

**STAFF BENEFIT RATES**  
**(Revised 8/3/20)**  
**FISCAL YEAR 2021**

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>3</sup> Union - Regular	Y	H	8.72%	6.21%	7.57%	22.50%	51.60%
CT	Local 6070 <sup>3</sup> Union - Temporary	N	H	0.00%	0.10%	0.00%	0.10%	9.70%
EX	Executive Management	Y	S	10.07%	3.09%	7.44%	20.60%	27.60%
F9	UNAC Faculty Union - Regular - < 12 month	Y	S	0.00%	2.62%	17.98%	20.60%	30.40%
FN	Faculty - Regular - <12 mo (non-rep)	Y	S	0.00%	4.04%	8.26%	12.30%	27.60%
FR	Faculty - Regular - 12 mo (non-rep)	Y	S	10.07%	3.09%	7.44%	20.60%	27.60%
FT	UNAD Faculty Union - Temporary	Y	S	0.00%	0.20%	0.00%	0.20%	11.10%
FW	Faculty - Temporary (non-rep)	Y	S	0.00%	0.20%	0.00%	0.20%	11.10%
GN	Grad Student - Non-FICA taxable - Stipend	Y	S	0.00%	0.10%	0.00%	0.10%	0.00%
GT	Grad Student - FICA Taxable - Stipend	Y	S	0.00%	0.10%	0.00%	0.10%	9.70%
NR	NonExempt Staff - Regular	Y	H	7.98%	6.33%	8.89%	23.20%	54.10%
NT	NonExempt Staff - Temporary	N	H	0.00%	0.10%	0.00%	0.10%	9.70%
NX	NonExempt Staff - Extended	N	H	0.00%	3.20%	0.00%	3.20%	44.60%
SN	Student - Non-FICA taxable	N	H	0.00%	0.10%	0.00%	0.10%	0.00%
ST	Students - FICA Taxable	N	H	0.00%	0.10%	0.00%	0.10%	9.70%
XR	Exempt Staff - Regular	Y	S	9.92%	5.65%	8.53%	24.10%	42.50%
XT	Exempt Staff - Temporary	Y	S	0.00%	0.10%	0.00%	0.10%	9.70%
XX	Exempt Staff - Extended	Y	S	0.00%	3.20%	0.00%	3.20%	44.60%

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

<sup>2</sup>Previously ACCFT - E-Class eliminated May 2018

<sup>3</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/>