



UNIVERSITY
OF OREGON

Huron Consulting Group

University of Oregon Fringe Benefit Rate Proposal

Fiscal Year 2019



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A. Cover Letter & Certifications



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December 18, 2019

Mr. Arif Karim
National Director
DHHS – Division of Cost Allocation
90 7th Street, Suite 4-600
San Francisco, CA 94103-6705

Dear Mr. Karim:

We are proposing the University of Oregon's fringe benefit rates for the fiscal year ending June 30, 2021 (FY2021). The differences between the calculated rate and actual costs will be incorporated in future annual calculations so the rate will represent actual costs incurred over time. The proposed FY2021 rates reflected below include carry-forward calculated from FY2019 actual costs and PERS Legislative changes.

The attached proposal includes actual cost rates for FY2019 and projected cost rates for FY2020 and FY2021. We are proposing the following rate categories and the respective rates:

	<u>FY2021</u>
Faculty/Staff A	79.0%
Faculty/Staff B	52.5%
Faculty/Staff C	31.0%
Classified Service	119.3%
Classified Skilled/Clerical	102.3%
Classified Technical	87.1%
Temps	34.9%
Students	3.0%

Included are rate schedules with supporting documentation.

Please contact Stuart Laing at (541) 346-5838 or email - slaing@uoregon.edu if you have further questions or need additional information.

Sincerely,

Jamie Moffitt
Vice President for Finance and Administration
Chief Financial Officer (CFO)



Certificate of F&A Costs

This is to certify that to the best of my knowledge and belief:

- (1) I have reviewed the Fringe Benefit Rate proposal submitted herewith;
- (2) All costs included in this proposal dated December 18, 2019 to establish Fringe Benefit rates for fiscal year 2021 (July 1, 2020 through June 30, 2021) are allowable in accordance with the requirements of the Federal agreement(s) to which they apply and with the cost principles applicable to those agreements;
- (3) This proposal does not include any costs which are unallowable under applicable cost principles such as (without limitation): advertising and public relations costs, contributions and donations, entertainment costs, fines and penalties, lobbying costs, and defense of fraud proceedings;
- (4) All costs included in this proposal are properly allocable to Federal agreements on the basis of a beneficial or causal relationship between the expenses incurred and the agreements to which they are allocated in accordance with applicable requirements; and

I declare under penalty of perjury that the foregoing is true and correct.

Institution: University of Oregon

Signature:

Name of Official: Jamie H Moffitt

Title: Vice-Pres Fin & Admin and CFO

Date of Submission: December 18, 2019

Signature:

Name of Official: David Conover

Title: Vice Pres for Research and Innovation

Date of Submission: December 18, 2019p



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B. FY 2019 Fringe Benefit Rates



FY2019 Fringe Benefit Rates

FY2019 Fringe Benefit Rates - Actual Data

	Athletics	Faculty/Staff A	Faculty/Staff B	Faculty/Staff C	Classified Service	Classified Skilled/Clerical	Classified Technical	Retirees/ Temps	Students	Total
Fringe Benefit Costs:										
Health Insurance	4,010,270	25,926,723	23,263,466	258,090	7,319,696	9,597,203	7,259,539	1,317,187	-	74,941,905
Other	289,434	847,279	1,246,561	190,094	123,930	225,917	246,178	85,662	339,567	3,305,186
Payroll Tax	1,722,073	7,606,767	9,840,638	1,515,930	1,057,779	1,827,770	1,958,704	705,797	518,704	25,032,089
Retirement	4,318,134	21,622,482	30,632,475	4,082,634	3,223,720	5,756,746	6,254,018	508,229	57,359	72,137,664
Unemployment Insurance	60,224	179,110	250,967	46,057	24,830	43,269	46,038	17,478	1,483	609,233
Workers Comp-SAIF	164,580	513,161	768,487	115,261	73,349	125,886	131,767	52,731	271,133	2,051,775
Leave	1,507,886	10,845,339	4,784,186	63,731	1,769,542	2,830,567	2,809,299	163,410	209,109	23,475,183
TOTAL FRINGE BENEFIT COSTS	12,072,602	67,540,861	70,786,778	6,271,797	13,592,845	20,407,358	18,705,544	2,850,494	1,397,356	201,553,033
Salary and Wage Costs:										
Salaries and Wages	29,867,277	90,113,207	140,881,878	21,112,735	12,107,112	21,331,986	23,131,279	9,277,747	44,687,266	362,643,210
TOTAL SALARY AND WAGE COSTS	29,867,277	90,113,207	140,881,878	21,112,735	12,107,112	21,331,986	23,131,279	9,277,747	44,687,266	362,643,210
Benefits Rate	35.4%	62.9%	46.8%	29.4%	97.7%	82.4%	68.7%	29.0%	2.7%	
Leave Rate	5.0%	12.0%	3.4%	0.3%	14.6%	13.3%	12.1%	1.8%	0.5%	
FRINGE BENEFIT RATE	40.4%	75.0%	50.2%	29.7%	112.3%	95.7%	80.9%	30.7%	3.1%	



