

# UNIVERSITY OF COLORADO AT BOULDER PROPOSAL FOR FY2009 FRINGE BENEFIT RATES

## **PURPOSE:**

The purpose of this proposal is to provide information supporting our request to update the flat fringe benefit rates effective for Fiscal Year 2009 beginning July 1, 2008. The fringe benefit rates will be applied to actual salary expenses by employee type in order to determine the annual estimated fringe benefit costs for all funds. The over/under recovery from Fiscal Year 2007 actual fringe benefit costs by employee type is included in the proposed rate calculation.

## **PROPOSED RATES:**

<b>Employee Type</b>	<b>Proposed Flat Benefit Rates</b>	
	<b>Full-Time/Permanent</b>	<b>Part-Time/Temporary</b>
Regular Faculty	26.8%	n/a
Professional	27.8%	17.0%
Student Faculty	n/a	6.2%
Classified Staff	27.8%	17.0%
Hourly	n/a	1.1%

## **DESCRIPTION OF METHODOLOGY:**

A review was made of the fringe benefit eligibility, including termination vacation and sick leave, for each CU-Boulder employee classification. It was determined that fringe benefit eligibility continues to apply appropriately to the CU-Boulder employee groups that were used in the Fiscal Year 2008 fringe benefits. The employee groups for which fringe benefit rates were calculated are listed in the above table.

Salaries and wages, fringe benefit costs and termination payments per the general ledger for the fiscal year ending June 30, 2007 were obtained and adjusted to reflect actual costs by employee group. To estimate Fiscal Year 2009 fringe benefit expenses, the actual Fiscal Year 2007 expenses have been incremented to reflect known changes to fringe benefits. Examples of these changes include legislated and Board of Regents' approved increases in employee salaries, University contributions to group health, dental, and life insurance premiums, PERA retirement plan contributions, the FICA ceiling and workers' compensation insurance premiums.

Benefit rates are calculated by the ratio of adjusted benefits to adjusted salaries.

In Fiscal Year 2009, the calculation of fringe benefit rates for the professional and classified full-time/permanent and part-time/temporary have been combined since both employee groups receive similar benefits and there has been a shift in the campus' composition of classified and professional positions. Combining the professional and classified fringe benefit pools will accommodate for the shifts in classification, thus reducing the need for reclassification of fringe dollars to account for systemic changes to staffing patterns.

The composition of classified/exempt has changed from 87/13% to 82/18% from Fall 2001 to Fall 2006.

<b>CU-Boulder campus employees by job category</b>						
All persons with appointments effective in October						
Fall of:	2001	2002	2003	2004	2005	2006
Classified Staff	2,778	2,945	2,804	2,784	2,599	2,459
Exempt Staff	406	456	450	464	497	553
	3,184	3,401	3,254	3,248	3,096	3,012
% Distribution:						
Classified Staff	87%	87%	86%	86%	84%	82%
Exempt Staff	13%	13%	14%	14%	16%	18%
	100%	100%	100%	100%	100%	100%

Data source: <http://www.colorado.edu/pba/facstaff/AllYearsEmployees.xls>

This change in the composition of employees is due in part to reclassifying classified positions to professional exempt. There has been at least \$1.5M in salaries reclassified from classified to professional exempt since Fiscal Year 2005 based on the campus' official employee count reporting dataset. The \$1.5M estimate is conservative since it is based on persons with continuous employment in the same department. Reclassifying a vacant classified position to professional exempt does occur through two different personnel action processes and the employee count dataset would not include those positions, since the dataset is based on persons with continuous employment. Also, the reclassifying of a professional exempt position to classified would rarely occur.

Both classified and professional exempt employees have similar benefit compositions, as they are the only two employee groups that have termination pay and their employer contributions for employer health, life, dental are comparable. With the movement from classified to exempt, those employees that started in PERA as classified staff stay in PERA when they move to professional exempt.

### **EMPLOYEE CATEGORIES:**

**Regular Faculty – Full-Time:** The regular faculty category includes all full-time instructional faculty with nine-month academic-year appointments which may include incremental appointments to serve as academic department chairs, summer teaching, and sponsored research appointments. They are not eligible for accrued vacation and sick leave payout upon termination/retirement. There are non-research faculty on twelve-month appointments, who primarily work in the library and hearing clinics, that may be eligible for termination pay benefits. In those occasional instances, the termination pay benefit will be charged directly to the departments where their salaries are recorded.

**Professional – Full-Time:** The full-time professional category includes research faculty on twelve-month appointments, officer/exempt professional staff (staff not subject to the State of Colorado Personnel System) and regular instructional faculty with part-time appointments. Full time professionals have an appointment of 50% or greater and are eligible for a complete benefit package including vacation and sick leave.

**Classified Staff -- Permanent:** The classified staff category includes all staff on permanent appointment subject to the State of Colorado Personnel System rules and regulations and included in the University's monthly pay cycle. All permanent classified staff, either full-time or part-time, are eligible for a complete benefit package including vacation and sick leave.

**Professional – Part-Time:** Part-time professionals have less than a 50% appointment and are not eligible for some benefits such as group insurance but are eligible for vacation and sick leave in some cases.

**Classified Staff – Temporary:** Temporary classified staff, including retirees, may not work for more than six months during any given fiscal year, and are paid on an hourly basis via time-entry on the University's

biweekly payroll cycle. Temporary classified staff are not eligible for group insurance or vacation and sick leave.

**Student Faculty:** The student faculty category includes graduate and undergraduate students that have a salaried appointment as a Graduate Part-Time Instructor, Graduate Teaching Assistant, Graduate Research Assistant or Undergraduate Assistant. Students on academic appointment receive tuition remission and these costs are excluded from the flat fringe benefit rate calculation.

**Hourly:** The hourly category includes other temporary employees--students and non-students—who are paid based on hours worked via time-entry in the University's biweekly payroll cycle. This category of employee is not eligible for most fringe benefits or vacation and sick leave. However, occasionally a salaried employee earns temporary hourly wages and their temporary wages show up in the hourly category along with part of their salaried fringe benefits.

**Fellowship Trainee:** As of January 1, 2008, post-doctoral fellowship trainees will be considered a separate employee group, but their benefits will not be included in the fringe benefit rate calculations. Although they will be eligible for a full package of employee benefits as of January 1, their outside sponsors provide a package of benefits that can include only health, dental and life insurance but not retirement, disability, FICA, Medicare, workers' compensation, or unemployment compensation. Therefore the eligible benefits for this group are currently charged directly to the sponsored projects where their stipends are recorded and the remaining benefits will be charged directly to other university funds. In addition, their stipends will continue to be excluded from the salary base for the fringe benefit rate calculations.

#### **BENEFIT CATEGORIES:**

Additional information on University benefits is available at the Payroll and Benefits Services website. <http://www.cu.edu/pbs/>

**Health, Dental and Life Insurance:** Regular faculty, full-time professional staff, student faculty and all permanent classified staff may elect health and dental coverage with the majority of the premium paid by the University. The employee can choose coverage for employee only, employee + spouse/domestic partner, or employee + family. The cost to the University varies depending on the plan and coverage the employee chooses. Eligible employees are automatically enrolled for life insurance coverage.

**Disability:** Participants in the regular faculty and full-time professional categories are automatically enrolled in the Long-Term Disability Plan on their one-year anniversary date. The plan will pay 60% of salary up to \$5,500 per month less income from other sources such as Workers' Compensation or Social Security if the participant becomes disabled.

Permanent classified staff employees are automatically enrolled in the Short-Term Disability Plan. The plan provides a benefit equal to 60% of pre-disability earnings beginning the 31<sup>st</sup> day of disability or after all University provided sick leave is exhausted, whichever is later. The monthly maximum benefit is \$2,310 and may continue through the 180<sup>th</sup> day of disability.

**Social Security and Medicare:** Eligible faculty and exempt professional employees are automatically charged (with University matching) Social Security (FICA) and Medicare tax upon employment. Classified staff hired after March 1986 are subject to Medicare tax only.

**CU 401(a) Retirement Plan:** The CU 401(a) Optional Retirement Plan (ORP) includes selected funds offered by Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), among others. Participation in the CU Retirement Plan is mandatory upon employment for the following faculty and professional classifications with a 50% or greater appointment: Professor, Associate Professor, Research Professor, Associate Research Professor, Principal Officers of the University and Administrative Officers of the University, as well as new faculty and professional employees who have

participated previously in comparable retirement plans. The University contributes 10% and the employee contributes 5%, tax deferred, of the employee's salary.

**PERA:** Classified staff employees are covered by the Public Employees Retirement Association (PERA) plan. Exempt professional employees hired before September 1991 and those staff that were formerly classified staff and now in an exempt position may also be covered under this retirement plan. As PERA members, University employees do not contribute to Social Security. Instead, employees contribute 8% of their monthly salary to their PERA member contribution account. These contributions and accrued interest earnings are tax-deferred. PERA members become vested upon earning five years of service credit and begin receiving additional benefits. As a result of legislation (CO SB 04-257, CO SB 06-235) to phase in employer contribution increases each calendar year beginning in 2006 and extending about six years, effective January 2008 the University contribution is 12.05% of the employee's salary and increases to 12.95% in January 2009.

**Workers' Compensation Insurance:** The University provides workers' compensation insurance coverage to every employee injured in the course and scope of their university position. Boulder campus workers' compensation claims are administered by University Risk Management (part of the University of Colorado System). CU-Boulder pays a monthly premium to University Risk Management. The premiums are distributed to each employee group according to the salary base of each group.

**Unemployment Compensation Claims:** The University pays actual unemployment claims directly to the Colorado State Treasurer. In addition to Boulder campus, CU-Boulder administers the unemployment claims for System Administration. The claims are distributed directly to the employee groups where the salaries originated. System Administration claims are charged directly to a System Administration program.

