

**Statewide Office of
Cost Analysis**
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**UNIVERSITY
of ALASKA**
Many Traditions One Alaska

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Date: December 23, 2003

To: Joe Beedle, Jim Lynch, Randy Weaver, Dave Read, James Johnsen,
Mike Humphrey, Vickie Gilligan, Michelle Pope, Dawn Wall, Tanya Hollis

From: Ginger Baker,
SW Cost Analysis

Re: FY03 Fringe Benefit Incurred Cost Report

Attached is the FY03 Fringe Benefit actual rate analysis. I have included a copy of the submittal letter to our cognizant agency explaining the university's growth and related underrecovery for FY03. The following is a table summarizing the final leave and staff benefit rates for FY03 with the negotiated rates for comparison purposes.

<u>Job Group</u> Classified	<u>ECLASS</u> NR	<u>Leave Rates</u>		<u>Staff Benefit Rates</u>	
		<u>FY03 Negotiated Benefit Rates¹</u>	<u>FY03 Actual Benefit Rates¹</u>	<u>FY03 Negotiated Benefit Rates²</u>	<u>FY03 Actual Benefit Rates²</u>
Classified	NR	20.00%	21.11%	37.00%	36.62%
Classified, AHECTE	CR	20.70%	21.57%	41.00%	38.48%
APT Exempt	XR	19.90%	20.44%	27.00%	27.57%
Executive	EX	15.70%	16.77%	23.10%	22.84%
Faculty, Nonunion	FN, FR	15.70%	16.77%	23.10%	22.84%
Faculty, UNAC	F9	1.10%	1.26%	30.00%	30.85%
Faculty, ACCFT	AR, A9	1.40%	1.64%	29.10%	30.60%
Faculty, Adjunct	FT, FW	0.00%	0.00%	9.20%	9.15%
Temporary	CT, GT, NT, ST, XT	0.00%	0.00%	8.10%	8.15%
Extended Temporary	NX, XX	13.80%	13.92%	37.90%	35.85%
Student	GN, SN	0.00%	0.00%	0.00%	0.00%

¹ Distribution base: Leave rates are applied to base salaries excluding overtime, miscellaneous pay, and paid leave.

² Distribution base: Staff benefit rates are applied to base salaries plus overtime, miscellaneous pay, and leave accrual provisions.

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UNIVERSITY
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Many Traditions One Alaska

December 19, 2003

Ms. Debbie Rafi
Indirect Cost Division
Department of the Navy
800 North Quincy Street
Arlington, VA 22217-5660

RE: FY03 Final Fringe Benefit Proposal and FY05 Fringe Benefit Forward
Pricing Proposal Extension Request

This memorandum and the Fringe Benefit Report for the year ended June 30, 2003 (2 copies enclosed) represents the University of Alaska's proposal to establish final fringe benefit rates and related carryforwards for the period July 1, 2002 through June 30, 2003. The certifications applicable to this final fringe benefit proposal are included as an attachment in the report. Based on my review, the report was prepared on a basis consistent with that of the prior year.

In addition, the University of Alaska would like to request an extension of time to submit our FY05 Forward Pricing Fringe Benefit Rate Proposal. The university continues to experience volatility in health care costs and wage base, making it challenging to forecast either component in our fringe benefit projection model. We also have a fairly large leave under recovery from FY03 due to the addition of another holiday and the implementation of an employee annual leave cash-out program. We hope to gather as much information as possible about what's happening in FY04 before we submit our FY05 proposal. We continue to strive to reduce fluctuations in fringe benefit rates for the institution and, in order to be effective in meeting that goal, we need to use the most current information available to develop the wage base and benefit costs for FY05.

Please grant an extension of time to submit the forward pricing proposal to March 31, 2004, to allow us to complete the proposal using the most current information possible in our cost and wage base projections.

Contact me if you have any questions or if you need additional information regarding the report or request for an extension.

Sincerely,

A handwritten signature in black ink that reads "Randy L. Weaver".

Randy L. Weaver

RLW/vmb

Enclosure (2)

cc: Mr. Terry Nuzzo, DCAA, Seattle Branch (0 enclosures)
Paul O'Donnell, DCAA, Alaska Suboffice (1 enclosure)
Mr. Linden E. Clausen, ONR, Seattle Regional Office (1 enclosure)

UNIVERSITY OF ALASKA
FRINGE BENEFIT REPORT
YEAR ENDED JUNE 30, 2003



UNIVERSITY OF ALASKA
FRINGE BENEFIT REPORT

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Attachment A: Certifications

