

## University of Vermont Benefit Rates

Employee Class	Benefit Rates by Fiscal Year											
	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20*	FY21*	FY22*	FY23*
<b>Regular Employees</b>	41.2%	42.3%	41.8%	41.8%	43.0%	43.1%	44.2%	45.0%	46.1%	46.7%	48.1%	49.7%
<b>UVM-MG Employees **</b>	26.5%	24.7%	20.9%	21.8%	21.3%	22.5%	22.6%	22.9%	22.4%	22.4%	22.4%	22.4%
<b>Civil Service Employees</b>	32.8%	33.2%	33.6%	34.8%	34.7%	35.1%	37.1%	36.6%	37.5%	38.0%	39.2%	40.5%
<b>Temporary Employees ***</b>	8.7%	8.7%	9.6%	12.6%	9.9%	5.6%	10.4%	11.4%	11.4%	11.4%	11.4%	11.4%
<b>Student Employees **** (New)</b>	N/A	N/A	N/A	N/A	8.1%	8.1%	7.7%	9.5%	9.5%	9.5%	9.5%	9.5%
<b>Graduate Students Employees *****</b>	N/A	N/A	N/A	7.1%	6.6%	10.4%	12.0%	11.8%	11.8%	11.8%	11.8%	11.8%

\* **Projected benefit rates** - Projected rates are used for sponsored agreement proposals. Prior to each fiscal year, benefit rates are negotiated with the federal government and will be available shortly thereafter. FY19 benefit rates have been negotiated.

\*\* **UVM-MG benefit rate** - The UVM-MG rate is applied to approved members of the University Medical Group.

\*\*\* **Temporary employees benefit rate** - Benefit costs such as FICA, workers comp and federally mandated health coverage (ACA) for temporary employees are included in the temporary benefit rate. Wages for temporary employees will have the temporary rate applied to them. Starting in FY16, taxable student wages (expense account 55212) will be using the Student employee benefit rate and not be subject to the temporary benefit rate.

\*\*\*\* **Student employees benefit rate (Effective July 1, 2015)** - Benefit costs such as FICA & workers comp are included in this benefit rate. Taxable student wages (expense account 55212) have the Student employees benefit rate applied to it in PeopleSoft.

\*\*\*\*\* **Graduate Student Employees benefit rate (Effective July 1, 2014)** - Health insurance and workers comp costs are included in this benefit rate. Salary expense for graduate student employees which are distributed to accounts 55010, 55020, 55030 will have the graduate student employees rate applied to those salaries.

\*\*\*\*\* **Tuition Remission exclusion on USDA sponsored agreements** - Tuition remission on USDA grants are unallowable per Federal regulations. The tuition remission costs for the regular, the Civil Service, and the UVM-MG benefit rates are excluded by applying a credit on USDA sponsored agreements during fiscal month end processing. Designated benefit 5999x expense accounts are used to account for the excluded tuition remission.