**Annuitants' Insurance:** The University contributes to the cost of group insurance premiums for eligible regular faculty, professional and classified staff retirees who choose to be covered by University health and life insurance plans, including the CU Medicare Supplement Plan and the CU Alternate Medicare Package. Classified staff must switch to the PERA health plans when either the retiree or his/her spouse becomes eligible for Medicare at age 65.

### **Termination Vacation and Sick Leave**

1. Leave policies for officers, exempt professional and faculty on twelve-month appointments:

**Vacation:** Full-time officers, exempt professionals and faculty on twelve-month appointments are eligible to receive twenty-two (22) working days of paid vacation annually. Part-time officers, exempt professional and faculty on twelve-month appointments are eligible to receive a prorated share based on their percentage of time appointment. Direct compensation is not provided in lieu of use of earned vacation. However, upon termination of employment or upon retirement, direct payment is made in the equivalent amount of the employee's earned unused vacation time up to a maximum of forty-four (44) days. A twelve-month employee who transfers to a nine-month faculty appointment is eligible to receive payment for earned unused vacation leave in accordance with this policy upon termination of the employee's twelve-month appointment so long as the employee meets the other criteria described in this policy.

**Sick Leave:** Full-time officers, exempt professional and faculty on twelve-month appointments are eligible to receive fifteen (15) working days of paid sick leave annually. Part-time officers, exempt professional and faculty on twelve-month appointments are eligible to receive a prorated share of the benefit based on their percentage of time appointment. There is no limit on how much sick leave an employee may accrue. However there is a limit on compensation for accrued unused sick leave when the employee resigns, retires, or is laid off and meets age and service requirements for retirement. These employees are compensated for one-fourth of their unused sick leave accrual up to a maximum of one-fourth of 120 days accrual, which is the equivalent of compensation for thirty days, upon termination except as noted in the "grandfather" clause which states that employees who

had earned unused sick leave in excess of 120 days on May 1, 2001, will be eligible to receive payment for one-fourth of their entire sick leave balance when they terminate and meet the age and service requirements for retirement. If an employee dies while in service, the spouse or estate will receive the employee's eligible sick leave accrual.

2. Leave policies for Classified Staff:

Annual Leave: Permanent classified staff are eligible to accrue annual leave based on years of service as described in the following table:

Years of Service	Hours/Month Earned	Maximum Accrual
1 through 5	8	192 Hours
6 through 10	10	240 Hours
11 through 15	12	288 Hours
16 and Above	14	336 Hours

Over-accrued hours are forfeited each July 1. Earning and accrual rates are restored when the employee becomes eligible for reinstatement or reemployment. Upon termination or death, unused annual leave is paid out up to the maximum accrual hours.

Sick Leave: Permanent classified staff are eligible to accrue sick leave at the rate of 6.66 hours per month or 10 days per year up to the stated maximum accrual. Classified staff hired after July 1, 1988 can accrue a maximum of 360 hours of sick leave. There was no maximum sick leave accrual for classified staff hired before July 1, 1988. The "grandfather" clause allows classified staff to continue to accrue sick leave over 360 hours up to the balance they had on June 30, 1988. Over-accrued sick leave up to 80 hours is converted to annual leave each July 1 on a 5:1 ratio, i.e. 5 hours of sick leave convert to 1 hour of annual leave. Previously accrued sick leave is restored when a classified staff becomes eligible for reinstatement or reemployment. When a classified staff employee retires, or resigns or is laid off and meets age and service requirements for retirement (or upon death) the employee (or spouse or estate) receives payment for one-fourth of their unused sick leave balance up to the maximum accrual rate.

Refer to the attached schedules supporting the proposed fringe benefit rates for each employee group.

**ATTACHMENTS:**

- Schedule A-1 - Fringe Benefits Rates – Calculation Summary: Proposed FY 2009 rates. The rates are based on FY2007 actual expenses by employee group, incremented by increases in salary, and for University contributions to group health, dental, life, and disability insurance, PERA retirement, FICA ceiling, and workers' compensation insurance premiums (see Schedule D) approved for FY2008 and proposed for FY2009, and over/under recoveries from FY2007.
- Schedule A-2 – FY2007 Carryforward to FY2009: Over/under recoveries for each employee group are calculated as of June 30, 2007.
- Schedule B-1 – Reconciliation of the Salary Base, Benefits and Recoveries to the General Ledger: Summary of adjustments to salaries, benefits and recoveries, accounting for any rate calculation variances to the expenses per the general ledger.
- Schedule B-2 – Reconciliation of Booked Recoveries to Calculated Recoveries: FY2007 negotiated fringe benefit rates are applied to the FY2007 salary base for each employee group to calculate the recoveries that should have been booked in the general ledger. Any differences are explained.
- Schedule C-1 – Salaries per General Ledger Account level detail of booked salaries organized by employee benefit group and reconciled to total salaries recorded in the general ledger.

- Schedule C-2 – Benefits per General Ledger – Account level detail of booked benefits organized by employee benefit group and reconciled to total benefits recorded in the general ledger. Recoveries are recorded in the general ledger as interdepartmental revenue and expense. The expense-side is included in the general ledger benefit totals and eliminated from the rate calculation.
- Schedule D – Projected Benefits: The methodology used to project FY2008 approved and FY2009 proposed increases to specific FY2007 benefits is described.

UNIVERSITY OF COLORADO AT BOULDER  
 FRINGE BENEFITS PROJECTIONS TO FY2009  
 SCHEDULE A-1

**FY2009 Fringe Benefits - Actuals Projected  
 by Employee Groups**

	Totals	Regular Faculty	Professional & Classified		Student Faculty	Hourly
		Full-time	Full-time/Perm	Part-time/Temp		
Dental Insurance	1,495,208	397,549	1,095,343	1,847	469	-
Disability Insurance	961,317	369,397	589,853	1,698	369	
FICA Contribution	14,483,167	7,812,731	6,168,117	496,994	2,974	2,352
Health Insurance	28,598,655	8,636,817	19,945,898	15,940		
Life Insurance	459,013	128,715	329,053	984	261	
Medicare	5,470,597	1,878,401	3,205,018	213,385	104,264	69,529
Other Retirement Plans	22,883,252	13,480,225	9,370,104	31,301	1,623	
PERA	16,512,738	298,699	15,370,533	837,329	2,539	3,639
Annuity Insurance	5,212,365	2,824,282	2,388,083	-		
Student Insurance	2,018,185		-	-	2,018,185	
Unemployment Compensation Claims	282,064	16,304	228,753	33,459		3,548
Workers' Compensation Insurance	2,927,234	1,031,026	1,412,274	92,302	299,330	92,302
<b>ADD BENEFITS RECORDED AS SALARY</b>			-	-		
TERMINATION ANNUAL LEAVE	2,205,570		2,003,107	202,464		
TERMINATION SICK LEAVE	328,148		328,148	-		
<b>TOTAL FRINGE BENEFIT EXPENSE - SCH B-1</b>	<b>103,837,514</b>	<b>36,874,145</b>	<b>62,434,284</b>	<b>1,927,701</b>	<b>2,430,014</b>	<b>171,370</b>

Add: FY2007 (Over)Under Recovery to be  
 Carried Forward to FY2009 - Sch A-2

6,560,758	1,665,719	4,270,557	510,901	118,051	(4,470)
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**Total Fringe Benefit Costs - Adjusted**

<b>110,398,273</b>	<b>38,539,864</b>	<b>66,704,841</b>	<b>2,438,602</b>	<b>2,548,065</b>	<b>166,900</b>
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**FY09 PROJECTED SALARY BASE AFTER ADJ - SCH B-1**

<b>454,105,677</b>	<b>144,035,864</b>	<b>240,104,831</b>	<b>14,373,824</b>	<b>40,834,049</b>	<b>14,757,107</b>
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**FY2009 RATE CALCULATION**

26.8%	27.8%	17.0%	6.2%	1.1%
Combined		Combined		

**FY2008 NEGOTIATED RATES**

26.4%	27.5%	14.3%	6.8%	0.4%
professional		professional		
25.9%		18.3%		
classified		classified		

UNIVERSITY OF COLORADO AT BOULDER  
FRINGE BENEFIT CARRYFORWARD  
FROM FYE JUNE 30, 2007  
SCHEDULE A-2

Actual FY2007 Fringe Benefits by Employee Groups	Totals	Regular Faculty		Professional		Classified Staff		
		Full-time	Full-time	Part-time	Student Faculty	Permanent	Temporary	Hourly
Dental Insurance	1,530,246	396,096	526,193	1,400	469	605,693	396	
Disability Insurance	887,730	350,634	429,810	1,614	351	105,311	11	
FICA Contribution	12,700,356	6,742,854	5,501,382	451,859	2,717	(86)	201	1,429
Health Insurance	22,541,196	6,532,264	7,886,243	15,014		8,106,749	927	
Life Insurance	450,919	123,015	168,615	862	261	158,043	122	0
Medicare	4,692,942	1,600,277	1,590,073	122,453	94,274	1,152,253	70,487	63,125
Other Retirement Plans	20,159,167	11,798,533	8,338,908	20,259	1,467			
PERA	13,121,269	232,539	2,111,004	118,550	1,977	10,121,047	533,317	2,835
Annuitants Insurance	4,552,816	2,393,874	773,115			1,385,827		
Student Insurance	1,891,237				1,891,237			
Unemployment Compensation Claims	213,074	24,782	93,008	13,663		34,572	43,677	3,372
Workers' Compensation Insurance	2,936,404	910,285	880,921	58,728	264,276	704,737	29,364	88,092
<b>ADD BENEFITS RECORDED AS SALARY</b>								
TERMINATION ANNUAL LEAVE	1,895,952		1,098,754	317,988		479,210		
TERMINATION SICK LEAVE	313,189		244,821			68,368		
<b>Subtotal Fringe Benefit Expense - SCH B-1</b>	<b>87,886,496</b>	<b>31,105,153</b>	<b>29,642,848</b>	<b>1,122,389</b>	<b>2,257,030</b>	<b>22,921,722</b>	<b>678,501</b>	<b>158,853</b>