Certificate of Fringe Benefit Costs

Certificate of Fringe Benefit Costs Department of Defense

Job Group	NR	CR	XR	EX, FN, FR Executives & Nonunion Faculty	F9	AR, A9	FT, FW	CT, GT, NT, ST, XT	NX, XX	GN, SN	Total
	Classified	AHECTE Union Classified (1)	APT Exempt	Nonunion Faculty	UNAC	ACCFT Union Faculty	Union & Nonunion Adjunct Faculty	Temporary Student - SS	Extended Temporary	Student	Total
FY03 Wage Base, Staff Benefits	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197	11,323,994	237,751,097
Staff Benefits:											
PERS	1,778,473	394,622	2,344,016	130,012	-	-	-	-	-	-	4,647,123
TRS	-	-	26,417	509,982	2,576,832	1,168,280	-	-	-	-	4,281,511
ORP	-	-	7,840	969,854	3,465,751	822,903	-	-	-	-	5,266,348
UA Pension	3,256,472	694,135	3,784,513	602,866	2,762,749	1,040,459	189,513	-	-	-	12,330,707
Medicare & Social Security	534,981	113,331	683,265	181,724	588,697	175,515	791,878	868,910	75,791	-	4,014,092
Health	8,957,129	1,407,095	8,345,152	1,161,367	5,546,899	1,972,293	-	-	271,217	-	27,661,152
Life	103,429	19,754	96,362	13,410	65,285	24,412	-	-	-	-	322,652
Long Term Disability	121,245	26,825	163,493	46,187	149,497	49,676	-	-	-	-	556,923
Unemployment	104,634	23,150	141,093	39,860	129,016	42,870	30,764	29,872	2,607	-	543,866
Workers' Compensation	495,502	580,944	231,574	65,573	196,927	65,436	46,956	98,875	8,627	-	1,790,414
Tuition	236,653	45,199	220,484	30,684	149,378	55,856	71,773	-	-	-	810,027
Consulting/Printing/Other	61,434	48,372	82,840	23,403	75,749	25,170	18,062	17,538	1,530	-	354,098
Labor Relations	-	47,408	-	-	264,202	87,791	-	-	-	-	462,400
Carryforward from FY01	539,333	672,222	254,569	16,818	1,484,033	(45,815)	(102,632)	-	75,331	-	2,893,859
Postpone FY01 carryforward to FY04	(269,666)	(409,222)	(127,284)	(8,409)	(798,033)	25,815	61,532	-	(50,221)	-	(1,575,488)
Total Staff Benefit Costs	15,919,619	3,663,835	16,254,334	3,783,331	16,656,982	5,510,661	1,170,845	1,015,195	384,882	-	64,359,684
Benefit Rates:											
PERS	4.08%	4.09%	3.99%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4,647,123
TRS	0.00%	0.00%	0.04%	3.07%	4.80%	6.55%	0.00%	0.00%	0.00%	0.00%	4,281,511
ORP	0.00%	0.00%	0.01%	5.84%	6.45%	4.61%	0.00%	0.00%	0.00%	0.00%	5,266,348
UA Pension	7.48%	7.20%	6.44%	3.63%	5.14%	5.83%	1.48%	0.00%	0.00%	0.00%	12,330,707
Medicare & Social Security	1.23%	1.18%	1.10%	1.10%	1.10%	0.98%	6.18%	6.99%	6.98%	0.00%	4,014,092
Health	20.56%	14.60%	14.21%	7.00%	10.33%	11.05%	0.00%	0.00%	24.99%	0.00%	27,661,152
Life	0.24%	0.20%	0.16%	0.08%	0.12%	0.14%	0.00%	0.00%	0.00%	0.00%	322,652
Long Term Disability	0.28%	0.28%	0.28%	0.28%	0.28%	0.28%	0.00%	0.00%	0.00%	0.00%	556,923
Unemployment	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.00%	543,866
Workers' Compensation	1.14%	6.03%	0.39%	0.39%	0.37%	0.37%	0.37%	0.80%	0.80%	0.00%	1,790,414
Tuition	0.54%	0.47%	0.38%	0.18%	0.28%	0.31%	0.56%	0.00%	0.00%	0.00%	810,027
Consulting/Printing/Other	0.14%	0.50%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.00%	354,098
Labor Relations	0.00%	0.49%	0.00%	0.00%	0.49%	0.49%	0.49%	0.00%	0.00%	0.00%	462,400
Carryforward rate	0.62%	2.73%	0.22%	0.05%	1.28%	(0.11%)	(0.32%)	0.00%	2.31%	0.00%	1,318,371
Actual Rates from HR System	36.55%	38.01%	27.66%	22.78%	31.02%	30.88%	9.14%	8.17%	35.46%	0.00%	64,359,684
Calculation of Carryforward:											
Recovery at Actual HR Rate	15,919,619	3,663,835	16,254,334	3,783,331	16,656,982	5,510,661	1,170,845	1,015,195	384,882	-	64,359,684
Recovery at Negotiated Rate	16,118,021	3,951,630	15,860,183	3,833,379	16,113,906	5,193,815	1,178,320	1,007,350	411,290	-	63,667,894
Calculated Carryforward	(198,402)	(287,795)	394,151	(50,048)	543,076	316,846	(7,475)	7,845	(26,408)	-	691,790
Timing Differences	30,955	44,902	(61,496)	7,809	(84,732)	(49,435)	1,166	(1,224)	4,120	-	(107,935)
Adjustment to HR Rates	0.07%	0.47%	(0.10%)	0.05%	(0.16%)	(0.28%)	0.01%	(0.01%)	0.38%	0.00%	-
Actual Rates	36.62%	38.48%	27.57%	22.84%	30.85%	30.60%	9.15%	8.15%	35.85%	0.00%	-
Negotiated Rates	37.00%	41.00%	27.00%	23.10%	30.00%	29.10%	9.20%	8.10%	37.90%	0.00%	-
Rate Difference	(0.38%)	(2.52%)	0.57%	(0.26%)	0.85%	1.50%	(0.05%)	0.05%	(2.05%)	0.00%	-
Carryforward to FY05	(167,447)	(242,893)	332,655	(42,239)	458,344	267,411	(6,309)	6,621	(22,288)	-	583,855
Federal Participation:											
Federal Benefit Wage Base	4,721,136	204,767	11,905,987	1,771,687	9,630,530	1,347,676	946,293	4,693,919	264,577	2,977,716	38,464,288
Federal Participation Percentage	10.84%	2.12%	20.27%	10.68%	17.93%	7.55%	7.39%	37.74%	24.38%	26.30%	-

(1) In FY01, CR job group bargaining unit was renamed from Classified Employees Association (CEA) to Alaska Higher Education Crafts and Trades Employees (AHECTE)

