University of Washington

FY 2022 Fringe Benefit Proposal

Explanation of Rate Changes -- Subject to approval by DHHS

Salary Classification Object Code	Salary Classification Description	2021 *Actual* Rates	2022 *Proposed* Rates	Difference - 2021 to 2022	Footnote
01-10	Faculty - Campus	24.0%	23.2%	-0.8%	
01-20	Medical Residents	27.7%	29.1%	1.4%	**(1)**
01-30/40	Graduate Students	22.4%	21.6%	-0.8%	
01-50	Post Doctoral Trainees	22.8%	16.3%	-6.5%	**(2)**
01-60	Classified Staff - Campus	39.6%	37.3%	-2.3%	**(3)**
01-70	Professional Staff - Campus	30.3%	29.4%	-0.9%	
01-80	Hourly Staff	22.2%	20.4%	-1.8%	**(4)**
01-90	Pre Doctoral Trainees	21.0%	21.6%	0.6%	

General

Health care: 2022 healthcare premiums set at $936 per month per eligible employee compared to $976 per month per eligible employee for 2021. Year over year change represents a 4.1% decrease.

PERS: The PERS contribution rate used in the 2022 rates was 10.25% of salary compared to 12.86% of salary in 2021. The year over year changes represents a 20.3% decrease.

Supplemental retirement: The Supplemental Retirement component of the rates contemplates the recent passing of HB 1661. Amounts now represent 0.38% funding rate applied to UWRP salaries plus estimated payments to UWSRP retirees.

(1) Core rate increased slightly in 2022 due do increased UPASS $ projected for 2022 compared to 2021. Primary driver for the rate increase in 2022 relates to an over recovery of healthcare costs in 2019 that were adjusted through the 2021 rates.

(2) Year over year decrease is primarily driven by an under recovery of healthcare costs in 2019 that were adjusted through the 2021 rates as compared to an over recovery of healthcare costs in 2020 that will be adjusted through the 2022 rates. Other large contributor is the year over year decrease in the healthcare rate.

(3) The year over year decrease is primarily driven by the decrease in the PERS contribution rate.

(4) The year over year decrease is primarily driven by the decrease in the PERS and healthcare contribution rates.