CALCUATION OF CARRYFORWARD TO FY2009

1 Fringe Benefit Calculated Recoveries FY2007 - SCH B-2	83,585,458	29,715,788	29,806,810	875,057	2,732,196	20,061,865	340,369	53,373
2 LESS: LASP Termination Pay Adjustment	(170,543)		(168,194)	(1,784)		(565)		
3 Add: FY05 Overrecovery Carryforward to FY07	322,999					68,586	144,464	109,950
Less: FY05 Underrecovery Carryforward to FY07	(2,412,177)	(276,355)	(1,474,489)	(68,117)	(593,217)			
4 Net Recovery for FY2007	81,325,738	29,439,434	28,164,126	805,156	2,138,979	20,129,886	484,833	163,322
5 Less: Total Fringe Benefit Expense FY2007	87,886,496	31,105,153	29,642,848	1,122,389	2,257,030	22,921,722	678,501	158,853
6 (Over) Under Recovery to be Carried Forward to FY2009 - TO SCH A-1	6,560,759	1,665,719	1,478,722	317,233	118,051	2,791,836	193,668	(4,469)

SCH B-1 SAL\_BENF ADJ

UNIVERSITY OF COLORADO AT BOULDER  
 RECONCILIATION OF SALARY BASE AND BENEFITS TO GENERAL LEDGER  
 FOR FYE JUNE 30, 2007  
 SCHEDULE B-1

ADJUSTMENTS	Totals	Regular Faculty		Professional		Student Faculty	Classified Staff		Hourly	Excluded	
		Full-time	Full-time	Part-time	Permanent		Temporary				
<b>SALARIES AND WAGES</b>											
Booked Salaries/Wages - Sch C-1	411,857,726	127,035,537	120,469,195	8,497,282		36,921,570	96,369,407	4,909,169	16,422,032	1,233,533	
<b>Adjustments:</b>											
2.0 Fellowship Stipends & Other Pay	(1,242,061)										(1,242,061) To eliminate payments for faculty fellowships with benefits that are not included in benefit rates
3.0 Federal & State Workstudy	(3,100,940)								(3,100,940)		To eliminate salaries paid as financial aid through Federal and State Workstudy Programs
4.0 Termination Pay including LASP	(2,359,948)	(34,332)	(1,456,882)	(320,849)			(547,190)	(694)			To reclassify termination vacation and sick leave salaries to benefits
4.1 LASP Termination Pay Exclusion	153,931		150,758	2,862			312				To exclude LASP termination vacation and sick leave payments charged to LASP vacation and sick leave accrual
5.0 Death benefits recorded as salary	-	(10,657)					(3,060)				13,717 To reclassify death benefits recorded as salary to fringe benefits
5.1 Retiree/Surviving Spouse Annuities Recorded as Salary	(10,444)										(10,444) To reclassify retiree supplemental annuities to benefits
9.0 Salary Overpayment Accrual FY07	91,867			91,867							To eliminate year-end financial statement accounts receivable accrual adjustment for salary overpayments
9.1 Reverse Salary Overpay Accrual FY06	(93,057)			(93,057)							To reverse prior year-end financial statement accounts receivable accrual adjustment for salary overpayments
11.0 Reverse Bear Creek Apartments Contra FY07 SALARY BASE	286,229		64,167				170,319	24,414	22,076	5,254	To eliminate reimbursement of operating expenses by the owner of the Bear Creek student apartments, the CU Foundation. Ownership transferred to UCB on 6/01/07.
	405,583,303	126,990,548	119,227,238	8,178,104		36,921,570	95,989,786	4,932,888	13,343,168	0	
12.0 Combine Employee Groups	-		95,989,786	4,932,888			(95,989,786)	(4,932,888)			To combine Professional and Classified Employee Groups for Fringe Benefit Rate calculations
12.1 Salary Projections	48,522,373	17,045,316	24,887,807	1,262,832		3,912,479			1,413,939		To project salary increases to FY09 - 5.23% from estimated FY08 Salaries
S&W included in FY09 Salary Base	454,105,677	144,035,864	240,104,831	14,373,824		40,834,049	-	-	14,757,107	0	
<b>BENEFITS</b>											
Booked Expenses in Benefit Clearing Programs - Sch C-2	87,886,497	31,105,153	29,960,836	804,401		2,257,031	22,921,722	678,501	158,853		
<b>Adjustments:</b>											
1.0 Reclassify Expenses to Recoveries	-										To reclassify prior FY adjustments to payroll recoveries recorded in expense account codes
4.0 Termination Pay Recorded as Salaries	-										Already included in booked benefit expenses
5.0 Retiree Insurance Recorded as Salaries	-										Already included in booked benefit expenses
5.1 Retiree/Surviving Spouse Annuities Recorded as Salary	-										Already included in booked benefit expenses
6.1 Reclassify Termination Pay to Correct Employee Class FY07 Benefits before Projections	-		(317,988)	317,988							To reclassify termination pay for professional part-time staff posted to professional full-time program
	87,886,497	31,105,153	29,642,848	1,122,389		2,257,031	22,921,722	678,501	158,853		

SCH B-1 SAL\_BENF ADJ

ADJUSTMENTS	Totals	Regular Faculty	Professional		Student Faculty	Classified Staff		Hourly	Excluded	
		Full-time	Full-time	Part-time		Permanent	Temporary			
13.0 Combine Employee Groups	-		22,921,722	678,501		(22,921,722)	(678,501)			To combine Professional and Classified Employee Groups for Fringe Benefit Rate calculations
<b>Sch D <u>Benefit Projections</u></b>										
Dental Insurance	(35,038)	1,454	(36,543)	51	-	-	-	-	-	
Disability Insurance	73,587	18,763	54,732	74	18	-	-	-	-	
FICA Contribution	1,782,811	1,069,877	666,822	44,934	256	-	-	923	-	
Health Insurance	6,057,460	2,104,553	3,952,907	-	-	-	-	-	-	
Life Insurance	8,094	5,700	2,395	-	-	-	-	-	-	
Medicare	777,655	278,124	462,691	20,445	9,990	-	-	6,405	-	
Other Retirement Plans	2,724,085	1,681,692	1,031,196	11,041	155	-	-	-	-	
PERA	3,391,470	66,160	3,138,483	185,462	562	-	-	803	-	
Annuity Insurance	659,549	430,408	229,141	-	-	-	-	-	-	
Student Insurance	126,948	-	-	-	126,948	-	-	-	-	
Unemployment Compensation Claims	68,991	(8,478)	101,174	(23,881)	-	-	-	176	-	
Workers' Compensation Insurance	(9,170)	120,741	(173,384)	4,210	35,054	-	-	4,210	-	
Termination Annual Leave	309,619	-	425,143	(115,524)	-	-	-	-	-	
Termination Sick Leave	14,959	-	14,959	-	-	-	-	-	-	
<b>Total Projections</b>	<b>15,951,019</b>	<b>5,768,992</b>	<b>9,869,714</b>	<b>126,812</b>	<b>172,984</b>	<b>-</b>	<b>-</b>	<b>12,517</b>	<b>-</b>	
Total Benefits Included in FY09 Rates - To Schedule A-1	103,837,515	36,874,145	62,434,284	1,927,702	2,430,015	-	-	171,370	-	
<b><u>RECOVERIES</u></b>										
Booked Recoveries in Benefit Clearing Programs per Sch B-2 Adjustments:	83,415,133	29,715,789	29,638,630	873,474	2,732,198	20,061,298	340,370	53,374	-	
1 Reclassify Expenses to Recoveries	-	-	-	-	-	-	-	-	-	To reclassify prior FY adjustments to payroll recoveries recorded in expense account codes
Recoveries after adjustments	83,415,133	29,715,789	29,638,630	873,474	2,732,198	20,061,298	340,370	53,374	-	

UNIVERSITY OF COLORADO AT BOULDER  
 RECONCILIATION OF BOOKED RECOVERIES TO CALCULATED RECOVERIES  
 FYE JUNE 30, 2007  
 SCHEDULE B-2

RECOVERY RECONCILIATION	Totals	Regular Faculty	Professional		Student Faculty	Classified Staff		
			Full-time	Part-time		Permanent	Temporary	Hourly
FY07 SALARY BASE	405,583,303	126,990,548	119,227,238	8,178,104	36,921,570	95,989,786	4,932,888	13,343,168
FY07 Benefit Rates		23.4%	25.0%	10.7%	7.4%	20.9%	6.9%	0.4%
Calculated Recoveries	83,585,458	29,715,788	29,806,810	875,057	2,732,196	20,061,865	340,369	53,373
Total Booked Recoveries - Sch B-1	83,415,133	29,715,789	29,638,630	873,474	2,732,198	20,061,298	340,370	53,374
Differences	(170,326)	(0)	(168,179)	(1,583)	2	(567)	1	1
<b>EXPLANATION OF DIFFERENCES</b>								
1. Eliminate LASP Recoveries on Termination Pay included in LASP Leave Rates	170,543		168,194	1,784		565		
2. Reverse FY06 Correction Charged to Fringe Benefit Recoveries in Error	(200)			(200)				
3. Rounding Differences	(18)		(15)	(1)	(2)	2	(1)	(1)
Total Differences Explained	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)