Job Group	NR	CR	XR	EX , FN, FR Executives & Nonunion Faculty	F9	AR, A9	FT, FW	CT, GT, NT, ST, XT	NX, XX	GN, SN	Total
	Classified	AHECTE Union Classified (1)	APT Exempt	Nonunion Faculty	UNAC	ACCFT Union Faculty	Union & Nonunion Adjunct Faculty	Temporary Student - SS	Extended Temporary	Student	Total
FY03 Wage Base, Leave Benefits	35,276,157	7,681,541	48,690,006	14,240,059	52,210,143	17,380,320	12,792,197	12,108,488	942,973	11,258,696	212,580,580
Negotiated Rates, FY03:											
Annual Leave	8.55%	8.53%	9.98%	7.89%	0.00%	0.00%	0.00%	0.00%	5.66%	0.00%	
Sick Leave	5.10%	5.72%	4.44%	3.54%	1.10%	1.40%	0.00%	0.00%	3.16%	0.00%	
Holiday/Other Leave	6.35%	6.45%	5.48%	4.27%	0.00%	0.00%	0.00%	0.00%	4.98%	0.00%	
	<u>20.00%</u>	<u>20.70%</u>	<u>19.90%</u>	<u>15.70%</u>	<u>1.10%</u>	<u>1.40%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>13.80%</u>	<u>0.00%</u>	
Annual Leave Costs:											
Usage	3,103,513	712,185	4,732,223	1,247,051	-	33,990	-	-	54,492	-	9,883,454
Reclassify ineligible job groups (2)						(14,892)					(14,892)
Adjusted Usage	<u>3,103,513</u>	<u>712,185</u>	<u>4,732,223</u>	<u>1,247,051</u>	<u>-</u>	<u>19,098</u>	<u>-</u>	<u>-</u>	<u>54,492</u>	<u>-</u>	<u>9,868,562</u>
HR Actual Rate	8.80%	9.27%	9.72%	8.76%	0.00%	0.11%	0.00%	0.00%	5.78%	0.00%	
Calculated Recovery	3,016,111	655,235	4,859,263	1,123,541	-	-	-	-	53,372	-	9,707,522
Annual Leave Liability Adjustment	(419,946)	(9,855)	68,440	(49,540)	-	19,098	-	-	(7,690)	-	(399,493)
Timing Differences	(10,564)	(2,295)	(17,019)	(3,935)	-	-	-	-	(187)	-	(34,000)
Adjusted Recovery	<u>2,585,601</u>	<u>643,085</u>	<u>4,910,684</u>	<u>1,070,066</u>	<u>-</u>	<u>19,098</u>	<u>-</u>	<u>-</u>	<u>45,495</u>	<u>-</u>	<u>9,274,029</u>
FY03 under (over) recovery	517,912	69,100	(178,461)	176,985	-	-	-	-	8,997	-	594,533
FY01 under (over) recovery	(195,391)	(40,455)	182,870	10,748	-	-	-	-	(6,052)	-	(48,280)
Carryforward to FY05	<u>322,521</u>	<u>28,645</u>	<u>4,409</u>	<u>187,733</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,945</u>	<u>-</u>	<u>546,253</u>
Sick Leave Costs:											
Usage	1,888,021	459,887	2,230,428	388,241	640,861	263,209	-	-	29,198	-	5,899,845
Reclassify ineligible job groups (2)					7,105	37,465					44,570
Adjusted Usage	<u>1,888,021</u>	<u>459,887</u>	<u>2,230,428</u>	<u>388,241</u>	<u>647,966</u>	<u>300,674</u>	<u>-</u>	<u>-</u>	<u>29,198</u>	<u>-</u>	<u>5,944,415</u>
HRS Actual Rate	5.35%	5.99%	4.58%	2.73%	1.24%	1.73%	0.00%	0.00%	3.10%	0.00%	
Calculated Recovery	1,799,084	439,384	2,161,836	504,098	574,312	243,324	-	-	29,798	-	5,751,836
Timing Differences	(10,100)	(2,467)	(12,136)	(2,830)	(3,224)	(1,366)	-	-	(167)	-	(32,290)
Adjusted Recovery	<u>1,788,984</u>	<u>436,917</u>	<u>2,149,700</u>	<u>501,268</u>	<u>571,088</u>	<u>241,958</u>	<u>-</u>	<u>-</u>	<u>29,631</u>	<u>-</u>	<u>5,719,546</u>
FY03 under (over) recovery	99,037	22,970	80,728	(113,027)	76,878	58,716	-	-	(433)	-	224,869
FY01 under (over) recovery	(141,665)	(49,869)	(19,462)	52,903	4,559	(17,985)	-	-	(3,053)	-	(174,572)
Carryforward to FY05	<u>(42,628)</u>	<u>(26,899)</u>	<u>61,266</u>	<u>(60,124)</u>	<u>81,437</u>	<u>40,731</u>	<u>-</u>	<u>-</u>	<u>(3,486)</u>	<u>-</u>	<u>50,297</u>
Holiday/Other Leave Costs:											
Usage	2,242,676	489,150	2,710,149	685,983	7,105	22,573	-	10	47,623	-	6,205,269
Reclassify ineligible job groups		10 ⁽³⁾			(7,105) ⁽²⁾	(22,573) ⁽²⁾		(10) ⁽³⁾			(29,678)
Adjusted Usage	<u>2,242,676</u>	<u>489,160</u>	<u>2,710,149</u>	<u>685,983</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(0)</u>	<u>47,623</u>	<u>-</u>	<u>6,175,591</u>
HRS Actual Rate	6.36%	6.37%	5.57%	4.82%	0.00%	0.00%	0.00%	0.00%	5.05%	0.00%	
Calculated Recovery	2,240,036	495,460	2,668,212	608,051	-	-	-	-	46,960	-	6,058,719
Timing Differences	1,926	426	2,294	523	-	-	-	-	40	-	5,209
Adjusted Recovery	<u>2,241,962</u>	<u>495,886</u>	<u>2,670,506</u>	<u>608,574</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>47,000</u>	<u>-</u>	<u>6,063,928</u>
FY03 under (over) recovery	714	(6,726)	39,643	77,409	-	-	-	(0)	623	-	111,663
FY01 under (over) recovery	111,986	71,957	157,643	(52,083)	-	-	-	-	1,006	-	290,509
Carryforward to FY05	<u>112,700</u>	<u>65,231</u>	<u>197,286</u>	<u>25,326</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(0)</u>	<u>1,629</u>	<u>-</u>	<u>402,172</u>
Calculation of Carryforward:											
Combined HRS Actual Rate	20.51%	21.63%	19.87%	16.30%	1.24%	1.84%	0.00%	(0.00%)	13.93%	0.00%	
A/L Liability Adj. & Timing Differences	1.24%	0.01%	(0.09%)	0.39%	0.01%	(0.10%)	0.00%	0.00%	0.85%	0.00%	
FY01 under (over) recovery	(0.64%)	(0.24%)	0.66%	0.08%	0.01%	(0.10%)	0.00%	0.00%	(0.86%)	0.00%	
Total Actual Rates	<u>21.11%</u>	<u>21.57%</u>	<u>20.44%</u>	<u>16.77%</u>	<u>1.26%</u>	<u>1.64%</u>	<u>0.00%</u>	<u>(0.00%)</u>	<u>13.92%</u>	<u>0.00%</u>	
Negotiated Rates	20.00%	20.70%	19.90%	15.70%	1.10%	1.40%	0.00%	0.00%	13.80%	0.00%	
Rate Difference	<u>1.11%</u>	<u>0.87%</u>	<u>0.54%</u>	<u>1.07%</u>	<u>0.16%</u>	<u>0.24%</u>	<u>0.00%</u>	<u>(0.00%)</u>	<u>0.12%</u>	<u>0.00%</u>	
Carryforward to FY05	<u>392,593</u>	<u>66,977</u>	<u>262,961</u>	<u>152,935</u>	<u>81,437</u>	<u>40,731</u>	<u>-</u>	<u>(0)</u>	<u>1,088</u>	<u>-</u>	<u>998,722</u>
Federal Participation:											
Federal Leave Wage Base	4,597,762	174,578	11,871,707	1,771,687	9,593,111	1,343,348	944,633	4,566,440	259,153	2,973,423	38,095,842
Federal Participation Percentage	<u>13.03%</u>	<u>2.27%</u>	<u>24.38%</u>	<u>12.44%</u>	<u>18.37%</u>	<u>7.73%</u>	<u>7.38%</u>	<u>37.71%</u>	<u>27.48%</u>	<u>26.41%</u>	

(1) In FY01, CR job group bargaining unit was renamed from Classified Employees Association (CEA) to Alaska Higher Education Crafts and Trades Employees (AHECTE)

(2) Reclassify leave for faculty job groups to sick leave since a separate rate is not negotiated for these job groups.

(3) Reclassify annual leave for ineligible job group to appropriate job group

University of Alaska
 Negotiated Fringe Benefit Rates
 Year Ended June 30, 2003

Schedule 2

Job Group	NR	CR	XR	EX , FN, FR Executives & Nonunion Faculty	F9	AR, A9	FT, FW Union & Nonunion Adjunct Faculty	CT, GT, NT, ST, XT	NX, XX	GN, SN
<u>Description</u>	<u>Classified</u>	<u>AHECTE Union Classified1</u>	<u>APT Exempt</u>		<u>UNAC</u>	<u>ACCFT Union Faculty</u>		<u>Temporary Student - SS</u>	<u>Extended Temporary</u>	<u>Student</u>
Leave Benefit Rates	20.00%	20.70%	19.90%	15.70%	1.10%	1.40%	0.00%	0.00%	13.80%	0.00%
Staff Benefit Rates	37.00%	41.00%	27.00%	23.10%	30.00%	29.10%	9.20%	8.10%	37.90%	0.00%

(1) In FY01, CR job group bargaining unit was renamed from Classified Employees Association (CEA) to Alaska Higher Education Crafts and Trades Employees (AHECTE)

University of Alaska
 Comparison of Detailed Staff Benefit Rates Charged to Actual Rates Incurred
 Year Ended June 30, 2003

