

**STAFF BENEFIT RATES
(Revised 2/19/16)
FISCAL YEAR 2016**

****Final fixed rates as of February 19, 2016.****

BANNER ECLASS	DESCRIPTION	System Generated	Salary or Hourly	ANNUAL LEAVE CHGE	SICK LEAVE CHGE	HOLIDAY LEAVE CHGE	TOTAL LEAVE CHGE	STAFF BENEFIT CHARGE
A9	UAFT ² Union - Regular - <12 month	Y	S	0.00%	0.89%	11.81%	12.70%	29.10%
AR	UAFT ² Union - Regular - 12 month	Y	S	0.00%	0.89%	11.81%	12.70%	29.10%
CR	Local 6070 ³ Union - Regular	Y	H	9.61%	6.78%	6.61%	23.00%	40.50%
CT	Local 6070 ³ Union - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	9.20%
EX	Executive Management	Y	S	9.56%	1.97%	5.77%	17.30%	28.50%
F9	UNAC Faculty Union - Regular - < 12 month	Y	S	0.00%	1.94%	11.76%	13.70%	28.70%
FN	Faculty - Regular - <12 mo (non-represented)	Y	S	0.00%	1.38%	8.22%	9.60%	28.50%
FR	Faculty - Regular - 12 mo (non-represented)	Y	S	9.56%	1.97%	5.77%	17.30%	28.50%
FT	UNAD Faculty Union - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	10.70%
FW	Faculty - Temporary (non-represented)	Y	S	0.00%	0.00%	0.00%	0.00%	10.70%
GN	Grad Student - Non-FICA taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	0.00%
GT	Grad Student - FICA Taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	9.20%
NR	NonExempt Staff - Regular	Y	H	9.23%	5.18%	6.59%	21.00%	45.70%
NT	NonExempt Staff - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	9.20%
NX	NonExempt Staff - Extended	N	H	0.00%	1.50%	5.50%	7.00%	30.40%
SN	Student - Non-FICA taxable	N	H	0.00%	0.00%	0.00%	0.00%	0.00%
ST	Students - FICA Taxable	N	H	0.00%	0.00%	0.00%	0.00%	9.20%
XR	Exempt Staff - Regular	Y	S	10.31%	5.06%	5.53%	20.90%	41.00%
XT	Exempt Staff - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	9.20%
XX	Exempt Staff - Extended	Y	S	0.00%	1.50%	5.50%	7.00%	30.40%

¹Office of Naval Research

²Previously ACCFT

³Previously CEA and AHECTE

Refer to UA Cost Analysis with rate questions; contact information and negotiation agreements are available at

<http://www.alaska.edu/cost-analysis/negotiation-agreements/>