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C. FY2019 Financial Statement Reconciliation



FY 2019 Financial Statement Reconciliation Schedule

Category	FY2019 Financial Statement	Payroll Ledger Adjustments	FY2019 Payroll Ledger	Other Adjustments ¹	Athletics	Amount included in Rate Calculation
Salaries and Wages	400,494,249	1,063,986	401,558,235	(9,047,747)	(29,867,277)	362,643,210
Fringe Benefits	251,352,735	(3,970,856)	247,381,879	(33,756,243)	(12,072,602)	201,553,034
Grand Total of Personnel Costs	651,846,983	(2,906,870)	648,940,114	(42,803,990)	(41,939,879)	564,196,244

Other Adjustments¹: Removes earn codes that do not earn benefits from the Salaries and Wages category and removes Graduate Assistant Tuition Remissions, Graduate Medical Insurance, and Graduate Fees from the Fringe Benefits category.

The Athletics department operates as a self-sufficient entity that does not charge federal fund sources and is completely removed from the rate calculation.



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D. Employee Class Categories



Employee Class Categories

Employee Class	Description
Faculty/Staff A	The Faculty/Staff A Employee Class consists of a majority of salaried staff employees and faculty members that are on a twelve-month schedule. Most of these employees are all eligible for sick leave and vacation leave.
Faculty/Staff B	The Faculty/Staff B Employee Class consists of faculty members that are on a nine-month schedule that are sick leave eligible but not eligible for vacation leave, all post-doctoral scholars, and employees coded as Executives.
Faculty/Staff C	The Faculty/Staff C Employee Class consists of all employees on summer term employment excluding students; and also includes faculty and staff on less than .5 FTE.
Classified Service	The Classified Service Employee Class consists of hourly employees that are coded as service/maintenance such as groundskeepers, custodians, laborers, and food service workers.
Classified Skilled/Clerical	The Classified Skilled/Clerical Employee Class consists of hourly employees that are coded as skilled and clerical.
Classified Technical	The Classified Technical Employee Class consists of hourly employees that are coded as technical and professional.
Temps	The Temps Employee Class consists of hourly faculty and hourly staff less than .5FTE, and temporary support staff employees.
Students	The Students Employee Class consists of graduate employees, fellows, and undergraduate student employees.



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E. Salary & Wage Support



Salary & Wage Detail

Salary support for the employee titles included in each Employee Group can be provided in an Excel format. Due to the large data size these were not included within the proposal.

Earning Codes Excluded from the Salary and Wage Cost Base

Earn Code	Earnings Code Description	Earn Code	Earnings Code Description
FAC	Awards, Cash	RW1	Fed Work-Study, Rate 1
FMC	Moving Expenses, Cash	RW2	Fed Work-Study, Rate 2
FPV	Allowance, Cash	RW3	Fed Work-Study, Rate3
GTI	Grad, International	RW4	Fed Work-Study, Rate 4
OAU	Other Pay, Units	RW5	Fed Work-Study, Rate 5
ONB	Other Academic Pay, No Benefit	RWS	Regular, Fed Work-Study
OVX	Overload, PERS Exempt	SAR	Salary, International
PEN	Penalty Pay	SSC	Settlement
RSB	Regular, Student Bonus	STO	Stipends - Other
RSC	Settlement - Classified	UDO	Deferred Pay Out

The leave dollars such as sick, vacation, personal, and compensatory time have been removed from salaries and added into the fringe benefit rate calculation. Bonuses, allowances, awards, and stipends without benefits have also been removed from the salary base.



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F. Fringe Benefit Support



Benefit Category Roll-up Detail

Deduction Category	Deduction Code	Deduction Desc
Health Insurance	P40	Prem. Subsidy \$40, Pre-Tax
Health Insurance	PSA	PEBB Employer Contrib Pre-Tax
Health Insurance	TAY	Academic Year Triple Cont
Health Insurance	TD1	Deferred OPE Exp - Health
Other	TD2	Deferred OPE Exp - Other
Other	TT1	Mass Transit Taxing Districts
Other	TT2	LTD Bus Pass
Payroll Tax	TME	Medicare Tax
Payroll Tax	TSS	Social Security Tax
Retirement	R00	OPSRP IAP Empl Acct Pd for You
Retirement	R01	IAP Employee Acct Paid for You
Retirement	R04	PERS Prior Year Contribution
Retirement	R06	Retirement Empr Contrib Tier 1
Retirement	R07	Retirement Empr Contrib Tier 2
Retirement	R08	Retirement Empr Contrib OPSRP
Retirement	R11	PERS/TIAACREF Paid for You
Retirement	R12	PERS/TIAACREF Employer Contrib
Retirement	R13	PERS/TIAACREF, 1st \$4800
Retirement	R14	PERS/TIAACREF Contrib on \$4800
Retirement	R1O	ORP OUS Tier 1 Paid for You
Retirement	R1T	ORP TIAA-CREF T1 Paid for You
Retirement	R1V	ORP VALIC Tier 1 Paid for You
Retirement	R2O	ORP OUS Tier 2 Paid for You
Retirement	R2T	ORP TIAA-CREF T2 Paid for You
Retirement	R2V	ORP VALIC Tier 2 Paid for You
Retirement	R3O	ORP OUS Tier 3 Paid for You
Retirement	R3T	ORP TIAA-CREF T3 Paid for You
Retirement	R3V	ORP VALIC Tier 3 Paid for You