1. Calculation of LASP Recoveries on Termination Pay included in LASP Leave Rates

Total LASP Salaries subject to LASP Leave Rates before Termination Pay	12,787,219	222,984	94,161
LASP Termination Pay (not recorded in Termination Pay Account codes)	150,758		
Total LASP Salaries subject to LASP Leave Rates	12,937,978	222,984	94,161
Termination Leave Rates included in Fringe Benefit Rates	1.30%	0.80%	0.60%
Adjustment to Calculated Recoveries to eliminate Termination Pay on LASP Salaries	168,194	1,784	565

C-1 SALARIES

UNIVERSITY OF COLORADO AT BOULDER  
 SALARIES & WAGES BY EMPLOYEE BENEFIT GROUP PER GENERAL LEDGER  
 FISCAL YEAR ENDED JUNE 30, 2007  
 SCHEDULE C-1

ACCT_CODE	ACCT_EFFECTIVE_DESC	TOTAL	ADJ 4 TERMINATION PAY	OTHER RECLASS	SALARIES NET OF ADJUSTMENTS
400100	FAC FTP PAY	117,358,135.10			117,358,135.10
400120	FAC FTP TRM ANNL LV	14,465.09	17,962.33		(3,497.24)
400121	FAC FTP TRM SICK LV	19,197.19	16,369.29		2,827.90
400169	FAC FTP SAL NHRMS	(38,490.39)			(38,490.39)
400210	CLNFAC FTP PAY	39,915.24			39,915.24
400711	VSTFAC FTP PAY	416,730.40			416,730.40
400712	AFFFAC FTP PAY	96,700.00			96,700.00
400713	SECFAC FTP PAY	4,500.00			4,500.00
400714	OTHFAC FTP PAY	4,960,238.84			4,960,238.84
400715	ADMNFAC FTP PAY	4,112,340.15			4,112,340.15
400716	FELLFAC FTP PAY	43,728.20			43,728.20
400769	OTHFAC FTP SAL NHRMS	8,077.28			8,077.28
400995	SUVPO ALLFAC FTP PBS	-		(10,657.14)	(10,657.14)
<b>TOTAL FULL-TIME REGULAR FACULTY</b>		<b>127,035,537.10</b>	<b>34,331.62</b>	<b>(10,657.14)</b>	<b>126,990,548.34</b>
400310	RSCHFAC FTP PAY	2,237,105.34			2,237,105.34
400320	RSCHFAC FTP TRM ANNL LV	52,596.14	52,596.14		-
400500	PRAFAC FTP PAY	41,419,260.35			41,419,260.35
400501	LASP FTP PROF SAL	149,426.84			149,426.84
400501	LASP FTP PROF SAL	(150,758.19)		150,758.19	-
400520	PRAFAC FTP TRM ANNL LV	373,032.28	373,032.28		-
400521	PRAFAC FTP TRM SICK LV	105,479.21	105,479.21		-
400600	RSASFAC FTP PAY	34,234,987.49			34,234,987.49
400620	RSASFAC FTP TRM ANNL LV	435,723.31	435,723.31		-
400621	RSASFAC FTP TRM SICK LV	21,345.44	21,345.44		-
402600	O/E FTP PAY	38,866,044.86		64,167	38,930,211.49
402620	O/E FTP TRM ANNL LV	367,078.12	367,078.12		-
402621	O/E FTP TRM SICK LV	101,627.44	101,627.44		-
402641	O/E FTP OTH PAY	2,197,925.10			2,197,925.10
402649	O/E FTP SAL NHRMS	58,321.40			58,321.40
<b>TOTAL FULL-TIME PROFESSIONAL</b>		<b>120,469,195.13</b>	<b>1,456,881.94</b>	<b>214,924.82</b>	<b>119,227,238.01</b>
401010	RSCHFAC PTP PAY	66,634.98			66,634.98
401020	RSCHFAC PTP TRM ANNL LV	19,041.09	19,041.09		-
401110	CLNFAC PTP PAY	6,180.00			6,180.00

C-1 SALARIES

ACCT_CODE	ACCT_EFFECTIVE_DESC	TOTAL	TERMINATION PAY	OTHER RECLASS	ADJUSTMENTS
401300	FAC PTP PAY	561,761.49			561,761.49
401349	FAC PTP SAL NHRMS	1,190.24		(1,190.24)	(0.00)
401355	FAC FTT PAY	2,850.94			2,850.94
401400	FAC PTT PAY	22,305.09			22,305.09
401455	PRAFAC FTT PAY	50,018.47			50,018.47
401460	PRAFAC FTT OTH PAY	323.20	323.20		-
401499	PRAFAC FTT SAL NHRMS	(16,315.84)			(16,315.84)
401560	PRAFAC PTT PAY	155,448.53			155,448.53
401570	PRAFAC PTT OTH PAY	780.76	780.76		-
401700	PRAFAC PTP PAY	689,756.43			689,756.43
401720	PRAFAC PTP TRM ANNL LV	69,102.79	69,102.79		-
401755	RSASFAC FTT PAY	70,426.40			70,426.40
401775	RSAS FAC PTT PAY	124,942.60			124,942.60
401800	RSASFAC PTP PAY	765,654.90			765,654.90
401820	RSASFAC PTP TRM ANNL LV	182,902.48	182,902.48		-
401861	VSTFAC PTP PAY	75,047.02			75,047.02
401862	AFFFAC PTP PAY	202,417.40			202,417.40
401864	OTHFAC PTP PAY	1,862,286.66			1,862,286.66
401865	ADMNFAC PTP PAY	47,281.27			47,281.27
401961	VST FAC PTT PAY	62,629.00			62,629.00
401962	AFFFAC PTT PAY	734,984.04			734,984.04
401963	SECFAC PTT PAY	2,825.00			2,825.00
401964	OTHFAC PTT PAY	1,594,962.01			1,594,962.01
401965	ADMNFAC PTT PAY	6,707.32			6,707.32
401966	FELLFAC PTT PAY	2,606.90			2,606.90
401989	OTHFAC PTT SAL NHRMS	(666.66)			(666.66)
402010	VST RSAS FAC FTT PAY	3,515.00			3,515.00
402011	VST FAC FTT PAY	134,581.36			134,581.36
402012	AFFFAC FTT PAY	229,480.02			229,480.02
402014	OTHFAC FTT PAY	242,621.55			242,621.55
402016	FELLFAC FTT PAY	5,393.10			5,393.10
402130	LASP ALLFAC P/TGR SAL	-	(2,861.61)		2,861.61
402700	O/E PTP PAY	181,195.46			181,195.46
402720	O/E PTP TRM ANNL LV	48,699.15	48,699.15		-
402741	O/E PTP OTH PAY	3,782.77			3,782.77
402800	O/E FTT PAY	246,910.43			246,910.43
402841	O/E FTT OTH PAY	15,816.18			15,816.18
402900	O/E PTT PAY	21,202.35			21,202.35

C-1 SALARIES

ACCT_CODE	ACCT_EFFECTIVE_DESC	TOTAL	TERMINATION PAY	OTHER RECLASS	ADJUSTMENTS
<b>TOTAL PART-TIME PROFESSIONAL</b>		<b>8,497,281.88</b>	<b>317,987.86</b>	<b>(1,190.24)</b>	<b>8,178,103.78</b>
402202	GRAD ASST FTP PAY	6,116.28			6,116.28
402203	GPTI FTP PAY	53,503.25			53,503.25
402205	RSCH ASST FTP PAY	45,501.13			45,501.13
402206	TCH ASST FTP PAY	19,517.34			19,517.34
402215	OTHSTDFAC FTP PAY	1,482.00			1,482.00
402251	ADMN INTERN FTT PAY	44,133.30			44,133.30
402252	GRAD ASST FTT PAY	588,229.36			588,229.36
402253	GPTI FTT PAY	2,458,815.33			2,458,815.33
402255	RSCH ASST FTT PAY	18,785,960.83			18,785,960.83
402256	TCH ASST FTT PAY	8,918,236.58			8,918,236.58
402257	UG ASST FTT PAY	368,944.58			368,944.58
402265	OTHSTDFAC FTT PAY	120,478.30			120,478.30
402270	STDFAC FTT OTH PAY	4,100.00			4,100.00
402299	STDFAC FTT SAL NHRMS	(3,377.98)			(3,377.98)
402302	GRAD ASST PTP PAY	43,039.14			43,039.14
402303	GPTI PTP PAY	39,898.02			39,898.02
402305	RSCH ASST PTP PAY	38,889.10			38,889.10
402306	TCH ASST PTP PAY	16,737.25			16,737.25
402315	OTHSTDFAC PTP PAY	742.00			742.00
402352	GRAD ASST PTT PAY	642,379.98			642,379.98
402353	GPTI PTT PAY	1,347,289.51			1,347,289.51
402355	RSCH ASST PTT PAY	1,178,411.54			1,178,411.54
402356	TCH ASST PTT PAY	2,010,928.76			2,010,928.76
402357	UG ASST PTT PAY	116,154.53			116,154.53
402365	OTHSTDFAC PTT PAY	68,762.86			68,762.86
402370	STDFAC PTT OTH PAY	7,295.00			7,295.00
402399	STDFAC PTT SAL NHRMS	(1,522.72)			(1,522.72)
402430	LASP ALLSTD FAC SAL	925.00			925.00
<b>TOTAL STUDENT FACULTY</b>		<b>36,921,570.27</b>	<b>-</b>	<b>-</b>	<b>36,921,570.27</b>
405100	CLASS FTP PAY	91,601,314.47		152,641.77	91,753,956.24
405120	CLASS FTP TRM ANNL LV	412,811.11	412,811.11		-
405121	CLASS FTP TRM SICK LV	66,554.68	66,554.68		-
405130	CLASS FTP OVERTIME PAY	1,895,408.26		16,354.42	1,911,762.68
405131	CLASS FTP SHIFT DIFF PAY	463,386.21		698.68	464,084.89
405141	CLASS FTP OTH PAY	528,102.96		624.05	528,727.01
405149	CLASS FTP SAL NHRMS	(132,783.33)			(132,783.33)
405200	CLASS PTP PAY	941,635.52			941,635.52