Schedule 3

Job Group	NR	NR	CR	CR	XR	XR	EX, FN, FR	EX, FN, FR	F9	F9	AR, A9	AR, A9	FT, FW	FT, FW	CT, GT, NT, ST, XT	CT, GT, NT, ST, XT	NX, XX	NX, XX
Benefits																		
PERS	4.06%	4.08%	4.07%	4.09%	4.00%	3.99%	0.56%	0.78%										
TRS					0.10%	0.04%	3.75%	3.07%	5.43%	4.80%	6.96%	6.55%						
ORP					0.05%	0.01%	5.82%	5.84%	5.73%	6.45%	4.16%	4.61%						
UA Pension	7.52%	7.48%	7.21%	7.20%	6.50%	6.44%	3.50%	3.63%	5.16%	5.14%	5.77%	5.83%	1.81%	1.48%				
Medicare/Social Security	1.22%	1.23%	1.16%	1.18%	1.13%	1.16%	0.91%	1.10%	1.04%	1.10%	0.94%	0.98%	5.84%	6.18%	6.98%	6.99%	7.29%	6.98%
Health	21.20%	20.56%	19.09%	14.60%	13.56%	14.21%	7.25%	7.00%	9.73%	10.33%	9.43%	11.05%					26.49%	24.99%
Life	0.27%	0.24%	0.22%	0.20%	0.17%	0.16%	0.09%	0.08%	0.13%	0.12%	0.14%	0.14%						
LTD	0.29%	0.28%	0.29%	0.28%	0.29%	0.28%	0.29%	0.28%	0.29%	0.28%	0.29%	0.28%						
Unemployment	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%	0.26%	0.24%
Workers' Comp	1.06%	1.14%	4.86%	6.03%	0.30%	0.39%	0.30%	0.39%	0.28%	0.37%	0.28%	0.37%	0.28%	0.37%	0.77%	0.80%	0.77%	0.80%
Tuition	0.51%	0.54%	0.42%	0.47%	0.33%	0.38%	0.17%	0.18%	0.25%	0.28%	0.27%	0.31%	0.60%	0.56%				
Consulting/Printing/Other:	0.14%	0.14%	0.49%	0.50%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%
Labor Relations			0.53%	0.49%					0.53%	0.49%	0.53%	0.49%	0.53%	0.49%				
Carryforward Rate	0.74%	0.62%	2.80%	2.73%	0.22%	0.22%	0.06%	0.05%	1.40%	1.28%	(0.11%)	(0.11%)	(0.31%)	(0.32%)			2.99%	2.31%
Rounding	(0.27%)		(0.40%)		(0.05%)				(0.37%)		0.04%		0.05%		(0.05%)		(0.04%)	
Total	37.00%	36.55%	41.00%	38.01%	27.00%	27.66%	23.10%	22.78%	30.00%	31.02%	29.10%	30.88%	9.20%	9.14%	8.10%	8.17%	37.90%	35.46%

Ineligible job groups, GN and SN, are not shown and no staff benefit rate is negotiated for them.

Key	
	Benefit rates charged from FY03 Staff Benefit Projection
	Actual benefit rates incurred

University of Alaska
 Fringe Benefit (Over) Under Recovery
 Year Ended June 30, 2003

Schedule 4

	<u>Leave</u>	<u>Staff Benefit</u>	<u>Total</u>
FY01 Carryforward to FY03	67,657	1,318,371	1,386,028
FY03 Net activity	931,065	(734,516)	196,549
	<u>998,722</u>	<u>583,855</u>	<u>1,582,577</u>
FY03 Carryforward to FY05	(33,707)	4,221,069	4,187,362
FY02 Carryforward to FY04	-	1,575,488	1,575,488
	<u>-</u>	<u>1,575,488</u>	<u>1,575,488</u>
Net Fund Balance	<u>965,015</u>	<u>6,380,412</u>	<u>7,345,427</u>
	<u>965,015</u>	<u>6,383,035</u>	<u>7,348,050</u>
Per Banner Finance (BFIN)	1,717,351	6,383,035	8,100,386
	<u>(752,336)</u>	<u>-</u>	<u>(752,336)</u>
	<u>965,015</u>	<u>6,383,035</u>	<u>7,348,050</u>
Difference	<u>0 (a)</u>	<u>(2,623) (b)</u>	<u>(2,623)</u>
Adjusted BFIN	<u>965,015</u>	<u>6,380,412</u>	<u>7,345,427</u>

(a) Any immaterial differences are due to rounding of prior year carryforward amounts not due to errors.

(b) Accounting error of \$2624.95 to be corrected in FY04, plus an immaterial difference due to rounding.

University of Alaska
 Fringe Benefit Costs and Recovery Summary
 Year Ended June 30, 2003

Schedule 5

	<u>FY03 Actual</u>	<u>FY03 Projected</u>	<u>Variance</u>
Staff Benefits:			
PERS	4,647,123	4,222,500	(424,623)
TRS	4,281,511	4,538,400	256,889
ORP	5,266,348	4,447,300	(819,048)
UA Pension	12,330,707	11,452,600	(878,107)
Medicare & FICA	4,014,092	3,602,600	(411,492)
Health	27,661,152	25,021,000	(2,640,152)
Life Insurance	322,652	318,000	(4,652)
Long Term Disability	556,923	540,100	(16,823)
Unemployment	543,866	550,100	6,234
Workers' Compensation	1,790,414	1,372,000	(418,414)
Tuition Waivers	810,027	690,000	(120,027)
Consulting/Other	354,098	333,900	(20,198)
Labor Relations	462,400	478,300	15,900
Retirement Incentive Program Costs	-	-	-
Total Benefit Costs	63,041,313	57,566,800	(5,474,513)
Staff Benefit Recovery	(63,775,829)	(58,885,171)	4,890,658
Net Under (Over) Recovery from FY03	(734,516)	(1,318,371)	(583,855)
Carryforward from FY01	2,893,859	2,893,859	-
Postpone FY01 Carryforward to FY04	(1,575,488)	(1,575,488)	-
Staff Benefit Under (Over) Recovery Carryforward to FY05	583,855	-	(583,855)
Leave Benefits:			
Annual Leave Cost	9,883,454	8,969,613	(913,841)
Annual Leave Recovery	(9,274,029)	(8,921,333)	352,696
Annual Leave Under (Over) Recovery	609,425	48,280	(561,145)
Sick Leave Cost including ACCFT bank	5,899,845	5,438,777	(461,068)
Sick Leave Recovery	(5,719,546)	(5,264,205)	455,341
Sick Leave Under (Over) Recovery	180,299	174,572	(5,727)
Holiday Leave Cost	6,205,269	5,236,533	(968,736)
Holiday Leave Recovery	(6,063,928)	(5,527,042)	536,886
Holiday Leave Under (Over) Recovery	141,341	(290,509)	(431,850)
Net Under (Over) Recovery from FY03	931,065	(67,657)	(998,722)
Carryforward from FY01	67,657	67,657	(0)
Leave Benefit Under (Over) Recovery Carryforward to FY05	998,722	-	(998,722)