Benefit Category Roll-up Detail (continued)

Deduction Category	Deduction Code	Deduction Desc
Retirement	R4O	ORP OUS Tier 1 ER Contrib
Retirement	R4T	ORP TIAA-CREF T1 ER Contrib
Retirement	R4V	ORP VALIC Tier 1 ER Contrib
Retirement	R5O	ORP OUS Tier 2 ER Contrib
Retirement	R5T	ORP TIAA-CREF T2 ER Contrib
Retirement	R5V	ORP VALIC Tier 2 ER Contrib
Retirement	R6O	ORP OUS Tier 3 ER Contrib
Retirement	R6T	ORP TIAA-CREF T3 ER Contrib
Retirement	R6V	ORP VALIC Tier 3 ER Contrib
Retirement	RDR	PERS Retirement Debt Repayment
Retirement	REO	ORP Fidelity T4 Paid for You
Retirement	RET	ORP Tiaa-Cref T4 Paid for You
Retirement	RMO	ORP Fid Pretax TDI/EE Match T4
Retirement	RMT	ORP TC Pretax TDI/EE Match T4
Retirement	RRO	ORP Fid Roth TDI/EE Match T4
Retirement	RRT	ORP TC Roth TDI/EE Match T4
Retirement	TDP	Deferred OPE Exp - Retirement
Unemployment Insurance	TUI	Unemployment Insurance
Unemployment Insurance	TUX	Unemployment Insur-Othr States
Workers Comp-SAIF	TSF	State Accident Insurance Fund
Workers Comp-SAIF	TWC	Workers' Benefit Fund
Workers Comp-SAIF	TWE	Workers' Benefit Fund-Exempt
Workers Comp-SAIF	TWN	New Mexico Workers' Comp Fee
Workers Comp-SAIF	TWW	WA State Workers' Compensation



Benefit Category Roll-up Detail (continued)

Deduction Category	Deduction Code	Deduction Desc
Leave	LPC	Comp Time, Exempt Paid
Leave	LPV	Vacation Leave Paid
Leave	LTC	Comp Time Taken
Leave	LTG	Sick Days Taken - GE
Leave	LTP	Personal Leave Taken
Leave	LTQ	Personal Leave Taken
Leave	LTS	Sick Leave Taken
Leave	LTT	Sick Leave Taken -Special Rate
Leave	LTU	Sick Leave Taken - Summer
Leave	LTV	Vacation Leave Paid
Leave	LW4	Leave with Part Pay, Benefits



Benefit: Health Insurance

The Category Health Insurance covers four different types of insurance: Medical, Dental, Vision, and Life. Additional information is available at <http://www.oregon.gov/DAS/PEBB/>

Descriptions:

Medical

University of Oregon offers a choice of four medical plans:

- **PEBB Statewide PPO** – Plan allows access to a nationwide directory of preferred providers and does not require a designated primary care provider. Co-insurance is a percentage of rates. Referrals to specialists are not required.
- **Providence Choice and Moda Synergy** – These are managed care plans that require pre-designation of medical home or primary care physician. Co-payments are fixed amounts. Referrals are required to see specialists.
- **Kaiser HMO** – Managed-care model which allows care only through Kaiser Facilities or affiliated clinics. There are no deductibles and co-payments are fixed amounts. Referrals are required to see specialists.

Dental

University of Oregon offers four choices for dental plans:

- **ODS (Moda) PPO** - Plan does not require that policy holder pre-select a primary dentist. Services provided by dentists who do not participate in ODS (Moda) PPO plan will still be covered, although co-payments will be higher.
- **ODS (Moda) Premier** - Plan offers a nationwide network and does not require the policy holder to pre-select a primary dentist.
- **Willamette Dental** - Plan requires that the policy holder get treatment provided at the plan facilities only.
- **Kaiser Dental** - Plan requires that the policy holder get treatment provided in the plan facilities only.

Vision

University of Oregon offers one choice for the vision plan:

- **Vision Service Plan (VSP)** - University of Oregon provides this preferred-provider plan without any exclusions for pre-existing conditions. Plan holder is responsible for deductibles associated with vision exams and glasses, although there is no deductible for contact lenses.

Life

University of Oregon provides Basic Life insurance at no cost for employees. In addition, there are several types of optional life insurance plans available for a monthly premium paid by the employee.

- **Basic Life** - \$5,000 benefit.



