

University of Washington  
 FY 2020 Fringe Benefit Proposal  
 Explanation of Rate Changes -- **Subject to approval by DHHS**

Salary Classification Object Code	Salary Classification Description	2019 Actual Rates	2020 Proposed Rates	Difference - 2019 to 2020	Footnote
01-10	Faculty - Campus	26.1%	23.9%	-2.2%	(A)
01-20	Medical Residents	32.5%	31.0%	-1.5%	(B)
01-30/40	Graduate Students	17.3%	21.2%	3.9%	(C)
01-50	Post Doctoral Trainees	17.0%	22.7%	5.7%	(B)
01-60	Classified Staff - Campus	40.5%	41.2%	0.7%	
01-70	Professional Staff - Campus	34.1%	32.1%	-2.0%	(A)
01-80	Hourly Staff	20.9%	20.9%	0%	
01-90	Pre Doctoral Trainees	27.8%	27.1%	-0.7%	

**General**

Health care: Healthcare premiums increased from \$916/month in 2019 to \$939/month in 2020.

PERS: The PERS contribution rate used in the 2019 rates was 12.7% of salary; the contribution rate per salary dollar used for the 2020 rates was 12.86%.

Supplemental retirement: The decrease in the Supplemental Retirement component of the rates in 2020 is due to: 1) an adjustment for overcharging of costs in 2018, and 2) a decrease in the UWSRP amount necessary to maintain a funded status consistent with 2019. Our methodology is to maintain a consistent funded status.

- (A) The decrease in the rate is primarily due to, 1) an adjustment for the overcharging of UWSRP costs in previous years, as well as, 2) a decrease in the funded supplemental retirement amount used in the rates. This is partly offset by an increase in the healthcare premium of 2.5%.
- (B) The increase in the rate from the prior year was caused by the increase in the health care premium of 2.5%, as well as an adjustment for undercharged benefit costs in previous years.
- (C) The rate was increased in 2020 because of: 1) increasing costs of UPASS, and 2) increase to recover undercharged benefit costs in previous years.