Regular University Staff	38.6%

For September:

<b>Payroll Category</b>	<b>Applied Fringe Rate</b>
Regular Faculty and Academic Staff	34.1%
Regular University Staff	38.3%

October – June:

<b>Payroll Category</b>	<b>Applied Fringe Rate</b>
Regular Faculty and Academic Staff	34.3%
Regular University Staff	38.5%

Detailed information about charges is available at this page: <https://rsp.wisc.edu/rates/>