

University of Washington
FY 2023 Fringe Benefit Proposal
Explanation of Rate Changes -- Subject to approval by DHHS

Salary Classification Object Code	Salary Classification Description	2022 Actual Rates	2023 Proposed Rates	Increase/ (Decrease) 2022 to 2023	Variance Explanation
01-10	Faculty - Campus	23.2%	24.1%	0.9%	(1)
01-20	Medical Residents	29.1%	31.2%	2.1%	(2)
01-30/40	Graduate Students	21.6%	21.3%	-0.3%	(3)
01-50	Post Doctoral Trainees	16.3%	14.7%	-1.6%	(4)
01-60	Classified Staff - Campus	37.3%	39.5%	2.2%	(5)
01-70	Professional Staff - Campus	29.4%	31.8%	2.4%	(6)
01-80	Hourly Staff	20.4%	21.5%	1.1%	(7)
01-90	Pre Doctoral Trainees	21.6%	28.8%	7.2%	(8)

Significant changes in FY23 rates:

Health care: 2023 healthcare premiums are estimated at \$1,130 per month per eligible employee compared to \$936 per month per eligible employee for 2022. Year over year change represents a 20.7% increase.

UW Supplemental Retirement Plan (UWSRP): The retiree payments for this plan will not be included in the fringe rate for this fiscal year. The employer contribution will be included and continue as before.

Graduate Appointee Insurance Premium (GAIP): A premium increase of approximately 19.1% is anticipated.

U-PASS: The employee subsidy is being expanded in FY23 to include the faculty and professional staff.

Variance Explanations:

- (1) Faculty: The 0.9% increase is mainly driven by the higher healthcare premium rate by 1.3% offset slightly by the decrease in UWSRP of (0.4%).
- (2) Medical Residents: The increase is primarily driven by the increase in the healthcare contribution rate by 1.5%.
- (3) Graduate Students: The rate change due to GAIP is mostly equally offset by a benefit from prior year over-recovery.
- (4) Post Doctoral Trainees: The rate decrease is the result of health care cost per employee becoming a reduced percentage of overall total salary expense.
- (5) Classified Staff: The rate increase is due to the healthcare rate at 0.9% plus negative impact of the prior year under-recovery at 1.3%.
- (6) Professional Staff: The 2.4% increase is due to the healthcare rate at 2.1% offset slightly by the decrease in UWSRP at (0.4%).
- (7) Hourly Staff: The rate increase is in the component for PERS retirement at 1.1%
- (8) Pre Doctoral Trainees: The rate increase is due to GAIP by 5% plus negative impact of the prior year under-recovery 2.2%.