

**APPROVED STAFF BENEFIT RATES  
FISCAL YEAR 2025**

| BANNER ECLASS | DESCRIPTION                               | System Generated | Salary or Hourly | ANNUAL LEAVE CHGE | SICK LEAVE CHGE | HOLIDAY LEAVE CHGE | TOTAL LEAVE CHGE | STAFF BENEFIT CHARGE |
|---------------|---|------------------|------------------|-------------------|-----------------|--------------------|------------------|----------------------|
| CR            | Local 6070 <sup>2</sup> Union - Regular   | Y                | H                | 9.39%             | 6.76%           | 6.45%              | 22.60%           | 51.90%               |
| CT            | Local 6070 <sup>2</sup> Union - Temporary | N                | H                | 0.00%             | 0.00%           | 0.00%              | 0.00%            | 8.60%                |
| EX            | Executive Management                      | Y                | S                | 13.35%            | 3.72%           | 6.43%              | 23.50%           | 30.50%               |
| F9            | UNAC Faculty Union - Regular - < 12 month | Y                | S                | 0.00%             | 2.47%           | 12.93%             | 15.40%           | 35.40%               |
| FN            | Faculty - Non-Represented                 | Y                | S                | 0.00%             | 2.47%           | 12.93%             | 15.40%           | 30.50%               |
| FR            | Academic Leadership (Non-Represented)     | Y                | S                | 13.35%            | 3.72%           | 6.43%              | 23.50%           | 30.50%               |
| FT            | UNAD Faculty Union - Temporary            | Y                | S                | 0.00%             | 0.00%           | 0.00%              | 0.00%            | 9.20%                |
| FW            | Faculty - Temporary (non-rep)             | Y                | S                | 0.00%             | 0.00%           | 0.00%              | 0.00%            | 9.20%                |
| 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%            | 8.60%                |
| NR            | NonExempt Staff - Regular                 | Y                | H                | 9.07%             | 5.77%           | 7.56%              | 22.40%           | 57.20%               |
| NT            | NonExempt Staff - Temporary               | N                | H                | 0.00%             | 0.00%           | 0.00%              | 0.00%            | 8.60%                |
| 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%            | 8.60%                |
| XR            | Exempt Staff - Regular                    | Y                | S                | 10.85%            | 5.47%           | 6.48%              | 22.80%           | 46.20%               |
| XT            | Exempt Staff - Temporary                  | Y                | S                | 0.00%             | 0.00%           | 0.00%              | 0.00%            | 8.60%                |

<sup>1</sup>Office of Naval Research

<sup>2</sup>Previously 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/>