

**PROVISIONAL STAFF BENEFIT RATES**  
**(As of 6/28/23)**  
**FISCAL YEAR 2024**

The provisional FY24 rates have been approved by ONR<sup>1</sup>, but are subject to change. These rates can be used for external and internal FY24 grant proposals, contracts, and/or other P

BANNER ECLASS	DESCRIPTION	System Generated	Salary or Hourly	ANNUAL LEAVE CHGE	SICK LEAVE CHGE	HOLIDAY LEAVE CHGE	TOTAL LEAVE CHGE	STAFF BENEFIT CHARGE
CR	Local 6070 Union - Regular	Y	H	8.90%	7.60%	6.70%	23.20%	46.00%
CT	Local 6070 Union - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	8.80%
EX	Executive Management	Y	S	11.88%	2.83%	5.89%	20.60%	25.10%
FS	UNAC Faculty Union - Regular - < 12month	Y	S	0.00%	2.58%	12.42%	15.00%	30.80%
FN	Faculty - Non-Represented	Y	S	0.00%	2.58%	12.42%	15.00%	25.10%
FR	Academic Leadership (Non-Represented)	Y	S	11.88%	2.83%	5.89%	20.60%	25.10%
FT	UNAD Faculty Union - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	9.70%
FA	Faculty - Temporary (non rep)	Y	S	0.00%	0.00%	0.00%	0.00%	9.70%
GN	Grad Student - Non-FICA taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	0.00%
GT	Grad Student - FICA Taxable - Stipend	Y	S	0.00%	0.00%	0.00%	0.00%	8.80%
NR	Non-Exempt Staff - Regular	Y	H	9.41%	6.59%	7.30%	23.30%	51.80%
NI	Non-Exempt Staff - Temporary	N	H	0.00%	0.00%	0.00%	0.00%	8.80%
NN	Non-Exempt Staff - Extended	N	H	0.00%	6.40%	0.00%	6.40%	32.40%
SN	Student - Non-FICA taxable	N	H	0.00%	0.00%	0.00%	0.00%	0.00%
ST	Students - FICA Taxable	N	H	0.00%	0.00%	0.00%	0.00%	8.80%
XR	Exempt Staff - Regular	Y	S	10.69%	4.98%	5.93%	21.60%	41.20%
XI	Exempt Staff - Temporary	Y	S	0.00%	0.00%	0.00%	0.00%	8.80%
XI	Exempt Staff - Extended	Y	S	0.00%	6.40%	0.00%	6.40%	32.40%

<sup>1</sup>Office of Naval Research

<sup>2</sup>Previously CEA and A-HECTE

Refer to UACost Analysis with rate questions, contact information and negotiation agreements are available at <http://www.alaska.edu/cost-analysis/negotiation-agreements/>