C-1 SALARIES

ACCT_CODE	ACCT_EFFECTIVE_DESC	TOTAL	TERMINATION PAY	OTHER RECLASS	ADJUSTMENTS
405220	CLASS PTP TRM ANNL LV	66,011.27	66,011.27		-
405221	CLASS PTP TRM SICK LV	1,813.21	1,813.21		-
405230	CLASS PTP OVERTIME	20,521.97			20,521.97
405231	CLASS PTP SHIFT DIFF PAY	8,237.86			8,237.86
405241	CLASS PTP OTH PAY	490,896.15			490,896.15
405900	LASP CLASS REG SAL	-		311.57	311.57
405995	SUVPO ALLCLASS PBS	5,496.22		(3,060.31)	2,435.91
<b>TOTAL PERMANENT CLASSIFIED STAFF</b>		<b>96,369,406.56</b>	<b>547,190.27</b>	<b>167,570.18</b>	<b>95,989,786.47</b>
405300	CLASS FTT PAY	2,762,718.06		17,416.32	2,780,134.38
405330	CLASS FTT OVERTIME PAY	53,472.27		1,094.75	54,567.02
405331	CLASS FTT SHIFT DIFF PAY	18,426.79			18,426.79
405341	CLASS FTT OTH PAY	86,360.23			86,360.23
405400	CLASS PTT PAY	1,849,848.24		5,646.00	1,855,494.24
405430	CLASS PTT OVERTIME	50,356.02		256.50	50,612.52
405431	CLASS PTT SHIFT DIFF PAY	4,800.45			4,800.45
405441	CLASS PTT OTH PAY	81,187.15	694.31		80,492.84
405449	CLASS PTT SAL NHRMS	2,000.00			2,000.00
<b>TOTAL TEMPORARY CLASSIFIED STAFF</b>		<b>4,909,169.21</b>	<b>694.31</b>	<b>24,413.57</b>	<b>4,932,888.47</b>
407600	STD HR PAY	12,239,921.01		21,767.47	12,261,688.48
407700	STD ONC WS PAY	3,985,561.40		(2,994,123.04)	991,438.36
407800	STD OFFC WS PAY	162,500.35		(106,610.18)	55,890.17
407900	STD HR OVERTIME	34,049.62		101.25	34,150.87
<b>TOTAL HOURLY</b>		<b>16,422,032.38</b>	<b>-</b>	<b>(3,078,864.50)</b>	<b>13,343,167.88</b>
400995	SUVPO ALLFAC FTP PBS	(3,273.68)		10,657.14	7,383.46
405995	SUVPO ALLCLASS PBS	-		3,060.31	3,060.31
<b>TOTAL RETIREE/SURVIVING SPOUSE ANNUITY EXCLUSIONS</b>		<b>(3,273.68)</b>	<b>-</b>	<b>13,717.45</b>	<b>10,443.77</b>
400810	PODOCFELL FT PAY	11,026.37			11,026.37
400840	PODOCFELL FT STIPENDS	1,161,275.84			1,161,275.84
400850	PODOCFELL FT OTH PAY	4,208.40			4,208.40
400860	PREFFELL FT OTH PAY	9,805.64			9,805.64
400870	STDFELL FT OTH PAY	(2,361.52)			(2,361.52)
402065	PODOCFELL PT STIPENDS	49,636.03			49,636.03
402075	PREFFELL PT OTH PAY	922.67			922.67
402080	STDFELL PT OTH PAY	2,293.22		5,254.27	7,547.49
<b>TOTAL FELLOWSHIP EXCLUSIONS</b>		<b>1,236,806.65</b>	<b>-</b>	<b>5,254.27</b>	<b>1,242,060.92</b>
<b>GRAND TOTAL SALARIES AND WAGES PER GENERAL LEDGER - TO SCH B-1</b>		<b>411,857,725.50</b>	<b>2,357,086.00</b>	<b>(2,664,831.59)</b>	<b>406,835,807.91</b>

C-2 BENEFIT RECON

UNIVERSITY OF COLORADO AT BOULDER  
 FRINGE BENEFITS BY EMPLOYEE BENEFIT GROUP PER GENERAL LEDGER  
 FISCAL YEAR ENDED JUNE 30, 2007  
 SCHEDULE C-2

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33202	400120	FAC FTP TRM ANNL LV	17,962.33	17,962.33		-
33202	400121	FAC FTP TRM SICK LV	16,369.29	16,369.29		-
33202	400320	RSCHFAC FTP TRM ANNL LV	52,596.14	52,596.14		-
33202	400501	LASP FTP PROF SAL	(150,758.19)	(150,758.19)		-
33202	400520	PRAFAC FTP TRM ANNL LV	373,032.28	373,032.28		-
33202	400521	PRAFAC FTP TRM SICK LV	105,479.21	105,479.21		-
33202	400620	RSASFAC FTP TRM ANNL LV	435,723.31	435,723.31		-
33202	400621	RSASFAC FTP TRM SICK LV	21,345.44	21,345.44		-
33202	400850	PODOCFELL FT OTH PAY	3,120.40	3,120.40		-
33202	400995	SUVPO ALLFAC FTP PBS	7,383.46	7,383.46		-
33202	401020	RSCHFAC PTP TRM ANNL LV	19,041.09	19,041.09		-
33202	401460	PRAFAC FTT OTH PAY	323.20	323.20		-
33202	401570	PRAFAC PTT OTH PAY	780.76	780.76		-
33202	401720	PRAFAC PTP TRM ANNL LV	69,102.79	69,102.79		-
33202	401820	RSASFAC PTP TRM ANNL LV	182,902.48	182,902.48		-
33202	402130	LASP ALLFAC P/TGR SAL	(2,861.61)	(2,861.61)		-
33202	402620	O/E FTP TRM ANNL LV	367,015.5	367,015.5	5GI8861.6AfR4 -.0746 T5.5GI8861.6Af3424.TBG2647	RNOCFELL6IERP
8(	69,102.79 )	J4797J43.6567 -....48,699.156	48,699.15	-		
			17.27			

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33202	418634	RSCHFAC FTP MEDICARE	32,225.45			32,225.45
33202	418650	RSCHFAC FTP OTH BEN	166.39			166.39
33202	418720	PRAFAC FTP HEALTH INS	2,942,149.41			2,942,149.41
33202	418721	PRAFAC FTP LIFE INS	66,021.82			66,021.82
33202	418722	PRAFAC FTP DENTAL INS	207,969.44			207,969.44
33202	418723	PRAFAC FTP DISAB INS	172,390.22			172,390.22
33202	418730	PRAFAC FTP FICA CNT	2,197,508.86			2,197,508.86
33202	418731	PRAFAC FTP PERA	445,014.11			445,014.11
33202	418733	PRAFAC FTP OTH RTRPL	3,286,040.62			3,286,040.62
33202	418734	PRAFAC FTP MEDICARE	567,484.85			567,484.85
33202	418735	PRAFAC FTP PERA AED	33,320.83			33,320.83
33202	418750	PRAFAC FTP OTH BEN	75.68			75.68
33202	418820	RSASFAC FTP HEALTH INS	2,440,989.81			2,440,989.81
33202	418821	RSASFAC FTP LIFE INS	53,134.85			53,134.85
33202	418822	RSASFAC FTP DENTAL INS	160,977.66			160,977.66
33202	418823	RSASFAC FTP DISAB INS	129,863.38			129,863.38
33202	418830	RSASFAC FTP FICA CNT	1,881,908.35			1,881,908.35
33202	418831	RSASFAC FTP PERA	70,346.29			70,346.29
33202	418833	RSASFAC FTP OTH RTRPL	2,604,785.86			2,604,785.86
33202	418834	RSASFAC FTP MEDICARE	455,174.54			455,174.54
33202	418835	RSASFAC FTP PERA AED	5,380.42			5,380.42
33202	418850	RSASFAC FTP OTH BEN	29,976.39			29,976.39
33202	418899	RSASFAC FTP BEN NHRMS	(62,071.56)			(62,071.56)
33202	419080	FELL FT OTH BEN	151.75			151.75
33202	419207	ALLFAC FTP FRINGE BEN	0.04		0.04	-
33202	419215	RET FAC P/TGR OTH BEN	559,006.08			559,006.08
33202	419500	ALLFAC FTP WRKCOMP	587,280.76			587,280.76
33202	419600	ALLFAC FTP UNEMP INS NHRMS	81,413.55			81,413.55
33202	419600	ALLFAC FTP UNEMP INS	10,972.29			10,972.29
33202	421620	PRAFAC PTP HEALTH INS	795.83			795.83
33202	421621	PRAFAC PTP LIFE INS	13.50			13.50
33202	421622	PRAFAC PTP DENTAL INS	23.62			23.62
33202	421623	PRAFAC PTP DISAB INS	22.00			22.00
33202	421820	RSASFAC PTP HEALTH INS	(262.11)			(262.11)
33202	421821	RSASFAC PTP LIFE INS	13.50			13.50
33202	421822	RSASFAC PTP DENTAL INS	(23.62)			(23.62)
33202	421823	RSASFAC PTP DISAB INS	22.00			22.00