Benefit: Health Insurance (continued)

Applicable To:

Benefit Category	Employee Class	Medical Eligible	Dental Eligible	Vision Eligible	Life Eligible
Health Insurance	Faculty/Staff A	Yes	Yes	Yes	Yes
Health Insurance	Faculty/Staff B	Yes	Yes	Yes	Yes
Health Insurance	Faculty/Staff C	Yes*	Yes*	Yes*	Yes
Health Insurance	Classified Service	Yes	Yes	Yes	Yes
Health Insurance	Classified Skilled/Clerical	Yes	Yes	Yes	Yes
Health Insurance	Classified Technical	Yes	Yes	Yes	Yes
Health Insurance	Temps	Yes**	Yes**	Yes**	Yes
Health Insurance	Students	No***	No***	No	No

* Employees on less than .5 FTE are not eligible for health insurance.

** Temporary employees are eligible for the same benefits as other staff if they meet the Affordable Care Act guidelines.

*** Graduate employees are eligible for medical insurance offered through the GTFE union. Graduate medical insurance is not part of the rate calculation and will be charged on an actual basis.

Conditions:

Medical

All benefit eligible employees may enroll for medical coverage provided they are employed at 0.5 FTE or higher. The University of Oregon (UO) pays 95% of premium costs for all medical plans for those that qualify and are employed at 1.0 FTE. Eligible unclassified employees at 0.5 FTE or above are not prorated and receive full benefits. For eligible classified part-time staff, UO pays a prorated amount depending on hours worked. Per the current SEIU bargaining agreement, classified employees with 0.75 – 0.99 FTE are not prorated and receive full benefits. Classified employee may reduce their premium from 5% to 3% if they enroll in the lowest cost medical plan, increasing UO’s portion to 97%. Benefit-eligible staff may cover their spouses, domestic partners, and eligible dependent children.



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Benefit: Health Insurance (continued)

Dental

All benefit eligible employees may enroll for dental coverage provided they are employed at .5 FTE or higher. For full-time employees, the premium share is the same as medical coverage chosen. For part-time employees and those who opt out of medical, the share is 5%. Classified employee may reduce their premium from 5% to 3% if they enroll in the lowest cost medical plan increasing UO's portion to 97%. Employees pay the remaining portion of the premium through payroll deduction. Benefits-eligible faculty and staff may cover their spouses, domestic partners, and eligible dependent children.

Vision

All benefit eligible employees may enroll for vision coverage provided they are employed at .5 FTE or higher. UO pays 95% of premium costs for all Vision (medical) plans for those that qualify. Classified employee may reduce their premium from 5% to 3% if they enroll in the lowest cost medical plan increasing UO's portion to 97%. Employees pay the remaining portion of the premium through payroll deduction. Benefits-eligible staff may cover their spouses, domestic partners, and eligible dependent children.

Life

Employees must be enrolled in a medical plan or choose to opt out. Employee pays 5% of the basic life insurance and full premiums for optional life insurance.



Benefit: Other

The “Other” benefit category primarily consists of public transportation benefits. This includes the Lane Transit District Bus Pass and the Mass Transit Tax. Additional information is available at <http://hr.uoregon.edu/benefits/new-employee-resource-center/quick-summary-services> and at https://www.oregon.gov/DOR/forms/FormsPubs/transit-payroll-taxes_211-503.pdf . The “Other” benefit category also includes minor fringe benefit accounting adjustments.

Descriptions:

Lane Transit District Bus Pass

The University of Oregon contracts with the Lane Transit District (LTD) to provide free-to-the-user LTD bus ridership. This program allows eligible employees to ride any LTD bus free of charge by presenting their UO Photo ID to the driver when boarding.

Mass Transit Tax

This transit tax is imposed directly on the employer and is managed by the Oregon Department of Revenue for Lane County Mass Transit District and TriMet Transit District.

Applicable To:

Benefit Category	Employee Class	LTD Bus Pass	Mass Transit Tax
Public Transportation	Faculty/Staff A	Yes	Yes
Public Transportation	Faculty/Staff B	Yes	Yes
Public Transportation	Faculty/Staff C	Yes	Yes
Public Transportation	Classified Service	Yes	Yes
Public Transportation	Classified Skilled/Clerical	Yes	Yes
Public Transportation	Classified Technical	Yes	Yes
Public Transportation	Temps	Yes	Yes
Public Transportation	Students	No	Yes

Conditions:

Lane Transit District Bus Pass

All Faculty and all other employees who are 0.5 FTE or greater are eligible.



Mass Transit Tax

It applies to the amount of gross payroll paid for services performed within the Lane County Mass Transit District and Tri-Met District (Portland).

Benefit: Payroll Tax

Description:

FICA (Federal Insurance Contributions Act) is a payroll tax imposed by the U.S. government on both employees and employers to fund Social Security and Medicare. FICA is a two-part tax consisting of OASDI (Old Age, Survivors, and Disability Insurance Program), which is a 6.2% tax imposed up to a specified wage limit (announced annually) and Medicare which is a 1.45% tax. An additional 0.9% Medicare Tax is imposed on employee wages in excess of \$200,000 or more in a calendar year and is paid solely by the employee.

Applicable To:

Benefit Category	Employee Class	Eligible
Payroll Tax	Faculty/Staff A	Yes
Payroll Tax	Faculty/Staff B	Yes
Payroll Tax	Faculty/Staff C	Yes
Payroll Tax	Classified Service	Yes
Payroll Tax	Classified Skilled/Clerical	Yes
Payroll Tax	Classified Technical	Yes
Payroll Tax	Temps	Yes
Payroll Tax	Students	Yes

Conditions:

FICA Tax is applicable to all employees except minimum enrolled UO students employed by the University.