Job Group	NR	CR	XR	EX, FN, FR Executives & Nonunion Faculty	F9	AR, A9	FT, FW Union & Nonunion Adjunct Faculty	CT, GT, NT, ST, XT	NX, XX	GN, SN	Total
	Classified	AHECTE Union Classified (1)	APT Exempt	UNAC	UNAC	ACCFT Union Faculty	Nonunion Adjunct Faculty	Temporary Student - SS	Extended Temporary	Student	Total
FY03 Wage base, staff benefits	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197	11,323,994	237,751,097
Number of eligible employees 10/1/02	1,288	246	1,200	167	813	304	1,103	-	39		5,160
PERS:											
FY03 Contribution rate	4.08%	4.08%	4.08%	4.08%							
PERS cost	1,778,473	394,622	2,344,016	130,012							4,647,123
PERS rate	4.08%	4.09%	3.99%	0.78%							
TRS:											
FY03 Contribution rate			11.00%	11.00%	11.00%	11.00%					
TRS cost			26,417	509,982	2,576,832	1,168,280					4,281,511
TRS rate			0.04%	3.07%	4.80%	6.55%					
ORP											
FY03 Contribution rate			11.33%	11.33%	11.33%	11.33%					
ORP cost			7,840	969,854	3,465,751	822,903					5,266,348
ORP rate			0.01%	5.84%	6.45%	4.61%					
UA Pension Plan:											
2003 Contribution rate	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%				
Pension contribution	3,250,205	692,799	3,777,229	601,706	2,757,432	1,038,457	189,148				12,306,976
Pension plan administration cost	6,267	1,336	7,284	1,160	5,317	2,002	365				23,731
Pension cost	3,256,472	694,135	3,784,513	602,866	2,762,749	1,040,459	189,513				12,330,707
Pension rate	7.48%	7.20%	6.44%	3.63%	5.14%	5.83%	1.48%				
Medicare/Social Security:											
2003 Contribution rate - medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	
2003 Contribution rate - social security											
Total contribution rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	7.65%	6.20%	6.20%	6.20%	
Medicare Cost	534,981	113,331	683,265	181,724	588,697	175,515	178,701	167,220	14,425		2,637,859
Social Security Cost							613,177	701,690	61,366		1,376,233
Total Medicare/social security cost	534,981	113,331	683,265	181,724	588,697	175,515	791,878	868,910	75,791		4,014,092
Medicare/social security rate	1.23%	1.18%	1.16%	1.10%	1.10%	0.98%	6.18%	6.99%	6.98%		
Health Care:											
Number of eligible employees	1,288	246	1,200	167	813	304			39		4,057
Health care costs (2)	10,392,980	1,723,477	9,682,902	1,347,537	6,573,495	2,387,725			314,694		32,422,810
Health care recoveries (2)	(1,435,851)	(316,382)	(1,337,750)	(186,170)	(1,026,596)	(415,432)			(43,477)		(4,761,658)
Health care cost net of recovery	8,957,129	1,407,095	8,345,152	1,161,367	5,546,899	1,972,293			271,217		27,661,152
Health care rate	20.56%	14.60%	14.21%	7.00%	10.33%	11.05%			24.99%		
Life Insurance:											
Number of eligible employees	1,288	246	1,200	167	813	304					4,018
Life insurance cost	103,429	19,754	96,362	13,410	65,285	24,412					322,652
Life insurance rate	0.24%	0.20%	0.16%	0.08%	0.12%	0.14%					
Long-Term Disability Insurance:											
LTD eligible wages	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161					200,097,653
LTD cost	121,245	26,825	163,493	46,187	149,497	49,676					556,923
LTD rate	0.28%	0.28%	0.28%	0.28%	0.28%	0.28%					
Unemployment:											
Unemployment eligible wages	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197		226,427,103
Unemployment cost	104,634	23,150	141,093	39,860	129,016	42,870	30,764	29,872	2,607		543,866
Unemployment rate	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%	0.24%		

Job Group	NR	CR	XR	EX, FN, FR Executives & Nonunion	F9	AR, A9	FT, FW Union & Nonunion	CT, GT, NT, ST, XT	NX, XX	GN, SN	Total
	<u>Classified</u>	<u>AHECTE Union Classified (1)</u>	<u>APT Exempt</u>	<u>Nonunion Faculty</u>	<u>UNAC</u>	<u>ACCFT Union Faculty</u>	<u>Nonunion Adjunct Faculty</u>	<u>Temporary Student - SS</u>	<u>Extended Temporary</u>	<u>Student</u>	<u>Total</u>
FY03 Wage base, staff benefits	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197	11,323,994	237,751,097
Number of eligible employees 10/1/02	1,288	246	1,200	167	813	304	1,103	-	39		5,160
Workers' Compensation:											
Adjusted average annual claims	226,949	288,758	85,061	24,030	70,277	23,352	16,757	43,238	3,773		782,195
Percent to total	29.01%	36.92%	10.87%	3.08%	8.98%	2.99%	2.14%	5.53%	0.48%		100.00%
Claims forecast allocated per claims percentage	448,402	570,523	168,062	47,632	138,852	46,138	33,108	85,429	7,454		1,545,600
Other costs allocated based on wage base	47,100	10,421	63,512	17,941	58,075	19,298	13,848	13,446	1,173		244,814
Net workers' comp costs	495,502	580,944	231,574	65,573	196,927	65,436	46,956	98,875	8,627		1,790,414
Workers' compensation rate	1.14%	6.03%	0.39%	0.39%	0.37%	0.37%	0.37%	0.80%	0.80%		
Tuition Waivers:											
Number of eligible employees	1,288	246	1,200	167	813	304	1,093				5,111
Tuition waiver cost	236,653	45,199	220,484	30,684	149,378	55,856	71,773 (3)				810,027
Tuition waiver rate	0.54%	0.47%	0.38%	0.18%	0.28%	0.31%	0.56%				
Consulting/Printing/Other:											
Consulting/printing/other base	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197		226,427,103
AHECTE Legal Trust		34,779									34,779
Consulting cost	61,434	13,593	82,840	23,403	75,749	25,170	18,062	17,538	1,530		319,319
Total Consulting/Printing/Other	61,434	48,372	82,840	23,403	75,749	25,170	18,062	17,538	1,530		354,098
Consulting/Printing/Other rate	0.14%	0.50%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%	0.14%		
Labor Relations:											
Labor relations base		9,638,122			53,713,019	17,848,161	12,807,831				94,007,133
Labor relations cost		47,408			264,202	87,791	62,999				462,400
Labor relations rate		0.49%			0.49%	0.49%	0.49%				
Staff benefit carryforward:											
Carryforward from FY01	539,333	672,222	254,569	16,818	1,484,033	(45,815)	(102,632)	-	75,331		2,893,859
Postpone carryforward to FY04	(269,666)	(409,222)	(127,284)	(8,409)	(798,033)	25,815	61,532	-	(50,221)		(1,575,488)
Net under (over) recovery (4)	269,667	263,000	127,285	8,409	686,000	(20,000)	(41,100)	-	25,110		1,318,371
Carryforward rate	0.62%	2.73%	0.22%	0.05%	1.28%	(0.11%)	(0.32%)	0.00%	2.31%		

- (1) In FY01, CR job group bargaining unit was renamed from Classified Employees Association (CEA) to Alaska Higher Education Crafts and Trades Employees (AHECTE)
- (2) Allocated to CR, F9, AR, & A9 job groups based on their actual recovery and/or claims costs. Allocated remaining non-union groups based on headcount.
- (3) Allocated to FT, FW job groups based on their actual cost. Allocated remaining groups based on headcount.
- (4) Carryforward amounts are from the FY03 staff benefit projection report.

