

Washington State University Budget Office Draft General Benefits Model for FY 2022

| | Rate | Multiplied by |
|---|------------|--------------------------------------|
| ^{1,5} OASI, \$142,800 max. | 0.0620 | x Salary |
| ⁵ Medicare, no max. | 0.0145 | x Salary |
| TIAA 5% | 0.0500 | x Salary |
| TIAA 7.5% | 0.0750 | x Salary |
| TIAA 10% | 0.1000 | x Salary |
| ⁹ PERS I | 0.1025 | x Salary |
| ⁹ PERS II | 0.1025 | x Salary |
| ⁹ PERS III | 0.1025 | x Salary |
| ⁹ WSTRS I | 0.1442 | x Salary |
| ⁹ WSTRS III | 0.1442 | x Salary |
| LEOFF II | 0.0871 | x Salary |
| ⁹ PERS I | 0.1025 | x Wages |
| ⁹ PERS II | 0.1025 | x Wages |
| ¹⁰ Unemployment Ins. | 0.0018 | x Salary |
| ¹³ Med Aid / Wkr. Comp | \$43.38 | x FTE x Term |
| ⁷ Health Insurance (monthly rate) | \$936.00 | x 12 (if FTE >= 0.50) |
| ⁸ Grad Health Ins. | \$1,982.00 | (\$749 Fall; \$1233 Spring & Summer) |
| ^{3,7} Health Ins. (NSTE) (monthly rate) | \$936.00 | x 12 |
| ¹² Qualified Tuition Red (semester rate) | \$5,858.00 | x 2 (if FTE >= 0.50 and term = 9.0) |
| ¹⁴ Paid Family/Medical Leave, \$142,800 max. | 0.0015 | x Salary |

^{2,11} **Annual Benefits Calculations by Employee Type, given that FTE >= 0.50**

$$((\text{OASI}\% + \text{Medcr}\% + \text{Retrm}\% + \text{Unempl}\% + \text{PFML}\%) * \text{Salary}) + (\text{Med Aid } \$ * \text{FTE} * \text{Term}) + (\text{Health Ins. rate} * 12)$$
Classified Benefits = $(0.1808 * \text{Salary}) + (43.38 * \text{FTE} * \text{Term}) + 11232$
Exempt Benefits = $(0.1628 * \text{Salary}) + (43.38 * \text{FTE} * \text{Term}) + 11232$
Faculty Benefits = $(0.1555 * \text{Salary}) + (43.38 * \text{FTE} * \text{Term}) + 11232$
Graduate Benefits = $-0 + (43.38 * \text{FTE} * \text{Term}) + 1982 (+ 11716 \text{ if QTR})$

^{3,11} **Estimated Benefit Percentages by Employee Type**

| | <u>FY 20</u> | <u>FY 21</u> | <u>FY 22</u> |
|---|--------------|--------------|--------------|
| Civil Service | 48.4% | 47.4% | 42.1% |
| Bargaining Units | 43.6% | 42.9% | 38.4% |
| Exempt | 35.0% | 34.7% | 32.9% |
| Faculty | 30.0% | 30.3% | 28.6% |
| Weighted Average CS/BU/EX/FAC | 37.2% | 37.2% | 34.4% |
| ⁴ Graduate Student (no QTR unless noted) | 11.8% | 12.6% | 12.1% |
| ⁶ Student Hourly (no Grad Appt.) | 1.9% | 1.8% | 2.0% |
| | No PERS | No PERS/Hlth | No PERS/Hlth |
| ⁶ Non-Student Temporary | 9.7% | 9.6% | 9.8% |

Grad with QTR FY 22
75.9%
N/A
NSTE w/Pers & Hlth FY 21 NSTE w/ Pers FY 21
62.8% 20.0%

Notes:

- ¹ The OASI taxable maximum is \$142,800 for calendar year 2021. Rates are updated in January by the Social Security Administration.
- ² The civil service/bargaining unit retirement plan rate used is PERS (0.1025).
The A/P and faculty retirement plan rate used is the WSU weighted average (0.0845 and 0.0772, respectively).
- ³ Civil Service, Bargaining Unit, Exempt, Faculty and Graduate rates were calculated using average salary, FTE, and term by employee type from employee / appointment data obtained from the data warehouse. No such data is available for students and non-student temporary employees (NSTE) so these rates are rough estimates. The non-student temporary rate shows with and without PERS and medical insurance.
The WSU health contributions for non-student temporary employees who become eligible for benefits are charged to their departments in Workday spend category SC00013. Eligibility for benefits can be achieved 1) upon their initial appointment, 2) through actual work pattern, or 3) if they are employed on a recurring seasonal basis. Details about non-student temporary employee benefits can be found at : <https://hrs.wsu.edu/temporary-seasonal-employee-benefits/> Please contact HRS for eligibility clarification.
- ⁴ The graduate rate listed shows with and without the Qualified Tuition Reduction, an additional benefit added to those >= .5 FTE grads who did not receive an Operating Fee Waiver. The QTR is per the WSU tuition rate schedule (operating fee): \$11,716 annually.
- ⁵ OASI and Medicare will be taken for all non-student employees for any non-business related meals reimbursed for non-overnight travel.
- ⁶ Rates for temporary employees are based on the minimum wage of \$13.69 effective Jan. 1, 2021 times 160 hrs/month times 12 months.
(Does not reflect the Seattle or Tacoma minimum wage rates). Student hourly are those enrolled in at least 6 credit hours during Fall/Spring or 3 credit hours in Summer Session.
- ⁷ Health insurance rate portion for employer health, dental, basic life & ltd. Contribution breakout: Medical \$849.32; Dental \$80.63; Life \$3.95; LTD \$2.10.
- ⁸ Please refer to the *Student Pay* section on the Payroll Services website for information.
- ⁹ PERS employer contribution rate of 10.25% and TRS of 14.42% per the Office of the State Actuary. TRS rates are effective from 9/1 to 8/31 of each year.
- ¹⁰ The unemployment insurance rate of .0018 is standard across all functional classifications in Workday (programs in legacy systems).
- ¹¹ For cyclic arrangements, please review benefit costs on an individual basis.
- ¹² The QTR is per the WSU tuition rate schedule (operating fee): \$11,716 annually.
- ¹³ Medical aid maximum contribution rate is \$38.11 for 160 hours, or \$0.2382 per hour. A rate of 0.0678 applies to student volunteers.
- ¹⁴ Total paid FML contribution is .4% x Salary. Employer share of contribution is 37% .Employer contribution rate is .4% x 37% = .15%. Per law, withholdings are limited to the OASI cap.