Benefit: Retirement

Description:

University of Oregon has two employer paid pension plans, Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) and the Optional Retirement Plan (ORP). Several options for a monthly retirement benefit exist and depend on the date of hire.

- **PERS/OPSRP** – is a hybrid arrangement including a defined benefit pension along with a defined contribution Individual Account Program (IAP). Plan benefits are formula driven and based on date of hire, years of service and earnings. Vesting occurs after 5 years of contributions or normal retirement age according to tier. IAP vests immediately.

PERS Tier 1- Oregon PERS and an IAP. Retirement age of 58 or 30 years of qualifying service for employees hired before January 1, 1996.

PERS Tier 2- Oregon PERS and an IAP. Retirement age of 60 or 30 years of qualifying services for employees hired on or after January 1, 1996 and before Aug 29, 2003.

OPSRP - Defined Benefit and IAP. Retirement age of 65 or age 58 with 30 years of qualifying service for employees hired on or after August 29, 2003.

- **ORP** - This Defined Contribution 401(a) plan may be chosen by academic and unclassified employees in lieu of PERS membership. This is a self-directed account with several available investment options. It currently has 4 Tiers based on hire date. Retirement age of 55. Vesting occurs after 5 years of contribution or age 50.
ORP Post-Doctoral Scholars - Beginning January 1, 2018, newly hired post-doctoral scholars are no longer eligible for membership in the PERS, but may participate in the ORP and the 403(b) tax deferred investment plan (TDI) offered by the Oregon public universities. These newly hired post-doctoral scholars may contribute up to 4% of their salary to the TDI and the university will make a matching contribution to the ORP on their behalf. However, unlike other employees who select the ORP, the universities will not make an 8% employer contribution to the ORP on a post-doctoral scholar's behalf.

Additional information is available at <https://hr.uoregon.edu/benefits/retirement/pension-plans-%E2%80%93-your-retirement-foundation>



Benefit: Retirement (continued)

Applicable To:

Benefit Category	Employee Class	Eligible
Retirement Plan	Faculty/Staff A	Yes
Retirement Plan	Faculty/Staff B	Yes*
Retirement Plan	Faculty/Staff C	Yes
Retirement Plan	Classified Service	Yes
Retirement Plan	Classified Skilled/Clerical	Yes
Retirement Plan	Classified Technical	Yes
Retirement Plan	Temps	Yes
Retirement Plan	Students	No

* Post-Doctoral Scholars are not eligible for PERS but may participate in ORP.

Conditions:

University of Oregon employees must work 6 full months before being eligible to participate in a retirement plan. All classified employees who meet the criteria will be enrolled in the OPSRP/PERS while unclassified and faculty employees need to choose between OPSRP/PERS and ORP. Employees who work 600 or more hours in a calendar year are eligible. Additionally, unclassified or faculty employees who work between 9 and 12 months per year and perform 50 or more hours of service during each of 6 full calendar months are eligible for ORP.

Employer Contribution:

Employer contribution is based on the actuarially-determined amounts necessary to fully fund pension benefits. For PERS, the employer contributions for Tier One and Tier Two members are subject to change based on the rates periodically established by PERS. Under state law, the employer contributions to the ORP Tiers 1, 2, and 3 are based on the contribution rate of PERS/OPSRP and may change whenever the PERS/OPSRP defined benefit pension plan funding methods are revised. ORP Tier 4 participants receive a minimum 8% employer contribution and this contribution is not subject to change based on PERS/OPSRP contribution rates. Effective January 1, 2020, per Senate Bill 1049, the University of Oregon must contribute the PERS employer rate for all PERS retirees hired into post-retirement positions.



Benefit: Retirement (continued)

Employee Contribution:

University of Oregon pays the Employee Contribution on behalf of employees. In OPSRP/PERS and ORP Tiers 1, 2, and 3, employee contributions are currently 6% of the first \$280,000 (2019) of the employee’s annual salary (this limit is periodically adjusted for cost-of-living increases). Beginning January, 2020, the 6% will be on the first \$195,000. However, ORP Tier 4 does not contribute the 6%; instead it offers an employer match of 1 – 4% of monthly applicable gross wages, which is contributed to the ORP, and is based on the employee’s monthly contribution to the Tax Deferred Investment (TDI) 403(b) plan. The TDI has a maximum contribution as determined by the federal government each year.

Pension Obligation Bonds:

Currently, University of Oregon pays a portion of the debt service for a pension obligation bond incurred by PERS. A percentage is contributed monthly on behalf of all enrolled PERS employees towards this repayment.