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33202	422515	RET O/E OTH BEN	206,725.94			206,725.94
33202	422520	O/E FTP HEALTH INS	2,391,102.05			2,391,102.05
33202	422521	O/E FTP LIFE INS	46,988.38			46,988.38
33202	422522	O/E FTP DENTAL INS	150,737.32			150,737.32
33202	422523	O/E FTP DISAB INS	121,065.40			121,065.40
33202	422530	O/E FTP FICA CNT	1,323,674.58			1,323,674.58
33202	422531	O/E FTP PERA	1,448,892.80			1,448,892.80
33202	422533	O/E FTP OTH RTRPL	2,230,438.64			2,230,438.64
33202	422534	O/E FTP MEDICARE	534,127.96			534,127.96
33202	422535	O/E FTP PERA AED	108,049.21			108,049.21
33202	422550	O/E FTP OTH BEN	(60.32)			(60.32)
33202	422620	O/E PTP HEALTH INS	360.00			360.00
33202	422621	O/E PTP LIFE INS	9.25			9.25
33202	422622	O/E PTP DENTAL INS	39.64			39.64
33202	422623	O/E PTP DISAB INS	20.10			20.10
33202	422630	O/E PTP FICA CNT	3,083.10			3,083.10
33202	422634	O/E PTP MEDICARE	796.44			796.44
33202	422760	ALL O/E WRKCMP	293,640.38			293,640.38
33202	422761	ALL O/E UNEMP INS NHRMS	622.00			622.00
<b>33202 Total</b>	<b>FULL-TIME PROFESSIONAL</b>		<b>29,960,835.93</b>	<b>1,668,947.09</b>	<b>0.04</b>	<b>28,291,888.80</b>
33203	418420	FAC FTP HEALTH INS	(930.25)			(930.25)
33203	418421	FAC FTP LIFE INS	(2.91)			(2.91)
33203	418422	FAC FTP DENTAL INS	(57.42)			(57.42)
33203	418423	FAC FTP DISAB INS	(31.48)			(31.48)
33203	418430	FAC FTP FICA CNT	69.91			69.91
33203	418434	FAC FTP MEDICARE	16.35			16.35
33203	418720	PRAFAC FTP HEALTH INS	(592.83)			(592.83)
33203	418722	PRAFAC FTP DENTAL INS	(23.62)			(23.62)
33203	418730	PRAFAC FTP FICA CNT	14.10			14.10
33203	418731	PRAFAC FTP PERA	58.67			58.67
33203	418734	PRAFAC FTP MEDICARE	11.68			11.68
33203	418735	PRAFAC FTP PERA AED	2.89			2.89
33203	418820	RSASFAC FTP HEALTH INS	(309.11)			(309.11)
33203	418821	RSASFAC FTP LIFE INS	23.57			23.57
33203	418822	RSASFAC FTP DENTAL INS	58.87			58.87
33203	418830	RSASFAC FTP FICA CNT	(104.57)			(104.57)
33203	418834	RSASFAC FTP MEDICARE	(24.46)			(24.46)

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33203	418920	OTHFAC FTP HEALTH INS	885.33			885.33
33203	418921	OTHFAC FTP LIFE INS	32.19			32.19
33203	418922	OTHFAC FTP DENTAL INS	65.37			65.37
33203	418923	OTHFAC FTP DISAB INS	115.75			115.75
33203	420530	FAC PTP FICA CNT	30,336.45			30,336.45
33203	420531	FAC PTP PERA	7,648.50			7,648.50
33203	420533	FAC PTP OTH RTRPL	1,816.06			1,816.06
33203	420534	FAC PTP MEDICARE	8,170.71			8,170.71
33203	420535	FAC PTP PERA AED	599.96			599.96
33203	420550	FAC PTP HEALTH INS	3,435.64			3,435.64
33203	420600	FAC PTP LIFE INS	68.50			68.50
33203	420700	FAC PTP DENTAL INS	312.59			312.59
33203	420800	FAC PTP DISAB INS	110.00			110.00
33203	420880	FAC PTP OTH BEN	(159.63)			(159.63)
33203	420950	FAC FTT OTH BEN	294.10			294.10
33203	420980	FAC PTT OTH BEN	1,823.41			1,823.41
33203	421030	CLNFAC PTP FICA CNT	383.16			383.16
33203	421034	CLNFAC PTP MEDICARE	89.60			89.60
33203	421221	RSCHFAC PTP LIFE INS	(2.50)			(2.50)
33203	421222	RSCHFAC PTP DENTAL INS	(23.62)			(23.62)
33203	421230	RSCHFAC PTP FICA CNT	5,457.72			5,457.72
33203	421233	RSCHFAC PTP OTH RTRPL	1,758.64			1,758.64
33203	421234	RSCHFAC PTP MEDICARE	1,276.40			1,276.40
33203	421250	RSCHFAC PTP HEALTH INS	(203.00)			(203.00)
33203	421280	RSCHFAC PTP OTH BEN	(91.03)			(91.03)
33203	421420	OTHFAC PTP HEALTH INS	2,491.17			2,491.17
33203	421421	OTHFAC PTP LIFE INS	184.22			184.22
33203	421422	OTHFAC PTP DENTAL INS	125.56			125.56
33203	421423	OTHFAC PTP DISAB INS	154.71			154.71
33203	421430	OTHFAC PTP FICA CNT	121,557.40			121,557.40
33203	421431	OTHFAC PTP PERA	13,321.07			13,321.07
33203	421433	OTHFAC PTP OTH RTRPL	145.47			145.47
33203	421434	OTHFAC PTP MEDICARE	30,737.37			30,737.37
33203	421435	OTHFAC PTP PERA AED	900.28			900.28
33203	421530	OTHFAC PTT FICA CNT	141,826.26			141,826.26
33203	421531	OTHFAC PTT PERA	9,210.39			9,210.39
33203	421534	OTHFAC PTT MEDICARE	34,684.47			34,684.47

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33203	421550	OTHFAC PTT OTH BEN	150.50			150.50
33203	421571	OTHFAC FTT FICA CNT	32,017.55			32,017.55
33203	421574	OTHFAC FTT MEDICARE	8,565.26			8,565.26
33203	421580	OTHFAC FTT OTH BEN	11,673.96			11,673.96
33203	421620	PRAFAC PTP HEALTH INS	2,158.10			2,158.10
33203	421621	PRAFAC PTP LIFE INS	150.70			150.70
33203	421622	PRAFAC PTP DENTAL INS	236.20			236.20
33203	421623	PRAFAC PTP DISAB INS	309.95			309.95
33203	421630	PRAFAC PTP FICA CNT	39,146.25			39,146.25
33203	421631	PRAFAC PTP PERA	12,054.60			12,054.60
33203	421633	PRAFAC PTP OTH RTRPL	4,384.83			4,384.83
33203	421634	PRAFAC PTP MEDICARE	10,877.18			10,877.18
33203	421635	PRAFAC PTP PERA AED	918.71			918.71
33203	421650	PRAFAC PTP OTH BEN	(162.70)			(162.70)
33203	421750	PRAFAC FTT OTH BEN	6,216.70			6,216.70
33203	421771	PRAFAC PTT FICA CNT	2,079.44			2,079.44
33203	421774	PRAFAC PTT MEDICARE	2,291.56			2,291.56
33203	421780	PRAFAC PTT OTH BEN	13,571.83			13,571.83
33203	421820	RSASFAC PTP HEALTH INS	2,241.31			2,241.31
33203	421821	RSASFAC PTP LIFE INS	218.57			218.57
33203	421822	RSASFAC PTP DENTAL INS	247.97			247.97
33203	421823	RSASFAC PTP DISAB INS	462.00			462.00
33203	421830	RSASFAC PTP FICA CNT	58,974.47			58,974.47
33203	421831	RSASFAC PTP PERA	1,677.05			1,677.05
33203	421833	RSASFAC PTP OTH RTRPL	9,752.48			9,752.48
33203	421834	RSASFAC PTP MEDICARE	14,025.97			14,025.97
33203	421835	RSASFAC PTP PERA AED	127.31			127.31
33203	421850	RSASFAC PTP OTH BEN	(253.90)			(253.90)
33203	421930	RSAS FACFTT FICA CNT	4,366.44			4,366.44
33203	421934	RSAS FACFTT MEDICARE	1,021.18			1,021.18
33203	421950	RSAS FACFTT OTH BEN	28.75			28.75
33203	421971	RSAS FACPTT FICA CNT	7,369.26			7,369.26
33203	421974	RSAS FACPTT MEDICARE	1,867.29			1,867.29
33203	421980	RSAS FACPTT OTH BEN	2,099.49			2,099.49
33203	422050	FELL PT OTH BEN	267.64			267.64
33203	422160	ALLFAC P/TGR WRKCOMP	58,727.99			58,727.99
33203	422161	ALLFAC P/TGR UNEMP INS	4,225.84			4,225.84

