

University of Rochester  
2024-2025 Staff Benefit Rates  
July 1, 2024

Benefit Rates in current Human Resources System (effective until September 30, 2024)					Benefit Rates in future Human Resources System (effective October 1, 2024)			
Benefit Rate	Position Types	Employee Class	FY2024	FY2025	Benefit Rate	Position Types	Employee Class	FY2025
<b>Rate 1</b>	<i>Faculty and Senior Administrators</i> (Base rate on salary up to \$168,600). 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	28.6	29.3	<b>Rate 1</b>	<i>Faculty and Senior Administrators</i> (Base rate on salary up to \$168,600). 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
<b>Rate 2</b>	<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	34.4	35.3	<b>Rate 2</b>	<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	35.3
<b>Rate 3</b>	<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	10.6	10.8	<b>Rate 3</b>	<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	10.8
<b>Rate 4</b>	<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	25.7	25.9	<b>Rate 4</b>	<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	25.9
<b>Rate 6</b>	<i>Union position codes</i> Members of bargaining units 1199	SEU	57.5	58.9	<b>Rate 6</b>	<i>Union position codes</i> Members of bargaining units 1199	SEU	58.9
<b>Rate 7</b>	<i>Extra Compensation (no retirement) under limit</i> extra compensation up to social security limit of \$168,600		7.65	7.65	<b>Rate 7</b>	<i>Extra Compensation (no retirement)</i>		3.0
<b>Rate 8</b>	<i>Strong Staffing</i>	STR	31.0	31.0	<b>Rate 8</b>	<i>Strong Staffing</i>	STR	31.0
<b>Rate 9</b>	<i>Extra compensation (no retirement) over limit</i> extra compensation if salary exceeds \$168,600		1.45	1.45				
<b>Rate S</b>	<i>Faculty extra compensation (with retirement)</i>		12.2	12.5	<b>Rate 9</b>	<i>Faculty extra compensation (with retirement)</i>		12.5