



UNIVERSITY
OF OREGON

University of Oregon
Fringe Benefit Rate Proposal

Fiscal Year 2020



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A. Cover Letter & Certifications



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December 19, 2020

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, 2022 (FY2022). The differences between the calculated rate and actual costs will be incorporated in future annual calculations so that the rate will represent actual costs incurred over time. The proposed FY2022 rates reflected below include carry-forward calculated from FY2020 actual costs. Additionally we have added back COVID-19 pandemic related payroll changes that occurred on a one-time basis in FY2020 to our calculations of our projected FY2022 salary base to ensure that our FY2022 rates are projected based on expected total payroll.

The attached proposal includes actual cost rates for FY2020 and projected cost rates for FY2021 and FY2022. We are proposing the following rate categories and the respective rates:

	<u>FY2022</u>
Faculty/Staff A	78.8%
Faculty/Staff B	51.6%
Faculty/Staff C	30.9%
Classified Service	135.0%
Classified Skilled/Clerical	102.6%
Classified Technical	89.2%
Temps	32.2%
Students	6.2%

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, 2020 to establish Fringe Benefit rates for fiscal year 2022 (July 1, 2021 through June 30, 2022) 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.

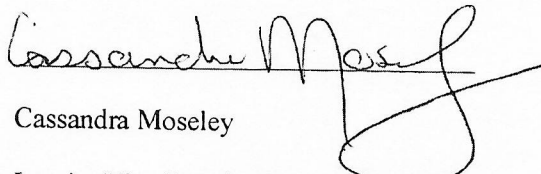
Institution: University of Oregon

Signature: 

Name of Official: Jamie H Moffitt

Title: Vice-Pres Fin & Admin and CFO

Date of Submission: December 18, 2020

Signature: 

Name of Official: Cassandra Moseley

Title: Interim Vice Pres for Research and Innovation

Date of Submission: December 18, 2020



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B. FY 2020 Fringe Benefit Rates



FY 2020 Fringe Benefit Rates

FY2020 Fringe Benefit Rates - Actual Data

	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	28,450,844	24,787,613	314,251	7,054,628	10,215,794	7,933,402	1,346,404	1,390	80,104,326
Other	887,939	1,283,022	194,211	109,156	214,435	231,166	71,427	400,495	3,391,851
Payroll Tax	7,952,852	10,120,347	1,549,584	999,623	1,920,684	2,060,578	631,273	537,250	25,772,191
Retirement	25,262,938	33,315,786	4,630,802	3,466,387	6,867,938	7,446,987	1,130,139	53,630	82,174,607
Unemployment Insurance	131,067	182,148	31,218	16,258	31,322	33,708	10,817	1,090	437,627
Workers Comp-SAIF	259,215	357,016	55,331	32,404	63,066	64,330	21,660	134,676	987,698
Leave	10,788,357	4,465,028	145,427	2,177,365	2,998,468	3,008,994	242,527	844,893	24,671,060
TOTAL FRINGE BENEFIT COSTS	73,733,213	74,510,960	6,920,824	13,855,820	22,311,708	20,779,164	3,454,247	1,973,423	217,539,359
Salary and Wage Costs:									
Salaries and Wages	94,929,886	145,323,612	21,722,241	10,905,183	22,403,341	24,244,260	8,312,475	44,272,922	372,113,921
TOTAL SALARY AND WAGE COSTS	94,929,886	145,323,612	21,722,241	10,905,183	22,403,341	24,244,260	8,312,475	44,272,922	372,113,921
Benefits Rate	66.3%	48.2%	31.2%	107.1%	86.2%	73.3%	38.6%	2.5%	
Leave Rate	11.4%	3.1%	0.7%	20.0%	13.4%	12.4%	2.9%	1.9%	
FRINGE BENEFIT RATE	77.7%	51.3%	31.9%	127.1%	99.6%	85.7%	41.6%	4.5%	



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C. FY 2020 Financial Statement Reconciliation



FY 2020 Financial Statement Reconciliation Schedule

Category	FY2020 Financial Statement	Payroll Ledger Adjustments	FY2020 Payroll Ledger	Other Adjustments ¹	Athletics	Amount included in Rate Calculation
Salaries and Wages	408,913,640	3,863,386	412,777,026	(9,967,006)	(30,696,099)	372,113,921
Fringe Benefits	272,364,743	(3,713,638)	268,651,105	(37,296,940)	(13,814,805)	217,539,359
Grand Total of Personnel Costs	681,278,383	149,748	681,428,131	(47,263,946)	(44,510,905)	589,653,280