Retirement Plan	FY18 Rate			Incr over Prior Year	FY19 Rate			Incr over Prior Year	FY20 Rate			Incr over Prior Year	FY21 Rate			Incr over Prior Year
	Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate	
Tier1/Tier2	23.84%	6.20%	30.04%	18.55%	23.84%	6.20%	30.04%	0.00%	27.21%	6.20%	33.41%	11.22%	27.21%	5.60%	32.81%	-1.80%
OPSRP	16.78%	6.20%	22.98%	18.64%	16.78%	6.20%	22.98%	0.00%	20.75%	6.20%	26.95%	17.28%	20.75%	5.60%	26.35%	-2.23%
ORP Tier1/2	29.68%		29.68%	12.21%	29.68%		29.68%	0.00%	33.20%		33.20%	11.86%	33.20%		33.20%	0.00%
ORP Tier 3	15.29%		15.29%	9.68%	15.29%		15.29%	0.00%	15.85%		15.85%	3.66%	15.85%		15.85%	0.00%
OPR Tier 4	8.00%		8.00%	0.00%	8.00%		8.00%	0.00%	8.00%		8.00%	0.00%	8.00%		8.00%	0.00%
Other	0.01%		0.01%	0.00%	0.01%		0.01%	0.00%	0.01%		0.01%	0.00%	0.01%		0.01%	0.00%
Deferred OPE Exp - Retirement	23.84%	6.20%	30.04%	18.83%	23.84%	6.20%	30.04%	0.00%	23.84%	6.20%	30.04%	0.00%	23.84%	5.60%	29.44%	-2.00%
FY20 November 1 change in debt% from 6.2% to 5.6%																



Benefit: Unemployment Insurance

Description:

Unemployment Insurance is a federal-state program jointly financed through federal and state employer payroll taxes, which provides compensation to unemployed workers.

Applicable To:

Benefit Category	Employee Class	Eligible
Unemployment Insurance	Faculty/Staff A	Yes
Unemployment Insurance	Faculty/Staff B	Yes
Unemployment Insurance	Faculty/Staff C	Yes
Unemployment Insurance	Classified Service	Yes
Unemployment Insurance	Classified Skilled/Clerical	Yes
Unemployment Insurance	Classified Technical	Yes
Unemployment Insurance	Temps	Yes
Unemployment Insurance	Students	No

Conditions:

University of Oregon coverage ends on the last day the policy holder is actively working at the university. The employee may be eligible for Unemployment Insurance benefits. However, if the employee is on temporary layoff between academic terms and has reasonable assurance that they will be rehired, they are generally not eligible for benefits. Students are not eligible to collect unemployment unless they were enrolled in under 12 credits for the applicable time period. It's 9 credit hours for graduate students.



Benefit: Workers' Compensation Insurance - SAIF

Description:

Oregon's State Accident Insurance Fund (SAIF) is a state chartered workers compensation insurance provider. Workers' Compensation Insurance coverage is a program that provides medical, rehabilitation, income, death and other benefits to employees and dependents due to injury, illness and death resulting from a compensable work-related claim covered by law.

Applicable To:

Benefit Category	Employee Class	Eligible
Workers' Compensation Insurance - SAIF	Faculty/Staff A	Yes
Workers' Compensation Insurance - SAIF	Faculty/Staff B	Yes
Workers' Compensation Insurance - SAIF	Faculty/Staff C	Yes
Workers' Compensation Insurance - SAIF	Classified Service	Yes
Workers' Compensation Insurance - SAIF	Classified Skilled/Clerical	Yes
Workers' Compensation Insurance - SAIF	Classified Technical	Yes
Workers' Compensation Insurance - SAIF	Temps	Yes
Workers' Compensation Insurance - SAIF	Students	Yes

Conditions:

Workers Compensation Insurance is applicable to all employees.



Benefit: Leave

Descriptions:

Sick Leave

Eligible employees earn sick leave credits and use them for any period of absence from service due to the employee's illness, injury, medical or dental care, or attendance upon members of the employee's (or employee's spouses) immediate family due to illness or death.

Vacation Leave

Eligible employees accrue vacation leave monthly. Full time employees accrue from 8 hours up to 18 hours per month depending on their years of service and employment classification. Eligible employees on a 0.5 FTE or more accrue vacation in proportion to their FTE.

Personal Leave

Eligible Full time classified employees are entitled to up to 24 hours of personal leave with pay each fiscal year. Part-time employees are granted such leave in a prorated amount.

Compensation Time

All University of Oregon Service Employees International Union (SEIU), Teamster, contract employees and some Faculty/Staff may elect to receive compensatory time for overtime worked.

Applicable To:

Benefit Category	Employee Class	Sick Eligible	Vacation Eligible	Personal Eligible	Compensation Time Eligible
Leave	Faculty/Staff A	Yes	Yes	No	Yes**
Leave	Faculty/Staff B	Yes	Yes*	No	No
Leave	Faculty/Staff C	Yes	Yes	No	No
Leave	Classified Service	Yes	Yes	Yes	Yes
Leave	Classified Skilled/Clerical	Yes	Yes	Yes	Yes
Leave	Classified Technical	Yes	Yes	Yes	Yes
Leave	Temps	Yes	No	No	Yes**
Leave	Students	Yes	No	No	No

*Academic year (9 Month) Faculty are only eligible for sick leave.