University of Alaska
 Benefit Costs by Benefit Type
 Year Ended June 30, 2003

Schedule 7

Account				
Code	Account Title	Per Banner	Description	Total
1816	Annual Leave Liability Adj.	399,493	Annual Leave Adjustment	399,493
1815	Annual Leave-Taken	9,882,210	Annual Leave Usage	9,882,210
1933	AHECTE Contract Costs	34,779	AHECTE Contract Costs	34,779
1819	Post Employment Benefit Cost	6,183	Consulting/Other	
1924	Employee Flexible Spend.	7,286	Consulting/Other	
1931	Employee Assistance Program	106,911	Consulting/Other	
1950	Staff Benefits - Consulting	162,629	Consulting/Other	
1951	S/B Duplic & Office Costs	24,489	Consulting/Other	
1952	Staff Benefits - Travel	11,821	Consulting/Other	319,319
1920	Health Claims	29,718,408	Health	
1921	Admin Cost-Health Program	2,084,016	Health	
1922	COBRA Outsourcing	40,116	Health	
1923	Health Liability Adj	580,270	Health	
1973	COBRA/LWOP Health Payment	(269,440)	Health	
1976	Supp Health Recovery	(78,822)	Health	
1977	Spouse/Dependent Health	(1,218,049)	Health	
1978	Employee Defined Contribution	(3,195,347)	Health	27,661,152
1845	Holiday Leave Taken	6,051,991	Holiday/Other Usage	
1855	Military Leave Taken	30,930	Holiday/Other Usage	
1865	Jury Duty Taken	79,676	Holiday/Other Usage	
1866	Jury Duty Pay Back	(10,848)	Holiday/Other Usage	
1881	AHECTE Leave Bank Transfer Out	33,438	Holiday/Other Usage	
1882	AHECTE Leave Bank Transfer In	(33,438)	Holiday/Other Usage	
1885	AHECTE Leave Bank Usage	26,216	Holiday/Other Usage	6,177,965
1932	Labor Relations Expense	462,400	Labor Relations	462,400
1918	Civil Service Insurance	1,183	Life Insurance	
1925	Life Insurance	321,469	Life Insurance	322,652
1935	Long Term Disability	556,923	Long Term Disability	556,923
1901	FICA (OASDI) UA Cost	1,376,233	Medicare/Social Security	
1902	Medicare UA Cost	2,637,859	Medicare/Social Security	4,014,092
1912	ORP Retirement Benefit	5,266,348	ORP Retirement Benefit	5,266,348

University of Alaska
 Benefit Costs by Benefit Type
 Year Ended June 30, 2003

Schedule 7

Account				
Code	Account Title	Per Banner	Description	Total
1903	Pension Plan	12,306,976	Pension Plan	
1904	Admin Cost Pension Plan	23,971	Pension Plan	
1906	Pension Forfeitures and Revenue	(240)	Pension Plan	12,330,707
1915	Public Employees Retirement	4,647,123	PERS	4,647,123
1812	Annual Leave Recovery	(9,672,279)	Recovery - annual leave	(9,672,279)
1842	Holiday Leave Recovery	(6,036,624)	Recovery - holiday/other	(6,036,624)
1832	Sick Leave Recovery	(5,731,593)	Recovery - sick leave	(5,731,593)
1972	Staff Benefit Recovery	(63,775,829)	Recovery - staff benefits	(63,775,829)
1835	Sick Leave Taken	5,901,446	Sick Leave usage	
1836	Sick Leave Payback-W/C	(1,541)	Sick Leave usage	
1871	ACCFT Transfer	77,807	Sick Leave usage	
1872	ACCFT Leave Bank	(77,807)	Sick Leave usage	
1875	ACCFT Sick Leave Taken	11,988	Sick Leave usage	5,911,893
1910	Teachers Retirement System	4,281,511	TRS	4,281,511
1985	Employee Tuition Waivers	810,027	Tuition Waivers	810,027
1940	Unemployment Compensation	543,866	Unemployment Compensation	543,866
1930	Workers Compensation	1,790,414	Workers Compensation	1,790,414
Total:		<u>196,549</u>		<u>196,549</u>
			Net Leave Benefit Activity	931,065
			Net Staff Benefit Activity	<u>(734,516)</u>
				<u>196,549</u>

Labor and Leave Taken per Banner Finance System (BFIN)

Year Ended June 30, 2003

Account Code	Account Code Title	Committed/Uncommitted Unrestricted Funds			Designated Funds	Auxiliary Funds	Restricted Funds	Plant Funds	Agency Funds	Total
		Fund 1	Fund 14	Fund 17	Fund 18	Fund 19	Fund 2 and 3	Fund 5	Fund 9	
1005	Construction Sal Transfer	787,966	-	987,547	-	-	-	-	-	1,775,513
1101	Faculty - UNAC Barg Unit < 12 month	36,481,286	1,452,334	3,681	35,736	-	8,129,335	-	-	46,102,372
1102	Faculty-ACCFB Barg Unit < 12 month	14,290,581	-	-	963	-	1,500,437	-	-	15,791,981
1150	Faculty-Non-Barg Unit < 12 Month	379,955	36,687	-	-	-	562,430	-	-	979,072
1151	Faculty - Non-barg Unit - 12 month	1,169,276	59,800	-	-	-	365,308	-	-	1,594,384
1152	Facult - ACCFT Barg Unit - 12 Month	185,536	-	-	-	-	-	-	-	185,536
1201	Executive	9,314,352	123,154	90,510	1,479	148,644	1,326,992	12,362	-	11,017,493
1251	APT	28,781,364	402,100	2,593,068	83,064	1,633,922	13,876,118	1,225,028	61,074	48,655,738
1401	Classified (Non-exempt)	25,596,250	394,403	2,408,616	24,628	1,335,455	5,877,262	175,702	46,199	35,858,515
1501	AHECTE Bargaining Unit	3,056,475	53,857	4,284,542	-	177,970	198,494	22,572	102	7,794,012
1601	Adjunct Faculty Bargaining Unit	9,303,765	-	7,052	5,144	887	716,223	-	650	10,033,721
1602	Adjunct Faculty Non-bargaining Unit	2,203,464	8,035	-	400	160	757,604	7,200	3,000	2,979,863
1611	Faculty-UNAC Summer Assign/Overload	3,165,546	118,616	2,116	75,738	-	3,999,240	4,228	-	7,365,484
1612	Faculty-ACCFB Summer Assign/Ove	1,374,873	5,852	-	-	6,247	230,626	-	-	1,617,598
1613	Faculty-Non-Barg.Summer Assign/Over	61,204	(1,580)	-	-	-	41,163	-	-	100,787
1615	APT Temporary	577,629	6,435	22,636	-	6,624	754,367	1,622	-	1,369,313
1617	APT Extended Temporary	35,482	6,710	-	3,408	-	110,716	-	-	156,316
1620	Classified (Non-Exempt) Temporary	2,676,169	89,862	273,726	13,573	259,334	2,788,951	14,675	13,583	6,129,873
1627	Classif (Non-exempt) Ext Temporary	481,412	8,827	32,075	3,569	11,008	249,376	-	-	786,267
1630	AHECTE Union - Temporary	235,085	897	34,697	-	35,515	47,636	1,262	20	355,112
1640	Student Wages - Not Subject to FICA	3,617,790	25,413	193,092	5,797	1,124,268	552,978	11,775	313,627	5,844,740
1641	Student Wages - Subject to FICA	1,209,164	12,627	109,367	7,362	534,025	565,429	6,922	47,170	2,492,066
1643	Grad Student Wages-Not Sub to FICA	2,367,511	45,005	18,105	11,552	1,930	2,348,540	2,160	1,940	4,796,743
1644	Grad Student Wages - Subjec to FICA	316,562	29,499	2,016	22,218	-	1,418,339	-	-	1,788,634
1646	Student - CWS No FICA	133,310	705	-	-	5,643	556,276	-	6,922	702,856
1647	Student - CWS - Subject to FICA	3,616	-	-	-	721	40,898	-	-	45,235
1651	Overtime - Straight	489,046	1,692	358,727	25	79,850	137,205	2,563	1,511	1,070,619
1671	Overtime - Premium	247,625	846	181,278	13	40,132	66,268	1,323	756	538,241
1711	Modified Duty	19,654	-	-	-	-	-	-	-	19,654
1741	Duty Station Differential	829	-	206	-	-	48,025	-	-	49,060
1761	Awards	39,338	-	-	-	-	-	-	-	39,338
Total UA Labor Account Codes		148,602,115	2,881,776	11,603,057	294,669	5,402,335	47,266,236	1,489,394	496,554	218,036,136
1815	Annual Leave-Taken	-	-	-	9,882,210	-	-	-	-	9,882,210
1835	Sick Leave Taken	-	-	-	5,901,446	-	-	-	-	5,901,446
1845	Holiday Leave Taken	-	-	-	6,051,991	-	-	-	-	6,051,991
1855	Military Leave Taken	-	-	-	30,930	-	-	-	-	30,930
1865	Jury Duty Taken	-	-	-	79,676	-	-	-	-	79,676
1875	ACCFB Sick Leave Taken	-	-	-	11,988	-	-	-	-	11,988
1885	AHECTE Leave Bank Usage	-	-	-	26,216	-	-	-	-	26,216
Total UA Leave Taken Account Codes		-	-	-	21,984,457	-	-	-	-	21,984,457
Total UA Labor & Leave Taken Acct Codes		148,602,115	2,881,776	11,603,057	22,279,126	5,402,335	47,266,236	1,489,394	496,554	240,020,593

