

**APPROVED STAFF BENEFIT RATES**  
**(As of 9/22/21)**  
**FISCAL YEAR 2022**

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>2</sup> Union - Regular	Y	H	9.33%	6.36%	7.21%	22.90%	51.70%
CT	Local 6070 <sup>2</sup> Union - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	8.20%
EX	Executive Management	Y	S	7.93%	2.11%	5.96%	16.00%	27.70%
F9	UNAC Faculty Union - Regular - < 12 month	Y	S	0.00%	2.81%	12.59%	15.40%	28.10%
FN	Faculty - Non-Represented	Y	S	0.00%	0.42%	5.58%	6.00%	27.70%
FR	Academic Leadership (Non-Represented)	Y	S	7.93%	2.11%	5.96%	16.00%	27.70%
FT	UNAD Faculty Union - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	8.90%
FW	Faculty - Temporary (non-rep)	Y	S	0.00%	0.00%	0.00%	0.00%	8.90%
GN	Grad Student - Non-FICA taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	0.00%
GT	Grad Student - FICA Taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	8.20%
NR	NonExempt Staff - Regular	Y	H	8.30%	4.20%	7.50%	20.00%	51.20%
NT	NonExempt Staff - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	8.20%
NX	NonExempt Staff - Extended	N	H	0.00%	1.10%	0.00%	1.10%	33.80%
SN	Student - Non-FICA taxable	N	H	0.00%	0.00%	0.00%	0.00%	0.00%
ST	Students - FICA Taxable	N	H	0.00%	0.00%	0.00%	0.00%	8.20%
XR	Exempt Staff - Regular	Y	S	8.57%	3.80%	7.03%	19.40%	39.50%
XT	Exempt Staff - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	8.20%
XX	Exempt Staff - Extended	Y	S	0.00%	1.10%	0.00%	1.10%	33.80%

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

<sup>2</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/>