

Payroll Services Non-Cash Fringe Benefits 2026

A fringe benefit is a form of pay for the performance of services. Any fringe benefit you provide is taxable and must be included in the recipient's pay unless the law specifically excludes it. A *de minimis* benefit is any property or service you provide to an employee that has so little value (taking into account how frequently you provide similar benefits to your employees) that accounting for it would be unreasonable or administratively impracticable. Please contact HR Compensation if you have any questions on whether a fringe should be taxable or not. Non-cash fringe benefits can include items such as:

- A UCF Company Vehicle
- Country Club Memberships
- Gifts (including items donated by vendors and donors)
- Tickets
- *Tuition Waiver in excess of Internal Revenue Code
- Physical Exams
- Gift Cards, gift certificates, and any voucher redeemable for cash
- Electronics, Computers, Tablets, etc.
- Uniforms/clothing (if not considered a perquisite by IRS standard)

The purpose of recording these benefits immediately after receiving the item(s) include:

- Allowing a gradual increase in the employee's and employer's taxable amounts (as opposed to only recording one time per year).
- Allowing an employee to periodically review the information submitted to Payroll Services and ensure that their tax balances are accurate.
- Reducing adjustments during the year-end processing.

Below is the schedule for reporting:

Information Reported For	Due By	Paycheck Affected
Nov, Dec 2025 to Jan 2026	February 12, 2026	February 20, 2026
Feb, March, April 2026	May 7, 2026	May 15, 2026
May, June, July 2026	August 13, 2026	August 21, 2026
August, September, October 2026	November 5, 2026	November 13, 2026

Employees who terminate employment should provide their department with their final certification of non-cash items. It should contain the employee's signature. This document should upload along with their termination in Workday. The non-cash items will be recorded either in their final payment for working hours or their leave payout. Failure of a department to submit this information may result in the employee's tax liability being charged to the department (if the employee does not provide UCF with a payment for their portion of their tax liability).

*Tuition Waivers will be reported each semester after Add/Drop by Student Accounts directly to Human Resources.

Departments should report items on the [Request to Record Non-Cash Form](#).

For additional information on De Minimis (Minimal) Fringe Benefits:

- [IRS.gov - De Minimis Fringe Benefits](#)
- [IRS.gov - Fringe Benefit Guide](#)