** Some Faculty/Staff are eligible for comp time.



Benefit: Leave (continued)

Conditions:

Sick Leave

Full-time employees are credited up to eight hours of sick leave for each full month of service. Part-time employees are credited a pro rata amount dependent upon the bargaining agreement, if applicable. As of January 1, 2016, all employees became eligible for sick leave in the State of Oregon under SB 454 – 2016. This included Retiree-Temp and students.

Vacation Leave

Employees may not accrue in excess of 260 hours (250 hours for SEIU employees), and any accrued vacation leave in excess of this cap will be forfeited. Upon termination of employment or movement from a 12-month appointment to a 9-month contract, unclassified employees receive payment for 180 unused accrued vacation hours. SEIU employees receive payment for 250 hours.

Personal Leave

Personal Leave applies to University of Oregon Employees who are part of the SEIU Collective Bargaining Agreement, UO Police Association, or the Teamsters Collective Bargaining Agreement. Personal leave is not cumulative from year to year. Unused leave is not compensable in any other manner.

Compensation Time

SEIU employees may not accrue more than 120 hours. UO Police Association and Teamster contract employees may not accrue more than 100 hours. Faculty/Staff who are eligible may not accrue more than 240 hours.



UNIVERSITY
OF OREGON

G. Fringe Benefit Model Projections FY 2021



FY2020 Projected Fringe Benefit Rate Calculation

FY2020 Fringe Benefit Rate Projection

	Faculty/Staff A	Faculty/Staff B	Faculty/Staff C	Classified Service	Classified Skilled/Clerical	Classified Technical	Retirees/ Temps	Students	Total
Fringe Benefit Costs:									
Health Insurance	27,223,059	24,426,639	270,995	7,685,681	10,077,063	7,622,516	1,383,046	1	78,689,001
Other	865,283	1,285,516	196,034	127,647	232,694	253,563	86,090	353,829	3,400,657
Payroll Tax	7,768,411	10,148,158	1,563,303	1,089,512	1,882,603	2,017,465	709,326	540,489	25,719,268
Retirement	24,785,930	35,057,463	4,684,127	3,794,481	6,739,530	7,347,123	578,806	69,054	83,056,514
Unemployment Insurance	182,916	258,810	47,496	25,575	44,567	47,419	17,566	1,546	625,894
Workers' Compensation - SAIF	524,066	792,502	118,863	75,550	129,662	135,720	52,994	282,521	2,111,878
Leave	11,075,802	4,933,691	65,722	1,822,628	2,915,484	2,893,578	164,227	217,892	24,089,025
TOTAL FRINGE BENEFIT COSTS	72,425,468	76,902,779	6,946,540	14,621,074	22,021,605	20,317,385	2,992,056	1,465,331	217,692,237
Salary and Wage Costs:									
Salaries and Wages	92,028,112	145,284,437	21,772,508	12,470,326	21,971,946	23,825,217	9,324,136	46,564,131	373,240,813
TOTAL SALARY AND WAGE COSTS	92,028,112	145,284,437	21,772,508	12,470,326	21,971,946	23,825,217	9,324,136	46,564,131	373,240,813
Benefits Rate	66.7%	49.5%	31.6%	102.6%	87.0%	73.1%	30.3%	2.7%	
Leave Rate	12.0%	3.4%	0.3%	14.6%	13.3%	12.1%	1.8%	0.5%	
Fringe Benefit Rate	78.7%	52.9%	31.9%	117.2%	100.2%	85.3%	32.1%	3.1%	



FY2021 Projected Fringe Benefit Rate Calculation

FY2021 Fringe Benefit Rate Projection

	Faculty/Staff A	Faculty/Staff B	Faculty/Staff C	Classified Service	Classified Skilled/Clerical	Classified Technical	Temps	Students	Total
Fringe Benefit Costs:									
Health Insurance	28,956,596	26,492,925	285,628	8,100,707	10,660,539	8,034,132	309,409	1	82,839,938
Other	893,155	1,360,693	202,111	130,328	245,040	258,888	34,050	368,690	3,492,954
Payroll Tax	8,014,704	10,772,862	1,611,765	1,112,392	1,931,973	2,059,832	309,769	563,190	26,376,488
Retirement	25,683,862	37,096,509	4,829,335	3,874,165	6,912,051	7,501,412	480,530	71,954	86,449,819
Unemployment Insurance	188,725	274,082	48,969	26,112	45,747	48,414	8,194	1,611	641,853
Workers' Compensation - SAIF	286,924	451,670	64,338	40,496	70,164	72,749	23,861	154,553	1,164,756
Leave	11,346,490	5,146,371	67,759	1,860,904	2,999,336	2,954,344	76,186	227,043	24,678,433
TOTAL FRINGE BENEFIT COSTS	75,370,456	81,595,113	7,109,906	15,145,105	22,864,850	20,929,772	1,241,999	1,387,041	225,644,241
Salary and Wage Costs:									
Salaries and Wages	95,042,108	153,920,731	22,447,456	12,732,202	22,547,546	24,325,547	4,042,684	48,519,824	383,578,100
TOTAL SALARY AND WAGE COSTS	95,042,108	153,920,731	22,447,456	12,732,202	22,547,546	24,325,547	4,042,684	48,519,824	383,578,100
Benefits Rate	67.4%	49.7%	31.4%	104.3%	88.1%	73.9%	28.8%	2.4%	
Leave Rate	11.9%	3.3%	0.3%	14.6%	13.3%	12.1%	1.9%	0.5%	
Fringe Benefit Rate	79.3%	53.0%	31.7%	119.0%	101.4%	86.0%	30.7%	2.9%	