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
Medical Insurance	MEC	Exceeded Benefit Contribution
Medical Insurance	P40	Prem. Subsidy \$40, Pre-Tax
Medical Insurance	P5P	PEBB Employee Share Pre-Tax
Medical Insurance	PMV	PEBB Statewide, Pre-Tax
Medical Insurance	PSA	PEBB Employer Contrib Pre-Tax
Medical Insurance	TAY	Academic Year Triple Cont
Other	TCV	Denver CO Occup Privilege Tax
Other	TT1	Mass Transit Taxing Districts
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	R02	Retirement Emplr Contribution
Retirement	R06	Retirement Empr Contrib Tier 1
Retirement	R07	Retirement Empr Contrib Tier 2
Retirement	R08	Retirement Empr Contrib OPSRP
Retirement	R11	PERS/TIAA-CREF Paid for You
Retirement	R12	PERS/TIAA-CREF ER Contrib
Retirement	R13	PERS/TIAACREF, 1st \$4800
Retirement	R14	PERS/TIAACREF Contrib on \$4800
Retirement	R10	ORP Fidelity Tier 1 Pd for You
Retirement	R1T	ORP TIAA-CREF T1 Paid for You
Retirement	R1V	ORP VALIC Tier 1 Paid for You
Retirement	R20	ORP Fidelity Tier 2 Pd for You
Retirement	R2T	ORP TIAA-CREF T2 Paid for You
Retirement	R2V	ORP VALIC Tier 2 Paid for You
Retirement	R30	ORP Fidelity Tier 3 Pd for You
Retirement	R3T	ORP TIAA-CREF T3 Paid for You



Benefit Category Roll-up Detail (continued)

Deduction Category	Deduction Code	Deduction Desc
Retirement	R3V	ORP VALIC Tier 3 Paid for You
Retirement	R4O	ORP Fidelity Tier 1 ER Contrib
Retirement	R4T	ORP TIAA-CREF T1 ER Contrib
Retirement	R4V	ORP VALIC Tier 1 ER Contrib
Retirement	R5O	ORP Fidelity Tier 2 ER Contrib
Retirement	R5T	ORP TIAA-CREF T2 ER Contrib
Retirement	R5V	ORP VALIC Tier 2 ER Contrib
Retirement	R6O	ORP Fidelity 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 ER Contrib
Retirement	RET	ORP TIAA-CREF T4 ER Contrib
Retirement	RMO	ORP Fid Pretax TDI/ER Match T4
Retirement	RMT	ORP TC Pretax TDI/ER Match T4
Retirement	RRO	ORP Fid Roth TDI/ER Match T4
Retirement	RRT	ORP TC Roth TDI/ER Match T4
Unemployment Insurance	TNI	NJ Unemployment Insurance Tax
Unemployment Insurance	TUI	Unemployment Insurance
Unemployment Insurance	TUX	Unemployment Insur-Othr States
Workers Comp-SAIF	TNG	NJ State Disability Insurance
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	LPL	Leave, Paid Parental Leave
Leave	LPV	Vacation Leave Paid
Leave	LTA	Expanded FMLA Leave Taken
Leave	LTC	Comp Time Taken
Leave	LTG	Sick Days Taken - GTF
Leave	LTJ	Emergency Paid Sick Lv Taken
Leave	LTO	Other Time Taken
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 Time Taken



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 through 12/31/2020; \$10,000 effective 1/1/2021.



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 contribution 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 contribution 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 contribution 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

Employee pays 5% of the basic life insurance and full premiums for optional life insurance. An employee is only eligible to enroll in life insurance if they are enrolled in a medical plan or medical opt out.



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). For FY21 the Mass Transit tax is 0.76% and the Tri-Met tax is 0.78%.

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 retirement plans, Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) and the Optional Retirement Plan (ORP).

- **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/OPSRP, the employer contributions for 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/OPSRP employer rate for all PERS/OPSRP retirees hired into post-retirement positions.



Benefit: Retirement (continued)

Employee Contribution:

University of Oregon pays the Employee Contribution on behalf of employees. For PERS/OPSRP employee contributions are currently 6% of the first \$195,000. For ORP Tiers 1, 2, and 3, employee contributions are 6% of the federal IRS salary limitation (\$290,000 for 2021). 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 and Debt Rates:

Retirement Plan	FY20 Rate			Incr over Prior Year	FY21 Rate			Incr over Prior Year	FY22 Rate			Incr over Prior Year	FY23 Rate			Incr over Prior Year
	Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate		Rate %	Debt %	Final Rate	
Tier 1 & Tier 2	27.21%	6.20%	33.41%	11.22%	27.21%	5.60%	32.81%	-1.80%	27.36%	5.60%	32.96%	0.46%	27.36%	5.60%	32.96%	0.00%
OPSRP	20.75%	6.20%	26.95%	17.28%	20.75%	5.60%	26.35%	-2.23%	23.29%	5.60%	28.89%	9.64%	23.29%	5.60%	28.89%	0.00%
ORP Tier 1 & Tier 2	33.20%		33.20%	11.86%	33.20%		33.20%	11.86%	32.30%		32.30%	-2.71%	32.30%		32.30%	0.00%
ORP Tier 3	15.85%		15.85%	3.66%	15.85%		15.85%	3.66%	15.63%		15.63%	-1.39%	15.63%		15.63%	0.00%
ORP T4	8.00%		8% - 12%	0.00%	8.00%		8% - 12%	0.00%	8.00%		8% - 12%	0.00%	8.00%		8% - 12%	0.00%
Other	0.01%			0.00%	0.01%			0.00%	0.01%			0.00%	0.01%			0.00%
Deferred OPE Exp - Retirement	27.21%	6.20%	33.41%	0.00%	27.21%	5.60%	32.81%	-2.00%	27.36%	5.60%	32.96%	0.00%	27.36%	5.60%	32.96%	0.00%



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:

The state of Oregon determines eligibility for Unemployment Insurance benefits. Once a claim is approved, the University of Oregon is billed for the Unemployment Insurance. 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 is 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 spouse's) 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 classified employees are granted such leave in a prorated amount.

Compensation Time

All University of Oregon Service Employees International Union (SEIU), Teamster, 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.

*In response to the COVID-19 pandemic, beginning July 1, 2020 the maximum vacation leave balance was increased from 260 hours to 340 hours for OAs and 12-month faculty. This new balance maximum will be available until September 30, 2021. All other provisions of vacation leave policies and procedures remain the same.

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.

Emergency Sick Leave

All employees received a one-time pro-rated credit of emergency sick leave, up to eighty hours based upon FTE, in FY20 related to the Families First Coronavirus Response Act. These hours are for FY20 and FY21 and are enough to cover two weeks of work. They expire on June 30, 2021.



UNIVERSITY
OF OREGON

G. Fringe Benefit Model Projections FY 2022



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	29,817,088	26,589,043	326,036	7,319,177	10,650,883	8,230,905	173,665	1,442	83,108,238
Other	954,567	1,423,390	203,981	122,801	219,444	233,293	25,064	406,947	3,589,488
Payroll Tax	8,567,164	11,262,037	1,627,535	1,160,124	1,973,280	2,086,361	229,240	545,905	27,451,646
Retirement	27,345,902	37,221,031	4,863,752	4,014,566	7,056,916	7,536,552	336,368	54,494	88,429,581
Unemployment Insurance	141,220	202,186	32,789	18,847	32,186	34,125	4,141	1,107	466,602
Workers' Compensation - SAIF	278,594	396,531	58,114	36,454	64,448	64,922	8,344	136,846	1,044,253
Leave	11,737,256	5,085,803	146,188	2,037,656	2,949,346	2,900,562	61,662	133,712	25,052,186
TOTAL FRINGE BENEFIT COSTS	78,841,791	82,180,020	7,258,393	14,709,626	22,946,504	21,086,721	838,484	1,280,454	229,141,993
Salary and Wage Costs:									
Salaries and Wages	100,924,105	156,923,450	22,814,936	12,268,444	22,777,525	24,467,429	2,941,482	44,986,223	388,103,595
TOTAL SALARY AND WAGE COSTS	100,924,105	156,923,450	22,814,936	12,268,444	22,777,525	24,467,429	2,941,482	44,986,223	388,103,595
Benefits Rate	66.5%	49.1%	31.2%	103.3%	87.8%	74.3%	26.4%	2.5%	
Leave Rate	11.6%	3.2%	0.6%	16.6%	12.9%	11.9%	2.1%	0.3%	
Fringe Benefit Rate	78.1%	52.4%	31.8%	119.9%	100.7%	86.2%	28.5%	2.8%	