Earnings Code	Earnings Code Description	NR Classified	CR AHECTE Union Classified	XR APT Exempt	EX, FN, FR Executives & Nonunion Faculty	F9 UNAC	AR, A9 ACCFT Union	FT, FW Union & Nonunion Adjunct Faculty	CT, GT, NT, ST, XT Temporary Student- SS	NX, XX Extended Temporary	GN, SN Student	Grand Total
010	Regular Pay	35,076,207	7,493,593	48,492,660	13,964,818	43,248,420	15,630,056					163,905,754
020	Temporary - Hourly								6,354,562	720,909		7,075,471
025	Temporary - Biweekly								1,292,284	221,596		1,513,880
030	Temporary Faculty Pay						33,756					33,756
032	Temporary Faculty Pay						2,512,736					2,512,736
035	Union Temporary Faculty Pay						9,403,727					9,403,727
050	Student Hourly										5,638,907	5,638,907
055	Student Workstudy										520,800	520,800
060	Stipend-Graduate								29,226		4,897,686	4,926,912
061	Taxable Stipend-Graduate								1,768,512			1,768,512
064	Stipend-NonGraduate										99,283	99,283
065	Taxable Stipend-NonGraduate								41,371		365	41,736
070	Student Regular FICA Taxable								2,422,621			2,422,621
075	Student Workstudy FICA Taxable								40,209			40,209
105	CEA Call-in Pay		21,445							717		22,162
110	CEA Union Standby Pay		102,940							35		102,975
115	CEA Tool Allowance		36,400									36,400
140	Adjustments	16,358	4,193	24,121	33,897	33,144	31,747	7,310	113,502	306		264,578
141	FT Adjustment							555,599				555,599
142	Student non FICA Taxable Adj.										88,446	88,446
150	Biweek Additional Staff Assign	1,821		91,264		7,000	5,791					105,876
155	Hourly Additional Assignment	35,048		3,643								38,691
200	Credit Biweekly Overload				38,348	315,846	422,015					776,209
230	Credit Biweekly Summer Assign				9,200	768,184	510,532					1,287,916
250	Non-Credit Biweekly Overload				74,131	334,332	208,811					617,274
255	Non-Credit Hourly Overload				2,832	7,802	6,424					17,058
280	Non-Credit Biweek Summer Assgn				19,955	1,352,686	474,606					1,847,247
285	Non-Credit Hourly Summer Assgn				800		15,428					16,228
290	Contract Extension					5,916,382						5,916,382
320	Shift Differential	53,491	18,783						201			72,475
340	Hazard Pay		196									196
350	Emergency/Oncall	13,045										13,045
695	Retro Pay Individual	80,187	3,991	78,318	96,078	122,114	57,635	14,743	45,248	162		498,476
696	Retro Pay- Student Fica Exempt										13,209	13,209
760	Piece Rate - \$7.95/Unit					104,233	17,275	264,326				385,834
	Total General Pay	35,276,157	7,681,541	48,690,006	14,240,059	52,210,143	17,380,320	12,792,197	12,108,488	942,973	11,258,696	212,580,580
300	Overtime Pay	692,037	207,414						137,997	8,029	(28)	1,045,449
301	Overtime-Premium Portion	346,000	103,744						68,959	4,015	(197)	522,521
305	Student Overtime Fica Exempt										22,131	22,131
306	Student Overtime Premium										11,255	11,255
325	Shift Differential Overtime	91,817	31,343									123,160
	Total Overtime Pay	1,129,854	342,501	-	-	-	-	-	206,956	12,044	33,161	1,724,516
090	Sabbatical Pay					508,279	148,346					656,625
700	Award	4,746	100	8,295	1,400	2,799	8,650				4,278	30,268
710	Bonus	46,774	6,056	146,620	25,000	383,868	65,775	2,000	870		500	677,463
720	Commissions	11,892										11,892
730	Flat Fee	37,565	16,763	51,766	10,903	33,618	1,746	13,634	120,108	50	5,149	291,302
731	Flat Fee/Miscellaneous										22,210	22,210
740	Housing			3,800	44,019							47,819
765	Pay in Lieu		1,082	151,619	37,644							190,345
	Total Misc. Pay (no leave accrual)	100,977	24,001	362,100	118,966	928,564	224,517	15,634	120,978	50	32,137	1,927,924