Projected Fringe Benefit Assumptions

Fringe Benefit Costs:	FY2020 % Change	FY2021 % Change
Health Insurance	5.0%	5.4%
Other	Salary % Increase	Salary % Increase
Payroll Tax	Salary % Increase	Salary % Increase
Retirement	Salary % Increase + Rate Increase	Salary % Increase
Unemployment Insurance	Salary % Increase	Salary % Increase
Workers' Compensation - SAIF	Salary % Increase	Salary % Increase less rate decrease
Leave	Salary % Increase	Salary % Increase

The majority of fringe benefit categories will increase at the same pace as salaries. The State of Oregon PERS board has informed agencies state wide there may be significant increases in retirement contributions in FY2022 and FY2024. The University of Oregon will need to work with DHHS to incorporate these increases in any of our future rates.



Projected Salary and Wage Assumptions

Salary and Wage Costs:	FY2020 % Change	FY2021 % Change
Faculty/Staff A	2.1%	2.1%
Faculty/Staff B	3.1%	3.1%
Faculty/Staff C	3.1%	3.1%
Classified Service	3.0%	2.1%
Classified Skilled/Clerical	3.0%	2.1%
Classified Technical	3.0%	2.1%
Temps	0.5%	0.5%
Students	4.2%	4.2%

The salary and wage projections are based upon collective bargaining agreements and university decisions on cost of living adjustments, and merit increases. Contracts with the United Academics of University of Oregon, the Service Employees International Union, the University of Oregon Police Association, the Teamsters, and the Graduate Teaching Fellows Federation were all considered in these projections. More details are available upon request.



Carry-Forward Calculation

INSTITUTION: UNIVERSITY OF OREGON
FIXED RATE CARRY FORWARD COMPUTATION
FOR FYE 6/30/2019

CALCULATION OF CARRY FORWARD AMOUNT:	Faculty/ Staff A	Faculty/ Staff B	Faculty/ Staff C	Classified Service	Classified			Retirees/ Temps *	Students
					Skilled/ Clerical	Classified Technical			
1. Fringe Benefit Cost Recovery									
Fixed Rate for FYE 2019	75.3%	50.8%	30.4%	111.9%	94.7%	79.8%	28.9%	3.0%	
Actual Base for FY 2019	90,113,207	140,881,878	21,112,735	12,107,112	21,331,986	23,131,279	9,277,747	44,687,266	
Fixed Rate x Actual Base	67,855,245	71,567,994	6,418,272	13,547,859	20,201,391	18,458,760	2,681,269	1,340,618	
2. Prior Year Carry Forward for FY 2017									
Less Under-Recovery or Add Overrecovery	0	0	0	0	0	0	0	0	0
3. Net Fringe Benefit Cost Recovery for FY 2019	67,855,245	71,567,994	6,418,272	13,547,859	20,201,391	18,458,760	2,681,269	1,340,618	
4. Less: Actual Fringe Benefit Cost Pool F 2019	67,540,861	70,786,778	6,271,797	13,592,845	20,407,358	18,705,544	2,850,494	1,397,357	
5. (Under) Overrecovery to be Carried Forward	314,384	781,216	146,475	(44,986)	(205,967)	(246,783)	(169,225)	(56,739)	
CALCULATION OF FIXED RATE FOR FYE 2021									
A. Projected FY Fringe Benefit Cost Pool	75,370,456	81,595,113	7,109,906	15,145,105	22,864,850	20,929,772	1,241,999	1,387,041	
B. Deduct Amount from 5. above	(314,384)	(781,216)	(146,475)	44,986	205,967	246,783	169,225	56,739	
C. Adjusted Fringe Benefit Cost Pool (A. Plus/Minus B.)	75,056,073	80,813,897	6,963,431	15,190,091	23,070,817	21,176,555	1,411,225	1,443,780	
D. Projected Salary Base	95,042,108	153,920,731	22,447,456	12,732,202	22,547,546	24,325,547	4,042,684	48,519,824	
E. Fixed Rate for FYE 2021 (C/D)	79.0%	52.5%	31.0%	119.3%	102.3%	87.1%	34.9%	3.0%	
2020 CURRENT RATE	80.4%	52.9%	33.0%	123.5%	103.1%	86.8%	33.8%	3.0%	
2021 PROPOSED RATE	79.0%	52.5%	31.0%	119.3%	102.3%	87.1%	34.9%	3.0%	

Note: Items 1-5 include the retiree employees within the Retiree/Temp rate group. Calculation for FY21 rates, the retirees have been moved to different rate groups.