

University of Rochester
2019-2020
FINAL Staff Benefit Rates

Benefit Rate	Position Types	Employee Class	FY19	FY20
Rate 1	<i>Faculty and Senior Administrators</i> (Base rate on salary up to \$132,900). Exempt Staff PAS PG 55 Exempt Staff PAS PG 56-58 Faculty Library pos codes RN's Non-Nursing Practice above PG 56 Sports & Rec pos codes PAS PG 98 & 99 Faculty Senior Associate	E55 EXS FAC EXS EXS SPR EXS FAP	29.3	30.0
Rate 2	<i>Professional, Administrative, Supervisory and Non-Exmpt</i> Exempt Staff PAS PG 50-54 SPAN LPN's and Non-SPAN LPN's RN's Non-Nursing Practice Exempt RN's in Nursing Practice Non-exempt pos codes Exempt RN's Non-Nursing Practice RN's in Nursing Practice Union pos codes	EXM LPN RNN RNE NOE RNE RNN NOE	34.6	35.7
Rate 3	<i>Visiting Faculty, Co-op Students and all TAR Staff</i> TAR employee (any employee class that has a TAR indicator in the Full-time/Part-time field) Adjunct and Clinical Faculty Visiting Faculty Co-op Students	ACF VIS STR	9.4	9.9
Rate 4	<i>Interns, Residents and Fellows</i> SMH House Staff Departmental Fellows Research/Teaching Fellows Post Doctoral Fellows In-House Agency RN's Indicator of Agency with any employee class	RES DPT RTF PD AGY AGM	22.3	23.1
Rate 6	<i>Union position codes</i> Members of bargaining units 1199	SEU	55.7	57.1
Rate 7	<i>Extra Compensation (no retirement) under limit</i> extra compensation up to social security limit of \$132,900		7.65	7.65
Rate 8	<i>Strong Staffing</i>	STR	28.0	28.0
Rate 9	<i>Extra compensation (no retirement) over limit</i> extra compensation if salary exceeds \$132,900		1.45	1.45
Rate S	<i>Faculty extra compensation (with retirement)</i>		12.0	14.0