Earnings Code	Earnings Code Description	NR Classified	CR AHECTE Union Classified	XR APT Exempt	EX, FN, FR Executives & Nonunion Faculty	F9 UNAC	AR, A9 ACCFT Union	FT, FW Union & Nonunion Adjunct Faculty	CT, GT, NT, ST, XT Temporary Student - SS	NX, XX Extended Temporary	GN, SN Student	Grand Total
500	Annual Leave	2,580,962	638,248	3,636,121	986,636		25,187			37,927		7,905,081
501	Annual Leave Retro	1,919	210	5,504	6,734					4,090		18,457
506	Annual Leave - no doc	192,282	43,956	416,777	53,889					749		707,653
510	Annual Leave Payoff	322,355	25,371	654,203	199,791		8,803			11,726		1,222,249
520	Terminal Annual Leave	5,995	4,401	19,618								30,014
	Total Annual Leave	3,103,513	712,186	4,732,223	1,247,050	-	33,990	-	-	54,492	-	9,883,454
550	Sick Leave	1,755,830	435,659	1,955,949	375,607	474,420	191,852			28,319		5,217,636
551	Sick Leave Retro	2,606	115	3,088	1,463	720	331					8,323
555	Terminal Sick Leave	31,337	53	9,518		999	71,026					112,933
556	Sick Leave - no doc	98,249	24,060	261,873	11,171	164,722				878		560,953
	Total Sick Leave	1,888,022	459,887	2,230,428	388,241	640,861	263,209	-	-	29,197	-	5,899,845
400	Holiday Leave	1,781,583	388,539	2,397,671	644,514		10,421			44,846		5,267,574
406	Holiday Leave - no doc	123,308	26,257	266,448	25,962					738		442,713
410	Holiday Premium Pay	126,179	33,092							1,466		160,737
420	Personal Holiday Leave	157,469										157,469
421	Personal Holiday Retro	303										303
426	Personal Holiday Leave-no doc	10,741										10,741
430	CEA Business Leave Bank		26,205						10			26,215
439	Misc Holiday Retro	2,468	184	4,159	4,343	1,387				573		13,114
440	Jury Duty Leave	30,747	7,313	34,210	1,333	5,719	164					79,486
450	Military Leave	7,036	7,560	6,452	9,831							30,879
460	Recognition Leave	2,841		1,209								4,050
560	ACCFT Leave						11,988					11,988
	Total Holiday/Other Leave Pay	2,242,675	489,150	2,710,149	685,983	7,106	22,573	-	10	47,623	-	6,205,269
	Total Wage and Leave Taken	43,741,198	9,709,266	58,724,906	16,680,299	53,786,674	17,924,609	12,807,831	12,436,432	1,086,379	11,323,994	238,221,588
	Wage Base, Leave Benefits	35,276,157	7,681,541	48,690,006	14,240,059	52,210,143	17,380,320	12,792,197	12,108,488	942,973	11,258,696	212,580,580
	Leave Accrual Rates	20.00%	20.70%	19.90%	15.70%	1.10%	1.40%	0.00%	0.00%	13.80%	0.00%	
	Wages Plus Leave Accrual	42,331,389	9,271,620	58,379,317	16,475,748	52,784,455	17,623,644	12,792,197	12,108,488	1,073,103	11,258,696	234,098,657
	Overtime Pay	1,129,854	342,501	-	-	-	-	-	206,956	12,044	33,161	1,724,516
	Misc. Pay Not Subject to Leave	100,977	24,001	362,100	118,966	928,564	224,517	15,634	120,978	50	32,137	1,927,924
	Wage Base, Staff Benefits	43,562,220	9,638,122	58,741,417	16,594,714	53,713,019	17,848,161	12,807,831	12,436,422	1,085,197	11,323,994	237,751,097

University of Alaska
Reconciliation of IRS Form 941 to Reported Wages
Year Ended June 30, 2003

Schedule 10

	<u>University of Alaska</u>
Wages subject to Federal Income Tax reported on form 941	
July - September 2002	42,419,585
October - December 2002	60,308,620
January - March 2003	50,266,799
April - June 2003	57,502,717
 Total	<hr/> 210,497,721
 Less beginning of year accrued wages	(7,619,777)
Plus end of year accrued wages	9,114,538
Plus wages not subject to federal tax	<hr/> 26,232,747
UA softledger control	238,225,229
Difference between payroll system extract and adjusted softledger control	<hr/> (3,641)
 Total wages per payroll system	<hr/> <hr/> 238,221,588
 Reported Wages per Wage Payment Summary Schedule 9	<hr/> <hr/> 238,221,588

University of Alaska
 Reconciliation of Banner Payroll (BHR) to Banner Finance (BFIN)
 Year Ended June 30, 2003

Schedule 11

	<u>University of Alaska</u>
Totals UA payroll per BHR Wage Payment Summary Schedule 9	238,221,588
Retros and bonuses posted to different fiscal years on HR and BFIN	** -
Retirement pay charged to benefit account code	-
Duplicate recording of "Construction"	1,775,513
Processed on BHR and BFIN in different years	-
Corrections not entered to payroll system but accounted for through the W2 process	2,279
Federal tax adjustment (FICA, Medicare, FWH)	-
Miscoded cash receipts and invoices	(3,129)
Miscoded journal vouchers	19,702
Labor offset by accrual adjustments	-
GI labor redistributions processed through journal vouchers	-
Leave Taken Adjustments	-
Other miscellaneous differences	-
Subtotal	<u>240,015,953</u>
Unreconciled difference between Banner HR and BFIN	<u>4,640</u>
Total of labor and leave accounts per BFIN	<u><u>240,020,593</u></u>
Per BFIN Labor and Leave Taken Schedule 8	
Labor account codes	218,036,136
Leave taken account codes	<u>21,984,457</u>
Total per BFIN	<u><u>240,020,593</u></u>

** Per Vickie Gilligan, SWOHR, retros are now posted to both HR & Finance in the same fiscal year.

CERTIFICATE OF FRINGE BENEFIT COSTS

UNIVERSITY OF ALASKA

This is to certify that to the best of my knowledge and belief:

1. I have reviewed the fringe benefit cost proposal submitted December 19, 2003;
2. All costs included in the proposal dated December 19, 2003, to establish final fringe benefit rates for the period July 1, 2002 – June 30, 2003 are allowable in accordance with the requirements of the federal agreements to which they apply and with the cost principles applicable to those agreements.
3. This proposal does not include any costs which are unallowable under applicable cost principles such as (without limitation): advertising and public relations costs, contributions and donations, entertainment costs, fines and penalties, lobbying costs, and defense of fraud proceedings; and
4. All costs included in this proposal are properly allocable to federal agreements on the basis of a beneficial or causal relationship between the expenses incurred and the agreements to which they are allocated in accordance with applicable requirements.
5. The fringe benefit rate proposal is prepared using the same cost accounting practices that are disclosed in the DS-2, including its amendments and revisions, filed with and approved by the cognizant agency.

I declare under penalty of perjury that the foregoing is true and correct.

Institution:

University of Alaska

Signature:



Name of Official:

Joseph Beedle

Title:

Vice President for Finance

Date of Execution:

12/19/03

CERTIFICATE OF FRINGE BENEFIT COSTS

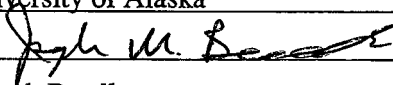
DEPARTMENT OF DEFENSE

UNIVERSITY OF ALASKA

This is to certify that to the best of my knowledge and belief:

1. I have reviewed the fringe benefit cost proposal submitted December 19, 2003; and
2. All costs included in the proposals, dated December 19, 2003 to establish final fringe benefit rates for the period July 1, 2002 through June 30, 2003, are allowable in accordance with the requirements of contracts to which they apply and with the cost principles of the Department of Defense applicable to those contracts; and
3. These proposals do not include any costs which are unallowable under applicable cost principles of the Department of Defense such as (without limitation): advertising and public relations costs, contributions and donations, entertainment costs, fines and penalties, lobbying costs, defense of fraud proceedings, and goodwill; and
4. All costs included in these proposals are properly allocable to defense contracts on the basis of a beneficial or causal relationship between the expense incurred and the contracts to which they are allocated in accordance with applicable requirements.

I declare under penalty of perjury that the foregoing is true and correct.

Institution:	<u>University of Alaska</u>
Signature:	<u></u>
Name of Official:	<u>Joseph Beedle</u>
Title:	<u>Vice President for Finance</u>
Date of Execution:	<u>12/19/03</u>