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33203	422161	ALLFAC P/TGR UNEMP INS NHRMS	9,437.36			9,437.36
33203	422523	O/E FTP DISAB INS	22.00			22.00
33203	422620	O/E PTP HEALTH INS	786.33			786.33
33203	422621	O/E PTP LIFE INS	22.00			22.00
33203	422622	O/E PTP DENTAL INS	70.86			70.86
33203	422623	O/E PTP DISAB INS	330.00			330.00
33203	422630	O/E PTP FICA CNT	8,015.73			8,015.73
33203	422631	O/E PTP PERA	12,413.44			12,413.44
33203	422633	O/E PTP OTH RTRPL	1,019.52			1,019.52
33203	422634	O/E PTP MEDICARE	3,690.89			3,690.89
33203	422635	O/E PTP PERA AED	1,019.69			1,019.69
33203	422675	O/E FTT OTH BEN	32,360.27			32,360.27
33203	422679	O/E PTT MEDICARE	309.45			309.45
33203	422680	O/E PTT OTH BEN	2,266.90			2,266.90
<b>33203 Total</b>	<b>PART-TIME PROFESSIONAL</b>		803,570.23	-	-	803,570.23
33204	422250	STDFAC FTP OTH BEN	10,193.10			10,193.10
33204	422280	STDFAC FTT OTH BEN	86,606.17			86,606.17
33204	422350	STDFAC PTP OTH BEN	761.46			761.46
33204	422380	STDFAC PTT OTH BEN	10,026.41			10,026.41
33204	422413	ALLSTD FAC RSTTNRMS NHRMS	(107.77)			(107.77)
33204	422460	ALLSTD FAC WRKCOMP	264,276.38			264,276.38
33204	422480	ALLSTD FAC HEALTH BRS	1,885,275.00			1,885,275.00
<b>33204 Total</b>	<b>STUDENT FACULTY</b>		2,257,030.75	-	-	2,257,030.75
33205	405120	CLASS FTP TRM ANNL LV	412,811.11	412,811.11		-
33205	405121	CLASS FTP TRM SICK LV	66,554.68	66,554.68		-
33205	405220	CLASS PTP TRM ANNL LV	66,011.27	66,011.27		-
33205	405221	CLASS PTP TRM SICK LV	1,813.21	1,813.21		-
33205	405441	CLASS PTT OTH PAY	697.89	697.89		-
33205	405900	LASP CLASS REG SAL	(310.57)	(310.57)		-
33205	405995	SUVPO ALLCLASS PBS	3,060.31	3,060.31		-
33205	418420	FAC FTP HEALTH INS	1,469.21			1,469.21
33205	418421	FAC FTP LIFE INS	20.25			20.25
33205	418422	FAC FTP DENTAL INS	70.86			70.86
33205	418423	FAC FTP DISAB INS	44.00			44.00
33205	418430	FAC FTP FICA CNT	0.21			0.21
33205	418434	FAC FTP MEDICARE	0.05			0.05
33205	419215	RET FAC P/TGR OTH BEN	576.68			576.68

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33205	421421	OTHFAC PTP LIFE INS	5.74			5.74
33205	421423	OTHFAC PTP DISAB INS	0.06			0.06
33205	425015	RETCLASS OTH BEN	1,381,132.41			1,381,132.41
33205	425020	CLASS FTP HEALTH INS	7,909,555.62			7,909,555.62
33205	425021	CLASS FTP LIFE INS	144,475.72			144,475.72
33205	425022	CLASS FTP DENTAL INS	588,367.11			588,367.11
33205	425023	CLASS FTP DISAB INS	104,832.43			104,832.43
33205	425030	CLASS FTP MEDICARE	1,130,848.92			1,130,848.92
33205	425031	CLASS FTP PERA	9,275,194.32			9,275,194.32
33205	425035	CLASS FTP PERA AED	686,537.06			686,537.06
33205	425050	CLASS FTP OTH BEN	(61.20)			(61.20)
33205	425099	CLASS FTP BEN NHRMS	1,057.26			1,057.26
33205	425120	CLASS PTP HEALTH INS	195,903.86			195,903.86
33205	425121	CLASS PTP LIFE INS	13,547.87			13,547.87
33205	425122	CLASS PTP DENTAL INS	17,278.28			17,278.28
33205	425123	CLASS PTP DISAB INS	437.34			437.34
33205	425130	CLASS PTP MEDICARE	21,395.38			21,395.38
33205	425131	CLASS PTP PERA	148,295.97			148,295.97
33205	425135	CLASS PTP PERA AED	11,019.76			11,019.76
33205	425150	CLASS PTP OTH BEN	(25.44)			(25.44)
33205	425334	CLASS PTT MEDICARE	8.48			8.48
33205	425350	CLASS PTT OTH BEN	(212.40)			(212.40)
33205	425802	ALLCLASS FTP FRINGE BEN	(0.03)		(0.03)	-
33205	425803	ALLCLASS P/TGR FRINGE BEN	0.25		0.25	-
33205	426000	ALLCLASS WRKCOMP	704,737.06			704,737.06
33205	426100	ALLCLASS UNEMP INS	10,328.85			10,328.85
33205	426100	ALLCLASS UNEMP INS NHRMS	24,242.82			24,242.82
<b>33205 Total</b>	<b>PERMANENT CLASSIFIED STAFF</b>		<b>22,921,722.66</b>	<b>550,637.90</b>	<b>0.22</b>	<b>22,371,084.54</b>
33206	425231	CLASS FTT PERA	297,162.34			297,162.34
33206	425234	CLASS FTT MEDICARE	42,172.14			42,172.14
33206	425235	CLASS FTT PERA AED	21,634.17			21,634.17
33206	425250	CLASS FTT OTH BEN	144.00			144.00
33206	425331	CLASS PTT PERA	200,168.40			200,168.40
33206	425334	CLASS PTT MEDICARE	28,314.60			28,314.60
33206	425335	CLASS PTT PERA AED	14,351.60			14,351.60
33206	425350	CLASS PTT OTH BEN	1,512.28			1,512.28
33206	426000	ALLCLASS WRKCOMP	29,364.10			29,364.10

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
33206	426100	ALLCLASS UNEMP INS NHRMS	30,100.87			30,100.87
33206	426100	ALLCLASS UNEMP INS	13,576.27			13,576.27
<b>33206 Total</b>	<b>TEMPORARY CLASSIFIED STAFF</b>		678,500.77	-	-	678,500.77
33207	428000	STD HR FICA CNT	1,428.72			1,428.72
33207	428230	STD HR MEDICARE	63,117.85			63,117.85
33207	428250	STD HR OTH BEN	2,842.30			2,842.30
33207	428500	ALL STD/OTH PER WRKCOMP	88,092.20			88,092.20
33207	428600	ALL STD/OTH PER UNEMP IN NHRMS	3,372.00			3,372.00
33207						-
<b>33207 Total</b>	<b>HOURLY</b>		158,853.07	-	-	158,853.07
35723	418420	FAC FTP HEALTH INS	5,945,063.50			5,945,063.50
35723	418421	FAC FTP LIFE INS	109,328.52			109,328.52
35723	418422	FAC FTP DENTAL INS	357,132.96			357,132.96
35723	418423	FAC FTP DISAB INS	327,451.36			327,451.36
35723	418430	FAC FTP FICA CNT	6,272,343.81			6,272,343.81
35723	418431	FAC FTP PERA	157,008.99			157,008.99
35723	418433	FAC FTP OTH RTRPL	11,210,588.40			11,210,588.40
35723	418434	FAC FTP MEDICARE	1,471,802.91			1,471,802.91
35723	418435	FAC FTP PERA AED	11,738.05			11,738.05
35723	418450	FAC FTP OTH BEN	(48.13)			(48.13)
35723	418520	CLNFAC FTP HEALTH INS	1,598.17			1,598.17
35723	418521	CLNFAC FTP LIFE INS	40.92			40.92
35723	418522	CLNFAC FTP DENTAL INS	142.52			142.52
35723	418523	CLNFAC FTP DISAB INS	88.88			88.88
35723	418530	CLNFAC FTP FICA CNT	2,474.76			2,474.76
35723	418533	CLNFAC FTP OTH RTRPL	2,328.41			2,328.41
35723	418534	CLNFAC FTP MEDICARE	578.76			578.76
35723	418920	OTHFAC FTP HEALTH INS	585,400.63			585,400.63
35723	418921	OTHFAC FTP LIFE INS	13,618.88			13,618.88
35723	418922	OTHFAC FTP DENTAL INS	38,725.69			38,725.69
35723	418923	OTHFAC FTP DISAB INS	23,005.41			23,005.41
35723	418930	OTHFAC FTP FICA CNT	468,163.78			468,163.78
35723	418931	OTHFAC FTP PERA	59,273.43			59,273.43
35723	418933	OTHFAC FTP OTH RTRPL	585,616.00			585,616.00
35723	418934	OTHFAC FTP MEDICARE	127,892.42			127,892.42
35723	418935	OTHFAC FTP PERA AED	4,518.87			4,518.87
35723	418950	OTHFAC FTP OTH BEN	(92.39)			(92.39)

C-2 BENEFIT RECON

PGM_CODE	ACCT_CODE	ACCT_EFFECTIVE_DESC	AMT per GL	Benefits recorded in Salary Codes	Allocations Reclassified to Revenue	Benefit Codes
35723	419215	RET FAC P/TGR OTH BEN	2,393,873.82			2,393,873.82
35723	419500	ALLFAC FTP WRKCOMP	910,285.13			910,285.13
35723	419600	ALLFAC FTP UNEMP INS	6,638.00			6,638.00
35723	419600	ALLFAC FTP UNEMP INS NHRMS	18,143.84			18,143.84
35723	420530	FAC PTP FICA CNT	12.15			12.15
35723	420534	FAC PTP MEDICARE	2.85			2.85
35723	420550	FAC PTP HEALTH INS	(846.60)			(846.60)
35723	420600	FAC PTP LIFE INS	13.50			13.50
35723	420800	FAC PTP DISAB INS	66.00			66.00
35723	421420	OTHFAC PTP HEALTH INS	1,048.44			1,048.44
35723	421421	OTHFAC PTP LIFE INS	13.50			13.50
35723	421422	OTHFAC PTP DENTAL INS	94.48			94.48
35723	421423	OTHFAC PTP DISAB INS	22.00			22.00
<b>35723 Total</b>	<b>FULL-TIME REGULAR FACULTY</b>		31,105,152.62	-	-	31,105,152.62
35724	421750	PRAFAC FTT OTH BEN	831.03			831.03
<b>35724 Total</b>	<b>PART-TIME PROFESSIONAL RECLASS TO 33203</b>		831.03	-	-	831.03
<b>GRAND TOTAL BENEFIT CLEARING PROGRAMS - TO SCH B-1</b>			87,886,497.06	2,219,584.99	0.26	85,666,911.81