FY2022 Projected Fringe Benefit Rate Calculation

FY2022 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	30,473,064	27,174,002	333,208	7,480,199	10,885,202	8,411,984	177,486	1,474	84,936,619
Other	964,709	1,456,891	208,782	126,608	223,452	237,344	25,064	406,947	3,649,797
Payroll Tax	8,658,190	11,527,102	1,665,840	1,196,088	2,009,320	2,122,583	229,240	545,905	27,954,268
Retirement	29,181,981	39,196,167	5,158,214	4,457,034	7,673,783	8,223,728	363,865	59,683	94,314,456
Unemployment Insurance	142,720	206,944	33,560	19,432	32,774	34,718	4,141	1,107	475,397
Workers' Compensation - SAIF	147,816	213,078	31,228	19,732	34,453	34,676	4,381	71,844	557,207
Leave	11,861,964	5,205,503	149,628	2,100,824	3,003,213	2,950,919	61,662	133,712	25,467,426
TOTAL FRINGE BENEFIT COSTS	81,430,445	84,979,687	7,580,461	15,399,916	23,862,198	22,015,952	865,839	1,220,673	237,355,170
Salary and Wage Costs:									
Salaries and Wages	101,996,424	160,616,818	23,351,911	12,648,766	23,193,531	24,892,211	2,941,482	44,986,223	394,627,366
TOTAL SALARY AND WAGE COSTS	101,996,424	160,616,818	23,351,911	12,648,766	23,193,531	24,892,211	2,941,482	44,986,223	394,627,366
Benefits Rate	68.2%	49.7%	31.8%	105.1%	89.9%	76.6%	27.3%	2.4%	
Leave Rate	11.6%	3.2%	0.6%	16.6%	12.9%	11.9%	2.1%	0.3%	
Fringe Benefit Rate	79.8%	52.9%	32.5%	121.8%	102.9%	88.4%	29.4%	2.7%	



Projected Fringe Benefit Assumptions

Fringe Benefit Costs:	FY2021 % Change	FY2022 % Change
Health Insurance	3.8%	2.2%
Other	Salary % Increase	Salary % Increase
Payroll Tax	Salary % Increase	Salary % Increase
Retirement	Salary % Increase	Salary % Increase and rate increase
Unemployment Insurance	Salary % Increase	Salary % Increase
Workers' Compensation - SAIF	Salary % Increase	Salary % Increase
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 FY2024 and possible on FY2026. 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:	FY2021 % Change	FY2022 % Change
Faculty/Staff A	1.06%	1.06%
Faculty/Staff B	1.86%	2.35%
Faculty/Staff C	1.86%	2.35%
Classified Service	2.50%	2.50%
Classified Skilled/Clerical	2.50%	2.50%
Classified Technical	2.50%	2.50%
Temps	0.50%	0.50%
Students	3.00%	3.00%

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 6/30/2020

CALCULATION OF CARRY FORWARD AMOUNT:	Classified						
	Faculty/ Staff A	Faculty/ Staff B	Faculty/ Staff C	Classified Service	Skilled/ Clerical	Classified Technical	Retirees/ Temps * Students
1. Fringe Benefit Cost Recovery							
Fixed Rate for FYI 2020	80.4%	52.9%	33.0%	123.5%	103.1%	86.8%	33.8%
Actual Base for F 2020	94,929,886	145,323,612	21,722,241	10,905,183	22,403,341	24,244,260	8,312,475
Fixed Rate x Actual Base	76,323,628	76,876,191	7,168,340	13,467,901	23,097,844	21,044,018	2,809,617
2. Prior Year Carry Forward for FYE: 2018							
Less Under-Recovery or Add Overrecovery	(600,496)	(33,866)	119,963	(592,854)	(467,455)	(266,849)	(330,546)
3. Net Fringe Benefit Cost Recovery for FYE: 2020	75,723,132	76,842,325	7,288,303	12,875,047	22,630,389	20,777,169	2,479,071
4. Less: Actual Fringe Benefit Cost Pool FYE: 2020	73,733,213	74,510,960	6,920,824	13,855,820	22,311,708	20,779,164	3,454,247
5. (Under) Overrecovery to be Carried Forward	1,989,919	2,331,365	367,478	(980,773)	318,682	(1,995)	(975,177)
CALCULATION OF FIXED RATE FOR FYE 2022							
A. Projected FY Fringe Benefit Cost Pool	81,430,445	84,979,687	7,580,461	15,399,916	23,862,198	22,015,952	865,839
B. Deduct Amount from 5. above	(1,629,736)	(1,804,480)	(367,478)	980,773	(230,573)	1,995	0
C. Adjusted Fringe Benefit Cost Pool (A. Plus/Minus B.)	79,800,709	83,175,206	7,212,983	16,380,689	23,631,625	22,017,947	865,839
D. Projected Salary Base	101,996,424	160,616,818	23,351,911	12,648,766	23,193,531	24,892,211	2,941,482
E. Fixed Rate for FYE 2022 (C/D)	78.2%	51.8%	30.9%	129.5%	101.9%	88.5%	29.4%
2021 CURRENT RATE	79.0%	52.5%	31.0%	119.3%	102.3%	87.1%	34.9%
2022 PROPOSED RATE	78.2%	51.8%	30.9%	129.5%	101.9%	88.5%	29.4%

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.