

**Faculty Senate Fiscal
March 8, 2016**

TOPIC:

Composite Benefit Rates for September 1, 2016 through August 31, 2017

CONTEXT:

This is the annual calculation of rates charged to university departments for faculty/staff benefits, such as retirement, health care, tuition benefits, etc.

RECOMMENDATION:

Recommended composite benefit rates for 2016-2017 (as a percentage of salaries) are as follows:

Assumes 5% Medical Trend Rate

General University				
	Current Rates (15-16)	Proposed Rates (16-17)	% Change	Projected Benefit Costs
Faculty	30.4%	29.0%	-4.6%	\$ 132,325,491
Unclassified	37.0%	35.6%	-3.8%	202,982,998
Classified Civil Service	51.0%	48.3%	-5.3%	51,808,404
Specials	16.3%	16.2%	-0.6%	18,141,677
Students	0.8%	0.6%	-25.0%	311,312
Post-Doctoral Fellows	4.0%	3.7%	-7.5%	49,401
Graduate Associates	13.0%	12.2%	-6.2%	13,694,650
OSU Health System				
Faculty	39.3%	38.5%	-2.0%	\$ 15,065,943
Unclassified	34.3%	34.2%	-0.3%	210,176,216
Classified Civil Service	51.8%	53.2%	2.7%	38,470,760
Specials	16.9%	16.8%	-0.6%	11,088,675
Students	1.3%	1.2%	-7.7%	72,201
Post-Doctoral Fellows	4.0%	3.7%	-7.5%	-
Graduate Associates	13.1%	12.5%	-4.6%	60,579
Faculty Group Practice				
Clinical Appointments*	5.0%	5.4%	8.0%	\$ 11,743,578

* Excludes retirement contributions