

University of Washington
FY 2024 Fringe Benefit Proposal Preliminary as of 3/6/2023
Explanation of Rate Changes -- Subject to approval by DHHS

Salary Classification Object Code	Salary Classification Description	2023 Actual Rates	2024 Proposed Rates	Increase/ (Decrease) 2023 to 2024	Variance Explanation
01-10	Faculty - Campus	24.1%	22.7%	-1.4%	(1)
01-20	Medical Residents	31.2%	28.9%	-2.3%	(2)
01-30/40	Graduate Students	21.3%	18.1%	-3.2%	(3)
01-50	Post Doctoral Trainees	14.7%	17.6%	2.9%	(4)
01-60	Classified Staff - Campus	39.5%	38.5%	-1.0%	(5)
01-70	Professional Staff - Campus	31.8%	30.1%	-1.7%	(6)
01-80	Hourly Staff	21.5%	21.3%	-0.2%	(7)
01-90	Pre Doctoral Trainees	28.8%	27.5%	-1.3%	(8)

Significant changes in FY24 rates:

Healthcare: Per the Governor's budget 2024 Healthcare premiums are estimated at \$1,160 per month per eligible employee compared to \$1,130 per month per eligible employee for 2023. Year over Year change represents a 2.7% increase. Subject to change pending legislative approval. The HealthCare component is growing at a slower rate than salaries.

PERS: FY24 Projected rates include an increase of 10.39% up from 10.25%.

GAIP: Projected rates include an increase of 6.09%

Variance Explanations:

- (1) Faculty: The rate decrease is the result of salary driven benefit costs becoming a reduced percentage of overall total salary expense and a over-recovery from prior year of -0.5%.
- (2) Medical Residents: The rate decrease is the result of salary driven benefit costs becoming a reduced percentage of overall total salary expense and a over-recovery from prior year of -0.9%.
- (3) Graduate Students: The rate decrease is the result of salary driven benefit costs becoming a reduced percentage of overall total salary expense and a over-recovery from prior year of -0.5%.
- (4) Post Doctoral Trainees: Increase due to a 2.7% yoy increased cost in healthcare as a higher % of forecasted salary.
- (5) Classified Staff: Higher projected salary growth offset by under-recovery of 0.1% (down from 0.5% prior year) contribute to the decreased rate.
- (6) Professional Staff: The rate decrease is the result of salary driven benefit costs becoming a reduced percentage of overall total salary expense and a over-recovery from prior year of -0.2%
- (7) Hourly Staff: The rate decrease is the result of salary driven benefit costs becoming a reduced percentage of overall total salary expense. A slight overall increase in benefit costs drive by UWRP -retirement is negated by an prior year under-recovery of 0.5%.
- (8) Pre Doctoral Trainees: Projected Salary expense is increasing at a faster rate than the GAIP increase.