**ADD: Benefits not Included in Benefit Rates**

BENEFIT ALLOCATION ADJUSTMENTS S/B Reclassified to Revenue	0.26
COMPENSATED ABSENSE ACCRUALS	2,902,708.14
EMPLOYER'S INTEREST ON PERA	7,919.56
FACULTY FELLOWSHIPS-Financial Aid Recorded in Benefit Account Codes	87,984.08
LASP BENEFIT CLEARING BALANCE	406.35
ADJUSTMENTS PRIOR TO FRINGE BENEFIT RATES-Actual Expenses	(55.00)
FACULTY/STAFF TUITION REMISSION	447,198.20
GRADUATE STUDENT TUITION REMISSION	17,992,143.01
Total Benefits Excluded from Benefit Rates	21,438,304.60
Total Benefit Expense before Recoveries	107,105,216.41
ADD: Benefit Rate Recoveries recorded as Interdepartmental Revenue in Benefit Clearing Programs	83,415,132.96
LESS: Bear Creek Contra	(53,411.14)
<b>GRAND TOTAL BENEFITS PER GENERAL LEDGER</b>	<b>190,466,938.23</b>

SCH D BENEFIT PROJECTIONS

**UNIVERSITY OF COLORADO AT BOULDER**

PROJECTIONS OF APPROVED FY2008 AND PROPOSED FY2009 INCREASES TO SPECIFIC BENEFITS  
 APPLIED TO BENEFITS COSTS BASED ON THE FISCAL YEAR ENDED JUNE 30, 2007

**SCHEDULE D**

Increases in several employee benefits, such as the University contribution amount to health insurance premiums and to the Public Employees Retirement Association (PERA) retirement plan were approved by the Colorado Legislature and/or by the University and anticipated to be effective for FY2008 and FY2009. In order to project reasonably flat benefit rates for FY2009, the methodologies described below were applied to the FY2007 actual fringe costs.

**Health, Dental, and Life Insurance for current employees (faculty, professional, and classified staff)**

The following table illustrates the approved University contribution rates for health, dental, and life insurance for FY2008 and those proposed for FY2009, including the % change in rate. The State of Colorado Department of Personnel & Administration (DPA), the cognizant State agency who conducts annual salary and benefits surveys of the Denver/Front Range employment market and makes recommendations to the General Assembly, is proposing for FY2009 that contributions to health insurance premiums by State agencies be 85% of what employers are contributing in the prevailing market. An increase averaging about 13% would be needed to keep this level of parity relative to market contributions, which is shown in the following table. DPA tentatively is proposing to keep rates for dental or life insurance the same, as the current rates are on par with the prevailing market. Incidental costs shown in Schedules A-1 and A-2 incurred for employee groups not normally eligible for insurance (part-time professional, student faculty, temporary classified staff, and hourly) result from occasional concurrent appointments.

employee group	FY2009 proposed employer contrib				% chg fr FY2008	FY2008 employer contrib				% chg fr FY2007
	health	dental	life	total		health	dental	life	total	
<b><i>faculty &amp; prof exempt</i></b>										
Employee Only	327.81	22.36	6.75	356.92	14.95%	281.39	22.36	6.75	310.50	6.16%
Employee + Spouse/SGDP	526.63	22.36	6.75	555.74	8.96%	480.94	22.36	6.75	510.05	8.85%
Employee + Child(ren)	526.63	22.36	6.75	555.74	8.96%	480.94	22.36	6.75	510.05	8.85%
Family	767.18	22.36	6.75	796.29	11.97%	682.03	22.36	6.75	711.14	14.11%
<b><i>classified staff</i></b>										
Employee Only	322.85	21.49	5.22	349.56	15.63%	275.59	21.49	5.22	302.30	12.27%
Employee + Spouse/SGDP	543.28	23.76	5.22	572.26	9.16%	495.24	23.76	5.22	524.22	17.32%
Employee + Child(ren)	484.68	24.70	5.22	514.60	7.29%	449.72	24.70	5.22	479.64	14.34%
Family	759.36	27.12	5.22	791.70	11.44%	678.10	27.12	5.22	710.44	15.50%

## SCH D BENEFIT PROJECTIONS

### **Annuitants' Insurance (health, dental, and life insurance contribution for retirees)**

The University contributes towards health and dental insurance premiums at the faculty and professional exempt rates shown above (plus a lower contribution to life insurance of \$2.61 per month) for retired faculty and professional exempt, as well as retired classified staff under age 65. There are two other plans available, with similar rates, for Medicare-eligible retirees (called Medicare Supplement and Alternative Medicare Payment, or AMP). These have minimal participation (35 out of 1,030 enrollees) and no material effect on the above rates. Projected FY2009 costs are calculated using current FY2008 retiree enrollment in the University's insurance plans multiplied by the proposed rates for FY2009, resulting in an overall increase of approximately 10% above the FY2008 estimate.

### **Student Faculty (graduate student) Insurance**

The University pays 70% of the premium for graduate students on eligible appointments electing to enroll in the Student Gold health insurance plan. The FY2008 premium is \$790 per semester, down from \$875 per semester in FY2007; the University's 70% share is \$553. Point-in-time analysis was conducted to project current FY2008 costs for student faculty health insurance through October 2007 out through June 2008, based on percentage of cost through October 2006 of total FY2007 cost, resulting in a decline of approximately 6%. Increased student enrollment participation in the plan mitigates the FY08 decrease in premium. While requests for proposal (RFP) go out in January, campus student health center officials are predicting an overall insurance cost increase in FY2009 of about 13% above FY2008.

### **Disability Insurance (long-term for regular faculty and professional full-time employees, short-term for classified staff)**

Point-in-time analysis was conducted to project current FY2008 costs for disability insurance from October 2007 to June 2008, based on percentage of cost through October 2006 of total FY2007 cost. FY2009 disability insurance cost is projected to rise at the same rate as State DPA-recommended salary increase for FY2009, which for the Boulder Campus employee mix is estimated to be 5.23%.

### **Social Security (FICA) and Medicare Tax**

Point-in-time analysis was conducted to project current FY2008 costs for FICA and Medicare from October 2007 to June 2008, based on percentage of cost through October 2006 of total FY2007 cost. FICA is impacted primarily by the annual increase in the salary ceiling, recently approved by Congress to go from \$97,500 to \$102,000, but also by overall growth in employee eligibility (new hires), whereas Medicare increases are a direct function of salary increases. The projection for FY2009 increases FY2008 estimated FICA cost by 4.6% to reflect the Congressional trend in raising the salary ceiling. FY2009 Medicare projection is a 5.23% increase over FY2008, the same as recommended salary increase for FY2009 for all employee groups

### **PERA contribution**

State of Colorado legislation (Senate Bill 04-257) increases the employer contribution by 3% over 7 fiscal years, starting with a 0.5% increase in January 2006. The requirement for Amortization Equalization Disbursement (AED) was put in place to reduce PERA's unfunded liability caused by decisions in recent years to reduce the employer contribution, as well as the downturn in the economy. Senate Bill (SB) 06-235 provides an additional 0.5% Supplemental Amortization Equalization Disbursement (SAED) increase in the

## SCH D BENEFIT PROJECTIONS

employer contribution rate for 6 years, first effective January 2008. During FY2007 the rate increased to 11.15% of salary for classified staff and grandfathered exempt professionals hired before 1991. The rate will increase 0.4% for AED and 0.5% for SAED; thus the contribution will become 12.05% of salary during FY2008, and 12.95% of salary during FY2009. Methodology to project the FY2008 cost started with point-in-time analysis to project current FY2008 costs for PERA through October 2007 out through June 2008, based on percentage of cost through October 2006 of total FY2007 cost. This is slightly lower for most relevant employee groups than increasing the actual PERA cost for FY2007 by salary increase factor for FY2008 (5.1%) and ratio of old over new PERA contribution rates (e.g., 12.05%/11.15%) during FY2008. To estimate FY2009 PERA cost, projected FY2008 PERA is incremented by an estimated salary increase factor multiplied by the ratio of old over new PERA contribution rates during FY2009 (12.95%/12.05%).

### **Other Retirement Plans**

The University contributes 10% of salary for regular faculty and full-time professionals (those not grandfathered in PERA) to its 401(a) Optional Retirement Plan (ORP). As with most of the other benefits, point-in-time analysis was conducted to project current FY2008 costs for ORP through October 2007 out through June 2008, based on percentage of cost through October 2006 of total FY2007 cost. The FY2008 estimated cost is then incremented by 5.23% to reflect the recommended salary increase for FY2009.

### **Other Benefits: Worker and Unemployment Compensation, Termination Annual and Sick Leave Payments**

As with most of the other benefits, point-in-time analysis was conducted to project current FY2008 costs for worker compensation, unemployment compensation, and termination annual and sick leave payments through October 2007 out through June 2008, based on percentage of cost through October 2006 of total FY2006 cost. These costs vary considerably from year to year, particularly in the case of worker compensation which is based on prior year claims experience, among other factors. The premiums went up about 40% in FY2007 above FY2006, while the FY2008 projection is down about 4% from FY2007 actuals. Projection for unemployment compensation is up significantly, about 26%, from FY2007, though dollar magnitude is small. Annual and sick leave accrual payments for terminating/retiring employees continue in an upward trend, attributable to demographics of the aging State workforce and consistent with University predictions that somewhere between 40-50% of faculty, professionals, and classified staff will be retiring within the next 5 years. Thus we project FY2009 termination payments to increase at least 5.23% above expected FY2008 levels, consistent with increase in salary.